

WHAT IMPACT DOES TRAINING HAVE ON EMPLOYEE COMMITMENT AND EMPLOYEE TURNOVER%0A

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professionals agree that employee training is a complex human resource practice that can significantly impact a company's success. The training industry as a whole has shown significant growth through the years.

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The American Society for Training and Development found that in 2004, the average annual training expenditure per employee was \$955, which is an increase of \$135 per employee from the previous year. The number of formal learning hours per employee also rose from 26 hours in 2003, to 32 hours in 2004 (atsd.com, 2005). As the investment in various training programs continue to rise, it becomes even more imperative for employers to understand the impact that training has on their organization.

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Abstract. Training is of growing importance to companies seeking to gain an advantage among competitors. There is significant debate among professionals and scholars as to the affect that training has on both employee and organizational goals.

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Companies are more likely to retain employees who view their training as relevant to their jobs and subsequently have a positive commitment to their company. A successful training program consists

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significant impact of training on employee retention so, What impact does training have on employee commitment and . employee turnover. Schmidt Labor Research Center Seminar Research Series

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The Effect of Training on Employee Performance

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THE IMPACT OF TRAINING AND DEVELOPMENT ON EMPLOYEE

To investigate the impact of training on employee performance at ESCON. To recommend strategies that can be used to improve the training and development of employees at ESCON.

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