

**STUDY THE EFFECTIVENESS OF TRAINING &
DEVELOPMENT OF EMPLOYEES OF STATE TRADING
ORGANIZATION (STOPLC) IN MALDIVES**

by

MAJOR IBRAHIM HALEEM

Dissertation submitted to

**GENERAL SIR JOHN KOTELAWALA DEFENCE
UNIVERSITY,
SRI LANKA**

*In partial fulfilment of the requirement for the award of the degree
of*

Master of Science in Management

ACCN. NO MSC 00329
CLASS. NO

12th August 2021



PERMANENT REFERENCE

ACKN ABSTRACT

Employee training and development is vital for company success. Employees can be considered as the backbone of the company. The development of the knowledge attitude and the skills of the employees play vital role towards the competitive performance in the organization. The management of STOPLC gives their priority/ high attention on their employees since they are believing that employees as most significant resource to gain competitive advantages. The key objective of this study is to identify the overall effectiveness of training and development activities of STOPLC since the training and development is more important factor when considering the employee retain in the company. The study is quantitative in nature and data collected through survey. The research has based on 200 numbers of respondents who selected on simple random method. The data were collected using questionnaire method and analyses using SPSS version 22 statistical software. Researcher use descriptive analysis, reliability test, correlation analysis, multiple regression analysis as main analytical tools for the study. Accordingly, a model has been identified that different training and development programs have significant relationship with employee retention. Further, research analysis has been identified that there is significant liner relationship between development programs and employee retention. Thus, the conclusions have been made that the training and the development is having the direct impact on the employee retention. The company needs to have the proper investment plan in the training programs and needs to improve the access for the training opportunities for the employees and needs to increase the staff who are participating for the different training programs. This will be increasing the success of the company and the employee retention of the company.

Key Words: Training, Development, Employee Retention, Career Development