

Analysis of the Impact of Training and Development Practices on Labor Productivity in Sri Lanka Tire Manufacturing Industry

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Abstract

Rubber industry has generated employment to a vast number of people. Many are from rural areas and estates. In this industry, labour contribution is in a high level of involvement in most of the business processes. Sri Lanka has a competitive advantage on using more human resources since the availability of the cheap labor force. Thus, Human Resources are one of the most valuable resources areas to the tire manufacturing industry. To achieve the organizational objectives the work force must be equipped with required level of knowledge, skills and abilities, consequently implementing the effective training and development practices are most vital part to a high labor incentive industry to increase the knowledge, skills and abilities to the expected level of the management. In present, most of the training and development practices are implemented but most companies faced difficulty to get their expected outcomes. Therefore, the purpose of this research is to analysis the impact of the training and development practices to the labor productivity and to identify a suitable system approach for training and development practices for this industry. The main objective of this study is to identify the impact of effectiveness of training and development practices to labor productivity and secondary objective is to identify a suitable approach for training and development practices. Data were collected from 100 randomly selected factory floor level workers from six selected tire manufacturing companies in Sri Lanka. Primary data were collected through the questionnaire and the direct interview methods. Researcher used three data analyzing methods, namely descriptive analysis, Correlation analysis and Regression analysis. Researcher found that there is a strong positive relationship between training and development practices and labor productivity.

Key Words: Training and Development, Labor Productivity.

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