

**AN INVESTIGATION INTO STAFF TRAINING AND
DEVELOPMENT USING AS TOOL TO INCREASE
EMPLOYEE PERFORMANCE ON
TEA INDUSTRY IN SRI LANKA**

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Abstract

This is a research study conducted on tea industry employees and the main intent of the study is to identify how training and development affects employee performance in the context of the tea industry in Sri Lanka. The researcher has carefully chosen employees from tea industry in Sri Lanka for this study and research was conducted.

The fundamental conclusion of this study is to analyze and sum up the continuous training and development and its impact on how it impact on employee performance. In addition to that this study outline the role staff training and development.

Hence this study depicts the independent variables considered were Technology Implementation, Employee job satisfaction and Manager's Leadership Skills while the dependent variable was employee performance in the tea industry. A structured questionnaire was used to gather data which was distributed to 138 respondents who were selected on convenience sampling. The findings denoted that there is a strong positive impact of all independent variables on the dependent variable. The author has quoted article reference and evidence also in supporting the concluding research findings.