

**"Post Training Evaluation of Employees Performance; A Case
of Islamabad Electric Supply Company (IESCO)"**



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2016.

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of Islamabad Electric Supply Company (IESCO)"**



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**A research thesis submitted in partial fulfillment of
the requirement for the degree of MBA**

Department of Management Sciences

Bahria University Islamabad

2016.

FINAL PROJECT APPROVAL SHEET

Viva-Voice Examination

Date / /

Topic of Research: **Post Training Evaluation of Employees
Performance; A Case of Islamabad Electric Supply Company
(IESCO)**

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ACKNOWLEDGEMENT

In the name of Allah, the most merciful and benevolent, I am especially grateful to my supervisor Mr. Firdous Ahmed Shehri in providing timely guidance and suggestions during the course of this study. I shall always be eternally grateful to my parents for their countless support and prayers in every aspect during the phase of the entire study. While I have been working on this study, many people have supported me and contributed in different ways. This study would have never been completed without the guidance and cooperation of number of people, which include permanent and visiting faculty members of BAHRIA, friends and senior students particularly, Ms. Saba Khan Jomezai, Mr. Ali Mujtaba and Mr. Danyal Ahmed. My special gratitude to my all class fellows for all the respect and help they gave to me through this entire study. I am also grateful to the survey participants who gave their precious time. I am especially appreciative of the individuals who unselfishly gave of their time to guide and advise me in accomplishing this study. I would like to THANK each and every one who has helped me throughout my thesis.

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Abstract

The workforce of any organization is its core asset, which is rare and non-imitable. If it is nurtured, harnessed and trained properly; organizations can reap a lot of benefits. Modern day organizations invest huge sums of money on the training and development of their workforce. Training consists of two facets which include on the job training and off the job training. On the job training includes job rotation and job enrichment which off the job training consists of seminars, workshops and computer based training which can be conducted inside the boundary of organization or outside it. The aim of this study is to empirically test the relationship between "training" and "employee performance". Cross-sectional data was collected from IESCO operating in Islamabad (N = 150). A questionnaire based survey was administered in order to collect the required data. The outcome of the study suggested that employee training programs have a positive and significant impact on performance of the employees.

Keywords: Training, Employee Performance, On job Training, Off job training