

This study evaluates impact of training on employee job performance with job involvement as mediator on textile companies of Pakistan. Both literature review and research survey questionnaire of this study discover that training whether on-the-job or off-the-job can get its result through proper design and implementation which should be schematic as per need, creates enthusiasm, job loyalty and enhancement in employee job performance. For this purpose, 240 questionnaires had been distributed in textile companies in Faisalabad for the collection of data. 200 questionnaires data had been processed and analyzed through statistical techniques correlation, regression and multiple regression by using SPSS. There results show that most of the companies take their need of training extemporary way meanwhile other developed textile companies tailor their need for training and then execute with proper control to get the desired job performance from their employees.

The study concludes with a note that if companies choose true and appropriate training program in on-the-job or off-the-job method for their employees then it boasts dedication, job likeability, job security and job performance which adds to competencies and skills. The findings of this research also disclosed that training indicated a highly positive impact on job involvement than on employee job performance. Due to increase in job identification, commitment and loyalty, employees are more attached and satisfied with their jobs which results in job retention and effective job performance. Furthermore training enables the employees to cater their needs in facing the rapid advancement in technology, trends of competition and quality standards and it is also a significant role player in improving the employee job performance.