



**AII-06**

**Impact of Training and Development Programs towards Work Related Variables**

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Rapidly and ever changing work environment often creates the enormous challenges for any kind of organizations for ensuring their survival with the competitive business arena. In order to gain Sustainable competitive advantage over the rivalry among their competitive counterparts many organization strive for differentiating form others in terms of various organizational attributes. Though Financial, technological, physical and innovation resources are playing key role in achieving sustainable competitive advantage for a certain organization, the human resources in essence contribute in a great deal with no doubt. In order for developing valuable, rare, inimitable and organizational human capital internally, organizations tend to design and implement continuous training and development program for the employees. Particularly, it has become a severe problem in Sri Lankan business context how to offer effective trainings for employees to improve their productivity, performance and job satisfaction. Many organizations often did not achieve the training goals and objective though the extensive amounts of cost are invested on it. In order to search these circumstances, the survey was conducted through the sample which consisted of 50 employees in four production sections at Naturub Accessories (Pvt) Ltd, Sri Lanka. Across all four main variables tested namely job satisfaction, turnover, and productivity and performance researcher found that significance correlation between the variables. Moreover research found that job satisfaction, productivity and turnover were positively associated while turnover was negatively linked with training program participation.

*Keywords:* Training & Developments programs, Job Satisfaction, performance, turn over