

A critical review of literature on-the-job training's incidence and its effects in Company

MBA Lorena Alikaj

"Ismail Qemali" University, Vlora, Albania

Dr. Klaudja Guga

"Ismail Qemali" University of Vlora, Albania

Abstract

This theoretical article aims to collect and review critically some empirical findings and researches on the incidence of employer training and the economic effects of it on company. It's aimed to clarify the type of training that companies ensure on the work place, the frequency of training. Is it true that after training, employees have higher chances of promotion and mobility? What are the benefits from the point of view of the companies for them? Is it measurable this investment in human capital?

Knowing correctly the literature related to the questions above, it helps the policymakers to formulate the right policies for equality of earnings and accessing on-the-job training, decrease chances for gender discrimination and increase the long run return of the company that makes training among employees.

There is a higher interest studying the incidence, determinants, and effects of company training, supported by more reliable data and sophisticated research techniques and instruments. On the other hand, as the interest for the topic increases, so the confusion surrounding this literature does. There are a few empirical articles for the case of Albania. Identifying the right literature and developments on the topic should help the other researchers to explore the field and to contribute with updated findings for Albania's work market.

Keywords: incidence of training, on-the-job-training, literature review, labor market, costs of training

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