

Acknowledgement

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Abstract

Pakistan is one of the developing countries in the world but there are many telecommunication companies which are operating in its diverse environment and hence providing the best training facilities to its employees to make organization more successful. The leading telecommunication organizations in Pakistan are Mobilink, Ufone and Telenor. This study would be focusing on the impact of training on the employees which would be leading to increased productivity of the institutions.

Pakistan telecommunication part of the globalized world where world boundaries have been blurred the diverse workforce is needed which requires extensive training and thus it leads to commitment which comes after a passage of time. Organizational success in the competitive environment of Pakistan is difficult but it has a positive relationship between training and commitment.

Role of training and commitment on organizational success will be assessed from the top telecommunication companies operating in Pakistan. The sample will be concluded from these companies while using the quantitative technique to explore the relationship training leading to commitment and having a positive impact on the organization.

In the diverse work environment the most critical hence essential element is employee commitment and training has been an essential element in organizational success. In the globalized creating employee commitment has been seen as a problem without a solution. Over the years there have been several researches conducted to explain the ambiguous term in detail which will be further elaborated in the further discussion. Employee engagement can also be linked to organizational development as a dependent factor. Further analysis would elucidate upon these two major and complicated topics. Our study will put light on both the positive and negative impacts on business while proving them with the previous studies conducted over the years. Further our discussion will create an argument with respect to other factors having an impact on organizational success.

The main purpose of this study is to highlight the role of training and commitment on the success of the organization. Thus the three most profitable telecommunication organization Mobilink, Telenor and Ufone had been selected and the study would be using a quantitative method while using the questionnaire to judge the element of training and commitment being a successful organization. The particular study would help the telecommunication sector to emphasize on the role of training and commitment to achieve success in the organization.

Contents

Chapter 1	6
1 Introduction	6
1.1 Research Interest	8
1.2 Problem Statement	10
1.3 Objectives of the study	10
1.4 Research question	10
1.5 Justification of the study	11
1.6 Scheme of Study	11
Chapter 2	12
2. Literature Review	12
2.1 Definition of Training	13
2.2 Types of training	14
2.3 Impacts of Training	15
2.4 Social and Intellectual Development	16
2.5 Achievement of Organizational Goals	16
2.6 Commitment	17
2.7 Learning Process	18
2.8 Employers Performance	19
2.9 Work Design	19
2.10 Effective training session	20
2.11 Commitment	20
2.12 Determinants of Employee Commitment	21
2.13 Commitment in the Side-Bet Period	22
2.14 Middle Affective-Dependence Period	22
2.15 Measuring Commitment	23
2.16 Commitment and its new employment contract	24
2.17 Employees Commitment	25

2.18 Training and development	25
2.19 Organizational Success	26
Chapter 3	28
3 Theoretical Framework	28
3.1	29
3.2 Dependent variable	29
Chapter 4	30
4 Research Methodology	30
4.1 Research Type	30
4.2 Data Gathering	30
4.3 Sampling Technique	31
4.4 Sample Size	31
Chapter 5	32
5 Data Analysis and Discussion	32
5.1 Brief History on the Three Case Companies	32
5.2 Samples Characteristics of Training	33
5.3 Results of questions based on Training	40
5.4 Results of commitment	40
5.5 Organization Success Measured	40
Chapter 6	43
6 Conclusion	43
6.1 Current study revealed following limitations	44
Appendix	44
References	50