

Abstract

This study evaluated the effectiveness of the LFT training program of World Vision Lanka. All front line employees who attended the first three modules of the LFT training program were included in this study (n=119).

LFT training aimed at developing competence of employees of World Vision Lanka, through five modules, was carried out over almost two and half years. This was the first time a proper evaluation study had been done to check the effectiveness of LFT training. An analysis of questionnaire result was carried out across eight hypotheses test in order to achieve objectives of this study towards effectiveness of LFT training.

Based on the results of the descriptive study, Pearson correlation Analysis, Factor Analysis and Regression Analysis, it is clearly defined that proposed conceptual framework have been accepted and it has positively contributed to the effectiveness of LFT training program. Even though there were some negative observations and arguments, it is observed that Effectiveness of the training and resultant in the performance of the employees and organizational result. Moreover relationship within Individual characteristics, training characteristics and Organizational characteristics had both positive and significant correlation with learning, while training characteristics had its influence indirectly on Individual performance, individual and organizational characteristics indirectly and directly had its influence on Individual performance, on the other hand it was obvious that it had positive and significantly moderated by motivation to transfer between learning and individual performance. Individual performance also had positively correlated with organizational result. In addition to that it was observed a strong positive correlation exist among the individual characteristics, training characteristics and organizational characteristic.