

**IMPACT OF TRAINING ON THE INDIVIDUAL
PERFORMANCE OF BOTTOM LEVEL EMPLOYEES IN
APPAREL INDUSTRY IN TRINCOMALEE DISTRICT**

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Abstract

The organizations want to achieve sustainable competitive advantages. For this purpose organization need to have a competent workforce which are the most valuable resource in any organizations. Effective training and development is the key to have a competent workforce to achieve success of the organization. Hence, to continually have a competent workforce in the organization, employees have to be given systematic trainings to improve their productivity, initiative ability and interpersonal relationship skills. Today, apparel industry also is investing huge amount of money on employee trainings with the fast changing competitive environment. Organization have identified the necessity of the training and development of employees in order to achieve competitive advantage.

This study help to know about impact of training on the individual performance of bottom level employees in apparel industry in Trincomalee District. The objectives of this study are: to what extent knowledge, attitude and skills enhancement through training affect on individual performance of bottom level employees and also to find out whether there are opportunity to exercise knowledge, skills and attitudes enhancement through training in the work place. And finally to identify level of individual job performance of bottom level employees.

To achieve these objectives, the target population was selected employees in Apparel industry of Trincomalee District. From the target population, study used 150 employees as the sample from three organizations. And data were collected using questionnaire. 150 questionnaires were distributed among three organizations and collected 141 questionnaires. Used descriptive statistics and regression analysis for the data analyzed.

In this study researcher found that there is an impact between training and performance of bottom level employees of the apparel industry in Trincomalee District. Hence, this research help to apparel industry growth and continuously enhanced employees performance by providing these findings.

Keywords: training, knowledge, attitudes, skills, performance

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