

# IMPACT OF TRAINING ON EMPLOYEE'S PERFORMANCE IN SRI LANKA TELECOM IN BATTICALOA DISTRICT

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## Abstract

Employee is a heart of any business. The success or failure of the firm depends on its Employee Performance. Top Management knows the significance of investment on Training for the advantage of improving Employee Performance and also places them to get the challenges of the today's competitive business environment. This research aims to study the Impact of Training on Performance of employees in Sri Lanka Telecom in Batticaloa District.

The study used descriptive research design. The target population of the study is 137 employees in SLT in Batticaloa District. A survey was distributed to the whole population of the study. Out of these 104 employees were responded to the survey with the response rate of 76%. A structured questionnaire was used to collect data from the respondents. The data was analyzed using the SPSS 19. It was interpreted in frequencies, percentages, correlations and regression.

The analysis shows there are positive and significant relationships exist among the variables (Training, Job Involvement and Employee Performance). Further, findings of the study suggested that the relationship between Training and Employee Performance is mediated by Job Involvement. Same as training has significant positive impact on job involvement. And also job involvement has significant impact on employee performance. The findings can prove useful to Human resource managers, Human resource policy decision makers, as well as government and academic institutions.

Keywords: Training, Employee Performance, Job Involvement, Sri Lanka Telecom

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