

Impact of Training and development Programmes on performance of Employee in Privet Sector.

R. S. S. Kamalawarna¹

Abstract

This report follows the study about Impact of Training and development Programmes on performance of Employee in Privet Sector. Training is a very important aspect present days in making the organization high profitable. There are various factors of the employee develop under the training and development known as Employee satisfaction, Quality of the employees, Relationship between employer and employee as well as relationship among employees and motivation of the employee. Each factor contributes to overall employee performance. This study concludes that programmes of the training and development of an organization contribute greatly to employee's performance. In line with the focus, Data collected through the interview method from John Keells Holdings in Sri Lanka. It is a largest listed conglomerate company in the Colombo Stock Exchange. Executives, Non-executives, senior managers, Managers, Supervisors selected as samples form the company. As the primary data indicates, there is positive relationship between the training and development programs and employee's performance. The result of the study shows that training and development programs have positive impact on performance of employees in privet sector. It is conclude that john Keells holdings having good training and development programs for employees. Most of the employees were of the view that training and development were effective tools for both Individual and organizational success. The findings revealed that training practices, methods and activities at John Keells holdings are in line with the best practices regarding the planned and systematic nature of the training process as is generally known. It can enhance the performance of employees through the factors that I mentioned early.

Keywords: Training and development programs, Employee's performance, Privet sector, Motivation, Quality

¹ Department of Economics, University of Kelaniya, ranasinghessk@gmail.com