The Effect of Training and Development Practice on Employees' Performance

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Abstract : Employees are resources in organizations; as such, they need to be trained and developed properly to achieve an organization's goals and expectations. The initial development of the human resource management concept is based on the effective utilization of people to treat them as resources, leading to the realization of business strategies and organizational objectives. The study aimed to assess the effect of training and development practices on employee performance. The researcher used an explanatory research design, which helps to explain, understand, and predict the relationship between variables. To collect the data from the respondents, the study used probability sampling. From the probability, the researcher used stratified random sampling, which can branch off the entire population into homogenous groups. The result was analyzed and presented by using the statistical package for the social science (SPSS) version 26. The major finding of the study was that the training has an impact on employees' job performance to achieve organizational objectives. The district has a policy and procedure for training and development, but it doesn't apply actively, and it's not suitable for district-advised reform this policy and procedure and applied actively; the district gives training for the majority of its employees, but most of the time, the training is theoretical the district advised to use practical training method to see positive change, the district gives evaluation after the employees take training and development, but the result is not encouraging the district advised to assess employees skill gap and feel that gap, the district has a budget, but it's not adequate the district advised to strengthen its financial ground.

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