

The Impact of Non-Mandatory Training on Employee Performance

Abeywickrama B.L.¹ and Gamage, P. N.²

The purpose of this research is to identify the impact of non-mandatory training on employee performance at ABC Cement. In addition to that, this study intends to identify the relationship between the non-mandatory training and employee performance in ABC Cement. Although there is enough literature on training and development, employee performance, employee productivity, employee efficiency. There is less research context in non-mandatory training, especially in the manufacturing sector. This study explored the relationship and examined the influence of non-mandatory training on employee performance in the manufacturing sector. This research is deductive (theory-testing) research. This research was conducted using a survey research strategy and quantitative research method. Executive level employees of the cement manufacturing company were chosen as the population of the study. The sample size was 200, data collection was done through a self-administered questionnaire and Convenience sampling technique. A Google form was created and distributed to collect data. The number of employees who responded was 220 out of 400 employees. Statistical Package for Social Science (SPSS), version 23.0 was used as a tool for data analysis and both descriptive and inferential statistics, namely correlation and regression were used to analyze data. The results indicate that the non-mandatory training has positively impacted the employee performance of the cement manufacturing company.

Keywords: *Non-Mandatory Training, Employee Performance*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [abeywick-bm18004@stu.kln.ac.lk]

² Senior Professor, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [prasadini@kln.ac.lk]