

## **The Impact of Training and Development on Employee Performance at Semi-Government Sector Organizations in Sri Lanka**

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This study attempts to identify the impact of training and development on employee performance of executive level employees at two semi-government organizations in Sri Lanka. Further, it examines the relationship between training and development and employee performance, the level of performance and measure the differences of employee performance based on age and gender differences. This study was a quantitative and cross sectional survey where data was collected through a structured questionnaire. Convenience sampling technique was applied to select the sample and the sample consisted of 99 executive level employees. The data were analyzed using the computer based statistical data analysis package, SPSS (Statistical Package for Social Science) and Correlation and Regression analysis were used as analytical tools. Finding revealed that there is positive impact of training and development on employee performance of executive level employees. Accordingly, the researcher suggests to establish proper training and development programs to ensure higher level performance from employees.

**Keywords:** *Training and Development, Employee Performance, Semi-Government Sector, Executive Level Employees*

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