IMPACT OF TRAINING PROGRAMMES ON EMPLOYEE PERFORMANCE OF STATE SECTOR:
WITH SPECIAL REFERENCE TO DEVELOPMENT OFFICERS IN PUTTALAM DISTRICT

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Abstract

This study was developed on "The impact of training programmes on employee performance of state sector: with special reference to development officers in Puttalam district". Accordingly, how the training programmes affect Employee Performance of State Sector was discussed. Components of training, design of training processes and the Mode of Training were identified as the most significantly affecting variables on the employee performance related to training programmes. This research study was developed based on primary data collection and accordingly, 233 development officers attached to 16 Divisional Secretariat Offices in Puttalam District were considered for the data collection. Accordingly, this research was developed as a quantitative research collecting data by distributing a questionnaire among respondents according to the survey strategy. The deductive research approach was considered and the cross sectional method was chosen as the research's time horizon. Study concludes that the contents of training program is significant which basically foster from knowledge transfer, ability transfer and attitude development, while the study further stresses that the designing component of the training program as well significant which come from the aspects such as; creation of better action plan, selection of right location, better transfer of education credit system, identifying the suitable audience, registration and space etc, are the fundamental contributors in training design. Finally, as the mode of training program, the respondents identify the job Shadowing as the top most important program, while web base training program, brown bag program have become the required methods of training. As respondents finds job swapping has become a negative contributor. Finally on the job training, the traditional method of training, has not become significant as found by the study.

Key Words: Training Programmes, Components of training, Design of training processes, Mode of Training and Employee performance