

EFFECTIVENESS OF MENTAL TRAINING PROGRAM

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I. INTRODUCTION

Employee training is far more prevalent today than it was a decade ago. Today, almost all organizations provide some type of training for their employees. For some organizations, training is a very formal process. Entire departments are devoted to conducting both initial and ongoing employee-training programs. Other organizations bring in outside consultants to conduct employee-training sessions.

The motivation for providing such training varies considerably from organization to organization. A few organizations are genuinely committed to enhancing the knowledge, skills and abilities of their work force. Other companies conduct training primarily to meet required job safety regulations.

Many changes and innovations have forced many organizations to take a closer look at the benefits they receive from their training programs. Many organizations now have an increased awareness of the ways in which training affects their organizational performance. This is relevant because to maintain sustainable growth, organizations have to continuously invest in sharpening and developing the skills of their employees so as to reduce the gap between the requirements of the organization and the capabilities of the employees (Bramley 1990). Training and development are thus useful tools in