

WHAT IMPACT DOES TRAINING HAVE ON EMPLOYEE COMMITMENT AND EMPLOYEE TURNOVER%0A

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Brum Training and Employee Commitment 2 commitment. The effect of this relationship on employee turnover will also be explored. Through an analysis of pertinent literature and research, this paper will seek to better understand and clarify the impact that training has on employee commitment and employee turnover.

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The American Society for Training and Development found that in 2004, the average annual training expenditure per employee was \$955, which is an increase of \$135 per employee from the previous year. The number of formal learning hours per employee also rose from 26 hours in 2003, to 32 hours in 2004 (atsd.com, 2005). As the investment in various training programs continue to rise, it becomes even more imperative for employers to understand the impact that training has on their organization.

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WHAT IMPACT DOES TRAINING HAVE ON EMPLOYEE COMMITMENT AND EMPLOYEE TURNOVER? SCOTT BRUM University of Rhode Island Training is of growing importance to companies seeking to gain an advantage among competitors.

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Abstract. Training is of growing importance to companies seeking to gain an advantage among competitors. There is significant debate among professionals and scholars as to the affect that training has on both employee and organizational goals.

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Effects of Training on Employee Performance Chron com

Workers who believe their company offers excellent training opportunities are generally less likely to

leave their companies within a year of training than employees with poor training opportunities.

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The Relationship between Employee Commitment and Job Attitude and Its Effect on Service Quality in the Tourism Industry 197 of the problem, however, requires studying contemporary

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POSITIVE IMPACT ON EMPLOYEE COMMITMENT ENGAGEMENT

In a Deloitte survey, employees were asked whether their managers granted them enough flexibility to meet personal and/or family responsibilities. The employees who agreed that they had access to flexibility scored a dramatic 32% higher in their commitment to the company than those without flexibility.

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