

Impact of Training Effectiveness on Employee Engagement of Non-Executive Level Employees in Central Bank of Sri Lanka

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In today's challenging and competitive environment, organizations and institutes make continuous effort to improve their employees' employee engagement. This study analyzed the relationship between training effectiveness and employee engagement. The study's objectives were to assess the level of training effectiveness, assess employee engagement level, and identify impact and relationship between training effectiveness and employee engagement of Non-executive level employees in Central bank of Sri Lanka. The study is limited to identifying the factors of Non-executive level employees in the Central Bank of Sri Lanka. This study followed a quantitative approach and a cross-sectional field study. Usable questionnaires were received from 109 respondents, and the data were analyzed using correlation and regression with the aid of SPSS. According to regression analysis, results indicated that training effectiveness significantly impacts on employee engagement by 41.7%. Correlation analysis results indicate a significant positive relationship between training effectiveness and employee engagement by 64.6%. In concluding, it can be said that the training effectiveness positively impacts on employee engagement. This conclusion implicates that managers and employees can increase the banking sector's employee engagement level through practical employee training. Thus, it is recommended to facilitate employees with proper quality training that will eventually enhance employee engagement.

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