

**THE IMPACT OF GRADUATE TRAINING PROGRAMS OF
NEWLY RECRUITED GRADUATE TRAINEES ON THEIR JOB
PERFORMANCE IN MANNAR DISTRICT WITH THE SPECIAL
REFERENCE ON MANAGEMENT TRAINING PACKAGE**

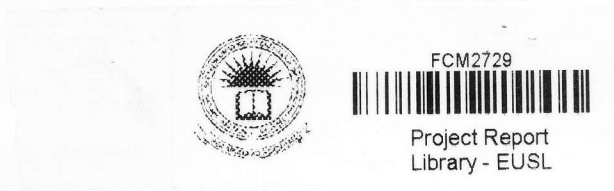


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ABSTRACT

To survive in the highly competitive business environment, the organizations are focusing on capitalizing its human resources through training and development. Human resources are very difficult to imitate and combine with others to help to gain edge over competitors. Hence, this study investigates the impact of graduate training programs of newly recruited graduate trainees on their job performance in the Mannar district with special reference to the management training package.

This study was implemented with four dimensions of management training, namely training contents, training methods, trainer competency, and training effectiveness. And job performance is a dependent variable. Job performance included two dimensions, namely task performance, and contextual performance. This study eliminates the empirical knowledge gap in the Mannar district area regarding this topic. Using a structured questionnaire, the data was collected from 64 newly recruited graduate trainees who have got management training in the Mannar district. And the collected data were analyzed by using descriptive statistics, correlation, and simple regression analyses.

The findings reveal that the management training and job performance are at a high level among the respondents. The analyses stated the positive and significant relationship between management training and job performance.

Keywords: Training, Management Training, and Job Performance

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