

# **IMPACT OF TRAINING DESIGN ELEMENTS ON EMPLOYEE MOTIVATION TO LEARN AT INDUS MOTORS**

**By**

**ZAHIDA WASEEM  
36712**

A thesis presented to the Department of Management Sciences, Bahria University  
Karachi Campus, in partial fulfillment of the requirements  
of the MBA degree



**FALL, 2015**

**Bahria University Karachi Campus**

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MBA Thesis  
1<sup>st</sup> Half-semester Progress Report

Name of Student	Zahida Wasim
Registration No.	36712
Thesis Title	Impact of Training Design elements on employee motivation to learn at Indus Motors.

Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
1.	28 Aug 15	Supervisor office	Discuss Topic.	Zahida
2.	5 Sep 15	"	Discuss Chp 1 Introduction	Zahida
3.	20 Sep 15	"	Discuss Chp 2 Lit Review.	Zahida
4.	28 Sep 15	"	Discuss Chp 3 Methodology.	Zahida

Progress Satisfactory

Progress Unsatisfactory

Remarks:

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**MBA Thesis**  
**2<sup>nd</sup> 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	20 <sup>th</sup> Nov 15	Supervisor Office	Discuss chp 4 (Analysis & SPSS work)	<u>Zahida</u>
6	5 <sup>th</sup> Dec 15	"	Discuss critical debate & conclusion	<u>Zahida</u>
7	28 <sup>th</sup> Dec 15	"	Final review of complete thesis	<u>Zahida</u>

**APPROVAL FOR EXAMINATION**

Candidate's Name: Zahida Wasim Registration No. 36712

Thesis Title: Impact of Training Design elements on employee motivation to learn at Indus Motors.

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 ----- 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: 2/2/16

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HoD's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Abstract

The purpose of this study is to explore and examine the Bahria University student's sense of worth in their academic performance. The research shows that how the training and development practices occurring in the Indus Motors is affecting the employees and what is the resulting effect on their motivation. Are the training and development practices are efficient and effective enough to have motivational impact on employees, or there is need to evolve the practices currently being done to suit the needs of employees and to improve their productivity. This study is required to know how the factors like direction, hands on interaction and psychological boost helps in increasing the employees' motivation. These are considered scientifically a good source of motivation for the employees.

The purpose of this research is to measure the impact of training and development practices on the motivation of employees. Do the employees work bad or good because of bad or good training practices? Do the principles and standards for training and development practices are good for employees or not? To cater this, Questionnaires and Interviews would be used, carried out in Management section of automobile sector. These two are the quantitative research variables and the results obtained in the form of data would be sources primary and secondary.

Data treatment method for this research study would be in order to identify the impact of training and development practices on employees' motivation for working in an organization. To integrate qualitative study, open end questionnaire will be used and SPSS will be used to analyse the data. After analyzing the data the result clearly shows that training need assessment and training methods has insignificant relationship with motivation while training objectives, trainer's competence and training evaluation has a significant relationship with employee's motivation.

The practical implication of this research help the students to think practically and apply practical implementation to gain better understanding of human behaviour or the related subject of the research. It will help the student in future when they move towards their career.

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