

**THE EMPLOYEE POST TRAINING BEHAVIOUR &  
PERFORMANCE – EVALUATING THE RESULTS  
OF TRAINING PROCESS IN PAKISTANI  
PHARMACEUTICAL INDUSTRY**

**By**

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A thesis presented to the Department of Management Sciences, Bahria University  
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of the MBA degree




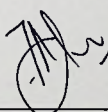
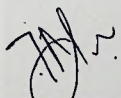
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### MBA Thesis

#### 2<sup>nd</sup> Half-semester Progress Report & Thesis Approval Statement

#### Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	November 08, 2015	Bahria University	Research methodology and sample selection	
6	November 28, 2015	Bahria University	Results compilation and analysis	
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#### APPROVAL FOR EXAMINATION

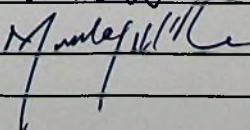
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## ABSTRACT

**Purpose-** Organization globally have been spending a lot of monetary and non-monetary resources in training and development of their employees, but the studies from past suggest that training programs tend to under achieve their desired objective and fail miserably, letting to wastage of both time and money. This research based study, inspired to aim at identifying constructs that influence variables like training and employee performance.

**Methodology/Sample-**The model that has been incorporated into this study investigates six variables that include Training design, trainee self-efficacy, and practical application of content, feedback request from workplace, post training employee behaviour and employee performance. This study identifies how strongly these variables are linked to each other based on responses of a quantitative research that is conducted on employees of pharmaceutical companies.

**Findings-** The results indicate that the design of a training program has the strongest impact on post-training job performance, along with training content application trainees' self-efficacy and post-training behaviour.

**Practical Implications-**The research enables us see how important training design is for a successful training session keeping other factors in comparison. Managers get to know that not only a training session is sufficient for a successful application of training back to work, whereas training feedback also impacts the on job performance of the trainee.

**Keywords:** Training Design, Transfer of Training, Trainees' self-efficacy, post-training behaviour

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