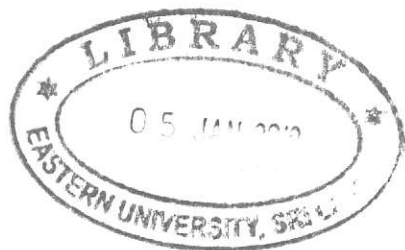


**PERCEIVED EFFECTIVENESS OF TRAININGS FOR BANKING
STAFF
SPECIAL REFERENCE TO KURUNEGALA DISTRICT**

by



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EU/IS/2012/COM/128

COM 1628



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submitted to the faculty of Commerce and Management, Eastern University, Sri Lanka as a partial fulfillment of the requirement of the Degree of Bachelor of Commerce (B.com Hons)

**Department of Commerce
Faculty of Commerce and Management
Eastern University, Sri Lanka**

2018

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ABSTRACT

The most important resource that any organization can have is the human resource. It forms the blood stream of the company that maintains the survival of the business. Success or failure of any business organization depends on employees. This is the reason that the management of organizations invests in training and development of their staff to improve the performance.

Training is the act of increasing the Knowledge, Skills and Attitude of an employee for doing particular job. The training is to acquire new skills, technical knowledge, problem solving, establishing self-motivation, etc. Training improves the performance of employees on present jobs and prepares them for taking up new assignments in the future. Training also helps in the development of the employees. In the part of Literature Review, based on other scholars' contribution to the subject, discussed overview of training, methods of training, benefits of training, employee performance, evaluation of training and the relationship between training and employee performance. And there are limitations that the research goes through because signs showing a relationship between employee performance and training are not adequate.

The main objective of the study is to identify the perceived effectiveness of training for the banking staff. For collecting the required primary data, a structured questionnaire, with multiple choice questions was administered to 200 employees who are working in the banks through the simple random sampling method. In this study Regression, Correlation and ANOVA tests have been used to interpret the data collected. Statistical Package for Social Scientist (SPSS) version 23 has been used for analyzing the data. Based on the research findings the researcher offered suitable suggestions for improving the training and development in the employees of banking sector.

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