

Final Project Report

Training Practices and their Effectiveness (Perceived Employee Performance) in Government Organization

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Abstract

The study focuses on training practices carried out in public sector organizations of Pakistan with special focus on National Commission for Human Development. The research concentrated on both primary and secondary data to decipher the existing training practices as well as their impact on perceived employee performance. The framework focuses on certain training practices viz. on-the-job training, in-house training, job training and computer-based training. The sources of primary data included questionnaires as well as direct interviews. The employees were more inclined towards In-house trainings owing to the fact that it provided a sense of ownership and belonging. Moreover, the gap between actual and perceived employee performance was due to a lack of training need analysis as well as irrelevant and out-of-date trainings. This study forms the basis for future research that can be carried out to develop a complete and holistic training mechanism in the country.

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