

**THE IMPACT OF TRAINING AND DEVELOPMENT ON
EMPLOYEE PERFORMANCE**

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ABSTRACT

The need for increased employee performance has become widely accepted and the fact that it depends on efficient and effective training and development cannot be over-emphasized. Training is a systematic development of knowledge, skills and attitudes required by employees to perform adequately on a given task or job. Training and development are required by employees to enable them work towards taking the organization to its expected destination.

The study aimed at finding out the impact training and development toward on employee performance in Apparel Companies in Kurunegala district. The study was carried out with three dimensions as training needs assessment, training contents & delivery approach and training evaluation to measure the training & development and three dimensions to measure the employee performance as task performance, contextual performance and counterproductive work behavior. Data were collected using questionnaire within the 200 sample.

Based on the findings of the study, it concluded that training & development is good predictor of the employee performance and there is positive relationship between the training & development and employee performance. As well as all the dimensions of training & development are significant predictors of the employee performance. The results of the study showed that there are high levels of training & development practices in garment field and there are high levels of employee performance in garment field.

In conclusion, training is a vital tool for the survival and success of employees and overall organizations and as such companies are increasingly becoming aware of the need to invest in training and development of their employees.

Key Words: training and development, training needs assessment, training contents, delivery approach and training evaluation, employee performance, task performance, contextual performance and counterproductive work behavior.

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