

Topic: The Role of Workplace Training and Development in Employee Performance.

Workplace training is a key way for employees to develop their skills. Workplace training and development employee performance play in three main role. Firstly, training programs give employees chances to learn and grow. These programs help employees improve their skills, abilities, and knowledge, which are necessary for doing their jobs well. Investing in employee training is crucial for a business's long-term success. For example, Cellcard a leading telecommunications provider in Cambodia focuses on employee development. The company offers various training programs to enhance both technical skills and soft skills. They conduct workshops, seminars, and provide opportunities for employees to attend industry conferences and events. This not only helps employees but also enhances the company's reputation. Similarly, Aceleda Bank, one of the largest commercial banks in Cambodia, is known for its extensive training programs. They have an internal training institute that offers continuous education and professional development for their staff. Aceleda Bank invests in leadership and financial training, contributing to its position as a leading bank in Cambodia. Secondly, training and development programs can increase employee motivation. When employees learn new technology and skills related to their job, they are more likely to stay with the company longer. This reduces the need to hire and train new employees, saving the company time and money. For instance, According to LinkedIn's 2019 Workforce Study report, 94% of employees are more likely to stay with companies that support their career growth. These training programs not only boost sales and profits but also increase employee engagement, contributing to overall financial success. In today's competitive landscape, continuous improvement through training is essential for organizational success. Training programs are important not only for top executives but for all employees, contributing to the prosperity of the organization and the well-being of its employees. Regular training enhances job skills and knowledge, boosts confidence, and improves performance, leading to increased effectiveness and productivity. Thirdly, the search for new strategic training and staff development programs is critical to the success of businesses around the world. These programs not only provide opportunities for employees to improve their skills, but also for employers to increase employee productivity and improve company culture. The basis between employees and their talents so that it can create a more appropriate and useful training program. Specifically, on-the-job training at Sabay company, they used methods to identify staff development needs by analyzing performance, assessing skills, competencies, and considering employees' career goals. If

the company see which employee has the ability, talent and is looking for a professional job, such as Back-end, front-end, database or UX / UI, etc. The company will help train them in addition to that profession for the better. The most important benefit of doing this is that it leads to better staff retention, facilitating training. Provide support and persuade staff to participate in development activities. Not only that, Trained employees and development opportunities are likely to feel valued and appreciated by the organization, which leads to job satisfaction and honesty. Finally, workplace training and development play a crucial role in employee performance. By investing in programs that strengthen employees' skills, knowledge, and abilities, organizations can enhance performance, increase productivity, and boost employee satisfaction and engagement. Training and development initiatives benefit both employees and the organization by creating a culture of continuous learning and improvement. Organizations that prioritize training and development are better equipped to adapt to change, stay competitive, and achieve long-term success.