



**Effectiveness of Management Training Programme for Employees of  
PT Grand Textile Industry Bandung**  
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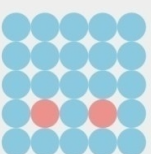
*The purposes of the research were (to) to find out the effectiveness of training based on the perception of the employees (respondents) who had got training in: advantages of training, training materials, instructor quality, training time, training method, support facilities for training and evaluation.; (2) analyze to what extent the effectiveness of training program carried out by PT Grandtex was; (3) analyze the different degree of knowledge before and after the training; (4) analyze the correlation between training and the employee's working performance.*

*The research used a descriptive method. The data was collected from the field where the research was conducted and the study of literature. The data collection was through observation, interview, questionnaire, and literary study. The sampling technique was of cluster sampling consisting of three groups: (1) employees having taken management training, (2) employees who are going to take management training, (3) direct superiors whose subordinates has taken management training. The data analysis involved mean score, sign test, and Rank-Spearman correlation.*

*The results of analysis showed that (1) not all aspects of the training were effective. Of the seven training, five factors were effective (advantages of training, materials, instructor quality, training method, and support facilities), and two were not effective (time and evaluation of training); (2) before training participants already knew and understood the training materials and after training their knowledge improved; (3) the sign test found a significant difference in participants' knowledge before and after training; (4) Rank-Spearman analysis showed that there was no significant correlation between the training and the employees' working performance.*

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