

# The Relationship between Employee Training and Work Motivation

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## ABSTRACT

Employee training not only enables a company to stay competitive in today's changing environment but also sustains the company's organizational flexibility under the shifting environmental and scientific currents. Such training brings forth more intelligence assets to a company and increases the company's profitability. Therefore, employee training has always been considered as a vital part of the human resource investments for most business entities. This also explains why so many companies offer incentive programs to encourage self learning and developments of their employees. Beyond all these benefits, however, employees who receive work training are not necessarily more devoted to their work-related responsibilities. This study intends to address this issue and identify the relationship between employee training and work motivation. A survey was conducted in the study and 600 questionnaires were sent out to the business employees in Taiwan. 353 questionnaires were returned and validated to be effective. The study then applied the t-test, one-way ANOVA, Pearson correlation analysis, and the hierarchical regression method to validate the effective questionnaires. At the end of the study, the relationship between employee training and work motivation was concluded and such relationship in fact was associated with several factors. Factors that were not contributors to such relationship were the frequency of employee training, the variety of training courses, the content of the training course, and the frequency of externally offered training sessions. Factors that were positively related to the relationship were the interestingness of offered training and an employee's willingness to take training sessions. In addition to these findings, the study also discovered that although male employees received more training than female employees, their motivations for work were still similar. Another finding was that mid-salary employees were more motivated than those who had high or low salaries.

Keywords : employee training ; work motivation ; intrinsic motivation ; extrinsic motivation

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