THE IMPACT OF TRAINING ON EMPLOYEE AND ORGANIZATION PERFORMANCE IN PETROLEUM DEVELOPMENT OMAN

Ibrahim Khalfan Aziz AL-Hadi
(Matric No. 4100034)

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UNIVERSITI SAINS ISLAM MALAYSIA

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INTRODUCTION

1.1 Background of the Study

Recent studies mentioned that training is an essential element for sustainable competitive advantage and survival in 21st century as it increases the efficiency and the effectiveness of employees and the organizations’ performance (Hamidun, 2009; Katou, 2009; Mohamad, et al., 2009; Khan, 2010; Niazi, 2011; Raja et al., 2011). In current times, training is being viewed as one of the special approaches to provide employees with modern strategies, skills, and methods that qualify them to enhance their performance and productivity (Brewer, 2007). However, organizations have always been concerned about the cost, impact, effectiveness of training programs (Theophilus, 2009), and about the value for money they get from their training budgets (Raja, et al., 2011). One of the best ways organization can find out about either of these concerns is through a systematic process of training evaluation (Boehle, 2006; Fardows, 2007; Junaida Hashim, 2002a; HR Focus, 2006; Kirkpatrick, 2010a; Lovell, 2007; Rouse, 2011; Ward, et al., 2006;).

According to Kirkpatrick (2010a, 2010b, 2008c, 2006d, 1998e, 1996f, 1994g) and Kirkpatrick and J. Kirkpatrick (2006a), the evaluating impact of training is a targeted process to measure training effectiveness and efficiency of training plan, the amount of achievement of established goals, and the statement of the weaknesses and strength of training. Training evaluation is now considering one of the main and
ABBIBIOGRAPHY


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