

# Impact of Skill-Based Training on Job Performance of Government Employees

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**Abstract:** *Skill-based training has emerged as a critical strategy for enhancing job performance among government employees. In the context of rapid administrative reforms, digital governance, and citizen-centric service delivery, public institutions increasingly rely on structured training programs to improve efficiency, accountability, and service quality. This review paper synthesizes theoretical and empirical literature examining the impact of skill-based training on job performance in the public sector. The findings indicate a strong positive relationship between competency-based training and employee productivity, motivation, and service outcomes.*

**Keywords:** Workforce Efficiency, Employee Performance Evaluation, Professional