

Impact of Training Effectiveness on Employee Performance of Management Assistant Level Employees in National Housing Development Authority

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Most of the organizations spend a lot of money on Training process of their employees, as training employees has a directly effect on organizational success. Training process help individual employees to perform their current job in a better way and to meet the expectation of a higher and more challenging job in the future. It also helps to improve the performance of the employees and there by boosts the productivity of the organization. This study focuses on identifying the impact of Training Effectiveness on Employee Performances in National Housing Development Authority (NHDA). To achieve the above mentioned task and to collect data, the employees of the NHDA head office, Colombo 02 who were randomly selected were used as a sample. To gather information, a questionnaire was used as a primary data collection method and company reports were used as secondary data collection method. Moreover, the past training records and previous research papers related to Training programs were used to collect data. According to the results obtained through the analysis of data, it was revealed that training effectiveness help to improve employee performances and there is an impact of the training effectiveness on the employee performance. Finally, this study also presents some recommendations that can be adapted to improve the existing system of training process in NHDA.

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