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"The Influence of Employee Learning and Development Opportunities on Employee Satisfaction"



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Abstract

Employee learning and development opportunities are those opportunities that are offered to employees for improving their existing knowledge, skills, and capabilities for becoming a more suitable asset of the company and to work more efficiently in the assigned goals and objectives. However, the provision of learning and development opportunities do not only updates the skills, capabilities, and knowledge of employees but it also contributes to increasing employee satisfaction, loyalty, commitment, and engagement in organizational tasks. In this way, the performance of employees is also boosted and the company itself. The main objective of the present paper is the evaluation of the influence of employee learning and development opportunities offered to them from their companies on their satisfaction. For this purpose, a mixed research method is followed in which a survey is conducted from 150 employees of 4 different telecom companies like Jazz, Ufone, Telenor, and Zong. However, all the remaining data is collected from several types of secondary sources like peer to peer reviewed journal articles, blogs, newspapers, research papers, literature reviews of already conducted research studies, and books available in the library. The findings of the present research study indicated that there is a strong correlation between employee learning and development opportunities offered to them and the satisfaction level of employees. It has been discovered in the current research study that the companies which make investments in the training and learning of employees can increase the satisfaction level of employees.