

Impact of Training and Development on Employee Performance on the Hotel Industry in Sri Lanka

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Abstract

Training and development in an organization give an opportunity for the employees to accomplish a certain set of objectives by performing effectively and efficiently. These are programs used to enhance the skills, knowledge, attitude, and competencies of the employees. It is crucial for an organization to know the importance of training and development. The organization should also be able to identify if and when an employee requires these programs. A highly trained and developed employee becomes an asset to the organization as they have the ability to improve the overall performance and assist in the success of the organization. This research aims to identify the relationship between training, development, and performance. This is done by incorporating the deductive and quantitative research approaches. With assistance from primary (online survey) and secondary (academic support/past research conducted on the topic) data. The random sampling technique was used to select the participants for this research. 63 responses were received, and these responses were analyzed through SPSS. The findings from this analysis reveal that the participants believe that training and development is the key to a high-performing organization. The findings also confirm that "H₁"; training has a strong positive relationship with performance. As well as "H₂"; development has a strong positive relationship with performance. This was validated by conducting the Correlation analysis and Regressing analysis on SPSS.

Keywords

Training, development, human resource, and performance.

Biography