

**An Evaluation of the effectiveness of Accounting Development Training  
programme implemented by the Management development and  
training department**

**(Special reference to Batticaloa and Trincomalee District)**



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## ABSTRACT

The research study has intended the title Study on Evaluation of the effectiveness of Accounting Development training programme, special reference to the Management Development and Training department Batticaloa and Trinco district.

This study has done by using four established variable namely; a) Reaction b) Learning c) Behavior d) Result. The main objectives of this survey are to explore the level of influence of factor into the employee Personal information consists of Name, Working departments, Sex, Highest education, marital status. The study is based on the information collected from 200 samples in Batticaloa and Trincomalee district. The responses were obtained through interview, structured questionnaires. It was analyzed through SPSS package. The results are illustrated by table.

I hope this research will be helpful to increase the effectiveness of training programmes. I have given the recommendations to maximize the deciding factors in positive way to eradicate the problem.

Most of the respondents were moderately agreed with the statement, that is to say the training Reaction, Learning, Behavior and Result are moderately accepted by all the employees and These Four variables are contribute to moderate level training effectiveness. At the same time most of the respondents were expressed common opinion regard the overall training effectiveness of this training programme. When considering the reason for this. The absence of a proper performance appraisal system make it's difficult identify weak areas in job performance and to formulate suitable training programs to motivate, enhance and enrich job performance, the absence of proper training policy document in the departments makes a proper evaluation difficult and the training plans are not prepared a head with sufficient attention being given to actual and future needs. Therefore the overall training shows moderate level.

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