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**An Exploration of the Impact of Training on
Employees' Commitment and Turnover in
Public Institutions in Syria**



Abstract

Employees' organizational commitment and turnover are very important for any organization. Once employees' organizational commitment reduces and turnover increases, the organization could face difficulty in succeeding and surviving. Training and development practices are one of the factors that influence employees' commitment and turnover. Lack of training affects employees' performance, productivity, and commitment negatively. Besides, it influences employees' turnover undesirably. The purpose of this research was to explore the impact of training on employees' organizational commitment and turnover in public institutions in Syria. A structured questionnaire was used to identify respondents' perceptions about training, and measure their commitment and intention to leave. The research sample consisted of 188 employees working at different departments of three public institutions in Syria. Descriptive analysis, Consistency Reliability test, Multicollinearity test, Compare means analysis, Pearson's Correlation analysis, and Linear Regression analysis were used for various analyzes of this research. The study found training has significant positive impact on employees' organizational commitment, and significant negative impact on employees' turnover in Syria. Therefore, to improve organizational commitment among the employees and reduce their intention to leave, organizations should adopt constructive training and development practices, as well as offer organized, sufficient, comprehensive, and assorted training programmes. This will participate in improving the performance of the organizations as a whole, and will in turn contribute in the economic development of the country.