

# **IMPACT OF POST TRAINING KSA'S ON EMPLOYEES' PERFORMANCE AT WITRIBE**

**By**

**AISHA IRFAN**

**36789**

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**



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

Name of Student	Aisha Inan
Registration No.	36789
Thesis Title	Impact of Post training RSA'S on employees performance at Witebe

**Supervisor-Student Meeting Record**

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	9-Nov-15	Syndicate 2	Discussion about the Submission of Chap 1 to Chap 3	
6	26-Nov-15	Faculty lounge	Discussion about Chap no. 4	
7	24-Dec-15	Room (Syndicate)	discussion about Conclusion & Recommendation & submission	

**APPROVAL FOR EXAMINATION**

Candidate's Name: Aisha Inan Registration No. 36789

Thesis Title: Impact of Post training RSA'S on employees performance at Witebe

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: \_\_\_\_\_

Name: Syed Saad

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

## **Abstract**

This study was conducted with an intention of determining the impact of Post training KSA's program on employee performance in (WITRIBE) Telecom Company. The objectives were to examine the existing OJT program in company and to evaluate and assess the employee's performance in WITRIBE Company. Quantitative and quantitative technique was applied because it included survey method. Regression methodology was used and questionnaires were used as research instrument. The sample size of 97 employees was taken and the respondents were randomly selected of the company exchanges and main office located at Karachi. Findings showed that company provides different job training programs to the employees when needed.

The level of performance was measured against parameters set of KSA'S which were knowledge, skills and attitude (KSA). Results showed that training positively influences on employees performance and there is a strong positive relationship between them. It was recommended that to further continue this research productivity parameter can be used in addition to KSA and WITRIBE Company should conduct such training programs more than twice a year in order to polished their employee's performance.

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