

## **The Impact of Training and Development Practices for the Labour Productivity in the Apparel Sector with Special Reference to Kalutara District**

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In the modern business context, training and development possesses a momentous position since it helps to increase job satisfaction and morale resulting in increased efficiencies in the process among employees. Sri Lanka has a competitive advantage as a result of low-priced labour. Since the apparel industry is a labour-intensive industry, training and development makes a significant contribution to the productivity. The main objective of this study was to identify the impact of training and development practices on labour productivity with reference to the apparel sector in Kalutara District. Specific objectives of the study were to recognise the areas of training needs, to find out the effects of training on the success of labour productivity and the major areas the most employees needed to be trained and developed and to make recommendations for developing an effective training program for increased labour productivity. Data were collected from both primary and secondary sources. One hundred floor employees were randomly selected as the sample to gather first-hand data from annual reports and other company records and business magazines were used as secondary data sources. Both descriptive and inferential statistics methods were used to analyze data. The study confirmed the fact that there is a positive linear relationship between training and development and labour productivity in the Sri Lankan apparel industry. . And overall p-value was highly significant and there was overwhelming evidence to say that labour productivity was increasing with the training and development practices related to the apparel sector in Kalutara District.

Key words: Training and development, Labour productivity, Apparel industry, Human resource management