

**IMPACT OF TRAINING & DEVELOPMENT
ON EMPLOYEE JOB SATISFACTION AT
INDUS MOTOR COMPANY (TOYOTA)
KARACHI**

By

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MBA Thesis
2nd Half-semester Progress Report & Thesis Approval Statement

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Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	2.6.15	Supervisor's Office	Literature Reviews, Hypotheses, Methodology were discussed	
6	15.6.15	"	Analysis & Critical Debate	
7	23 Jun 15	"	Conclusion & Recommendations and Overall discussion.	

APPROVAL FOR EXAMINATION

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 9% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature: Date: 30 June 2015
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Abstract

Purpose: This research intends to study the Impact of Training and Development on Employee Job Satisfaction of Indus Motor Company (Toyota) Karachi. Through the quantitative research design and method this study has evaluated and analyzed the four variables upon which the whole study is constructed. The study examined the results which presented that employee job satisfaction is essential and to enhance it the training and development function must be strengthened including job rotation and career development.

Methodology: this quantitative research had a sample size of 100 respondents from Indus Motor Company (Toyota) Karachi. In order to examine and evaluate the quantitative results few statistical methods and tools are used to analyze the present situation of the problem. In the analysis part three techniques are used that is, Pearson Correlation, Regression analysis, and Coefficients.

Finding: The research has three alternative hypotheses which is analyzed and justified with the help of above mention techniques. The first hypotheses showed 0.703 correlation at 0.01 level of significance. The regression produced 0.495 coefficient of determination and the coefficients showed that one unit change in training and development is estimated to bring 0.17 changes in job satisfaction. The second hypotheses showed 0.612 positive correlation at 0.01 level of significance. The regression showed 0.374 coefficient of determination and the coefficients predicted one unit change in job rotation will increase job satisfaction by 1.138 which is more than one unit. The third hypotheses showed 0.767 positive correlation at 0.01 level of significance. The regression showed 0.588 coefficient of determination and the coefficients predicted that one unit change in career development will bring one unit change of 0.559 to job satisfaction. Results and findings indicated that employees at Indus Motor Company (Toyota) Karachi places high importance to the training and development activities.

Practical implications: This research gave useful insights about the trainings and developmental activities held at IMC (Toyota) Karachi. It also help gained that trainings must be given a priority if a company wants its employees to be satisfied and retained for a long service.

Keywords: Employee Job Satisfaction, Training and Development, Job Rotation and Career Development.

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