

**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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ABSTRACT

The study comprehensively evaluates the link between training and development and labour productivity. This particular study was done with regards training and development practices in apparel sector in the Kalutara District. Apparel industry was very essential for a developing country like Sri Lanka. And it takes an important place in its economy. In the competitive market, the greatest contribution from apparel sector was highly valued. Normally Sri Lanka has a competitive advantage on the cheap labour. And human resource was the most vital part in the apparel sector. So that the training and development was the most significant part of the apparel sector. The most of the companies find it difficult to get their predicted profit. This could be due to the less emphasis on training and development. Using sample of about 100 lower level employees(labours) representing apparel industry, measured impact of training and development practices for the labour productivity in the apparel sector .Following objectives were expected from this study.Main objective was identify the impact of training and development practices for labour productivity related to apparel sector in Kalutara District. Other objectives were analyze the content in select the training needs, find out the effects of training on the success of labour productivity, find out the major areas the most employees needed and make the recommendations to develop effective training program to increases labour productivity. In developing this study most of the data was obtained by primary and secondary sources. According to the results, it was

obvious that there's a positive linear relationship between training and development and labour productivity. 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 in apparel industries. Finally we found that the training and development programs have a positive effect for the labour productivity in the apparel industries related to the Kalutara District.

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