

## **Relationship between Training & Development and Performance: A Study of the Academics of University of Kelaniya and University of Ruhuna**

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The quality of higher education in any country seriously depends on the academics' performance. Recently issues arose with regard to the academics' performance in Sri Lanka especially in the two state universities under study namely, University of Kelaniya and University of Ruhuna were observed. Among a large number of determinants related to the performance of academics, training and development was selected due to the issues identified related to it in the context. Accordingly, the researchers' objective was to assess the relationship between training & development and the performance of the academics. The sample of the study consisted of 327 academics attached to the two state universities under study, and it was selected using stratified random sampling technique. Primary data were collected by distributing a pre-tested questionnaire, and secondary data were collected by the means of related books, journals and conference proceedings. Data analysis was performed using the SPSS software via frequencies, descriptive statistics and correlation analysis. The hypothesis was tested based on the result of the correlation analysis and it was accepted that there is a significant relationship between training & development and performance of the academics. Since the low mean value indicated dissatisfaction of the academics with training & development, it was recommended to plan and implement effective training & development programs and establishing a more effective process for recognizing the performance of the academics to enhance the academics' performance by effectively addressing their performance related problems.

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