

IMPACT OF TRAINING AND DEVELOPMENT ON ORGANIZATIONAL PERFORMANCE: AN EMPIRICAL EVIDENCE FROM AUTOMOTIVE INDUSTRY AT KARACHI

BY

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	MBA Thesis 2nd Half-Semester Progress Report & Thesis Approval Statement
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SUPERVISOR-STUDENT MEETING RECORD

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6	20-5-21	Supervisor's Cubicle	Chapter 5 reviewed	Khizer
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DECLARATION OF AUTHENTICATION

I, hereby, declare that no portion of the work referred to in this thesis has been submitted in support of any application for another degree or qualification of this university or any other institution of learning.

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DEDICATION

I dedicate my thesis to my family and colleagues who encouraged and support me throughout this research work.

ACKNOWLEDGMENT

Firstly, I am so thankful to ALMIGHTY ALLAH for His countless blessings. He is the most beneficent and the most merciful. I would have not been able to complete this thesis without His agreement.

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ABSTRACT

Purpose:

The focus of current study is to understand the effect of Training and Development, On the organizational performance. Moreover, the study was to investigate whether training and development has impact on employee performance in automobile industry in Karachi, Pakistan. Six main companies of the automobile industry, including Pak Suzuki, Indus Motors, Ghandhara Nissan, Razisons, and Thal Engg and Aviation Industry were chosen for the study.

Methodology:

This research is quantitative in nature, data for the research have been collected through primary source that are from questionnaires surveys i.e through an adapted questionnaire from the six chosen companies. A total of 400 respondents were taken as a sample size. Data were collected from early to mid-career professionals. SPSS software was used to interpolate the data through tests like Cronbach Alpha, Regression, and Correlation.

Findings:

The result showed that there was significant relationship between the variables, the Pearson correlation was used in study and Cronbach Alpha for each questionnaire was obtained. The result showed that there was significant relationship between the variables, in the case of independent variables like training need analyses, training environment and contents, training methods, training evaluation, and trainer's competency; all five hypotheses have been accepted, since all IVs have a significant positive impact on Organizational Performance.

Implications:

This study is considered quite useful for the management of the automobile industry to ascertain the effectiveness of existing training and development practices. Other manufacturing sectors may benefit from the findings of this study. The researchers and academia may also benefit from the study.

Keyword: Organizational performance, training need analysis, training environment, training contents, training methods, training evaluation, trainer competency

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