

## **Factors Leading to Intention to Participation in Training Programs: With Special Reference to Software Engineers of Virtusa (Pvt) Ltd**

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Today's organizations believe human resource is the most valuable asset that they could have in their organizations. To have a valuable & competent workforce, employers are conducting training programs time to time. Especially IT companies are having series of training programs in order to update its' workforce with the new trends in the technological environment. Even though companies are spending thumping amount of money in Training, Only few are benefited by the training programs. Most of employees do not like to participate on training programs. The study is about finding the reasons behind this scenario, as to why employees are not intended to participate in trainings, with special references to software engineers at Virtusa (Pvt) Ltd. By conducting a deep literature review, researcher found different factors affect to training intention of employees. Hence by conducting a deductive research, accompanied by a survey, researcher found the most influential factors affecting to training intention of software engineers. To conduct the survey researcher got a sample of 80 participants. The most influential factors out of different related factors are learning intention of employees and motivation of employees, including intrinsic and extrinsic motivation of employees. These two factors are personal factors of employees.

Although the results shows, organizational factors which highly influence in training intention of employees. Those are time availability to participate on training programs with highest work load and the less linkage between rewards and training. Those four factors were sorted by SPSS statistical software, using factor analysis. The results specifies that, with the increasing of age of employees, the learning intention of goes down. To increase the motivation and learning intention employees can have a transparent communication of objectives of training program with the participants in advance, also the benefits associated with training program has to stress to the audience in advance. Finally both the company and the employee is achieving their expected goals by having a motivated staff.

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