

Impact of Training and Development on Employee Satisfaction and Commitment of Sewing Machine Operators at ABC Company

Rathnayake, M. R. M. C. J. K.¹ and Fernando, T. S. S.²

Introduction

Training and Development is an essential supporting function for any business and it helps to make positive contributions to the company, employees, and society. Some companies maintain a separate department for Training and Development and invest a huge amount of money for that. Thus, assessment of the costs and benefits of Training and Development is crucial. Especially, the Apparel sector places higher importance on Training to build favorable attitudes about the Company, improve the productivity of human capital and the quality of products, and to control the unplanned employee turnover. According to Nda, M. and Fard, R., (2013), Lowry, Simon & Kimberley (2002) have mentioned that training is a way of enhancing employee commitment and maximizing employee potential. Therefore, it is important to review the attitudes of Sewing Machine Operators regarding Training and Development and how it affects job satisfaction and commitment. Here, the perceptions of the employees are surveyed using the rating scales and this paper aims to investigate the Impact of employee Training and Development on Employee Satisfaction and Commitment of sewing machine operators at a leading garment factory in Sri Lanka.

Methodology

This study used the survey method to collect data from the Sewing Machine Operators and a structured set of questionnaires were distributed among 200 employees at ABC (Pvt)Ltd. This paper assesses how Training and Development determines the employee perceptions about the company and job in relation to their personal career interests. The effectiveness of the training programs related to job satisfaction was tested using the Likert scale as this is quantitative research. This study uses the deductive approach and evaluates cross-sectional data acquired through surveys. The questionnaire was developed to assess the support gained from trainers, transferability of training, practice, and feedback provided by the trainers, consistency, and meaningfulness of training, the willingness to recommend and to retain in the company, development opportunities gained. The collected data is analyzed using SPSS and excel.

¹ Department of Management, Faculty of Management, University of Peradeniya, Sri Lanka (*chamitha.rathnayake@gmail.com*)

² Department of Management, Faculty of Management, University of Peradeniya, Sri Lanka (*fernandots28@gmail.com*)

Findings

The Results of this study revealed that employees are less satisfied regarding the development opportunities and meaningfulness of training should be improved. Further, results confirmed that there is a positive relationship ($r = .833$, $p < 0.01$) between Training and Development and Employee Commitment, and a positive relationship ($r = .866$, $p < 0.01$) between Training and Development and Job Satisfaction.

Conclusion

Based on the findings, it can be proved that there is a strong and positive impact of training and development on job satisfaction and commitment. Evaluation of employee attitudes on training is important for a company to know the interests and the level of motivation of employees to learn and grow and especially to adjust training to make employees satisfied with the company. However, the findings can differ based on the hierarchical level, time duration, culture, geographical area, and industry. Therefore, conducting more studies on this relating to different industries is important.

Keywords: *Employee Commitment, Employee Development, Employee Perception of Training and Development, Employee Training, Job Satisfaction*

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