

THE IMPACT OF TRAINING & DEVELOPMENT ON EMPLOYEES PERFORMANCE AT KOMPASS PAKISTAN (PVT).LTD

By

**LATIF IQBAL
24078**

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Abstract

For any organization employees are considered as major assets, because they play a major role in the success of any organization which cannot be underestimated. As a result, to retain these major and unique assets, effective training becomes imperative to lead the performance of these human resources workforce at the maximum level. In the today business climate training places them to take the challenges of today's business atmosphere.

Purpose:

This research was aimed at finding out impact of Training and Development on workforce performance at Kompas Pakistan Pvt Ltd.... Human resource development program is a vital process that looks for upgrading workforce performance in the organization. Furthermore, the incompetence of workforce human resource development within the company decreases the company's efficiency, as companies depend on having people with the right KSAs (knowledge, skills and abilities) in order to reach objectives effectively.

Methodology/ Sample:

Adopting deductive approach, hypotheses were developed, a questionnaire was prepared and non-probability convenience sampling technique was used to collect quantitative data by using a questionnaire. This study was explanatory in nature that is cause and effect relationship was developed and significant importance of independent variables was examined on the dependent variable.

Findings:

Results revealed that factors mentioned in this research have positive impact on performance of workforce. Therefore, it is suggested to put forth greater attention and resources in areas, like training delivery methods, training contents and the evaluation of conducting employee training. The results exposed that this would improve workforce performance in the work environment.

Implications:

The study is considered quite useful for the targeted organization as it has revealed actual picture about significance of TNA, training delivery methods, training contents, and evaluation of training program over employee performance.

Keywords: Training and Development, Training need analysis, Training delivery method, Training contents, Training Program, Employee Performance

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