

**THE ROLE OF EMPLOYEES' NEGOTIATION SKILLS IN  
ACCESSING TRAINING PROGRAMS IN SELECTED PRIVATE  
SECTOR ORGANIZATIONS**



**BY**

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## ABSTRACT

Accessing training is important for employees because training represents a good opportunity for employees to base their knowledge and develop job skills to be more active in the workplace. To that end, it is important to note the impact of negotiation skills on today's competitive private sector organizations. This study investigates the role of employees' negotiation skills in accessing training programs of employees in selected private sector organizations. This study was implemented with two variables such as employees' negotiation skills, accessing training programs. This study eliminates the empirical gap in the private sector organizations area regarding this topic. Using a structured questionnaire, the data was collected from 200 employees in selected private sector organizations in Colombo. And the collected data were analyzed by using descriptive statistics, correlation, regression analyses. The findings of the study reveal that the employees' negotiation skills positively impact on accessing training programs are in a high level among the respondents. The analyses employee the positive relationship between the employees' negotiation skills and accessing training programs. And also there is a significant strong positive relationship between the employees' negotiation skills and accessing training programs.

**Keywords:** Accessing training programs, Employees' negotiation skills

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