

Exploring the Factors That Affect Employee Training Effectiveness: A Case Study in Bahrain

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Abstract

Training is a systematic way to improve the performance of employees, and it provides a link between job requirements and the current job specification of the employees. In addition, training requires time, energy, and money. At this juncture, organization must look for the needs to evaluate training programs and assess its impact on both performance and behavior of trainees. This study aimed to explore the factors affecting the training effectiveness of training programs, in the Kingdom of Bahrain. A survey questionnaire was used as a tool to gather data to answer the research questions in this study, the weighted mean was used to measure the central tendency on each dimension in the questionnaire. Likewise, a correlation test was used to find out the relationship between the contents, training environment, facilities and materials, training schedule, presentation style from one side with the training effectiveness from other side. Moreover, regression test examined the effect of the factors on training effectiveness. Survey questionnaires were distributed to trainees to collect the primary data for the research; the response rate was more than 65%. The results of the survey suggested that the respondents had neutral perceptions on all factors. Likewise, it could be concluded that there was a strong positive linear correlation between the five factors and training effectiveness.

This result supported training managers in designing the training programs. In addition, instructional designers and trainers might be able to identify the features of training programs by maximizing the output redounded to the learning abilities and skills of the trainees.

Keywords training contents, training environment, facilities and materials, training plan schedule, presentation style, training effectiveness