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Analysis on Future Training Needs in Health Sector of Sri Lanka

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Abstract

With the rapidly changing technology in the medical sector, training becomes crucial for the health staff to maintain the quality of health services. Sri Lanka holds a unique position in South Asia as one of the developing countries that provide universal health. The government spending welfare budget by sacrificing the development budget of the country for the health sector. For that reason, it needs to proper utilization of the human resource of the health sector. Therefore, the main objective of this study is to identify what are the future training needs of health sector employees in Sri Lanka. This study collected information from healthcare professionals in National Hospitals in Sri Lanka, through a questionnaire with open-ended questions. It was distributed among 500 health care professionals and consequently received 100 responses. Data analysis conducted using the word cloud tool. The study has identified the 12 future training needs in terms of highest, moderate and least priority. Such as highest priority for clinical and surgical, technical actions and new equipment's, computer and new technology literacy, analyzing and interpretation of patients' data, managerial and administrative skills, stress management and mental illness. Moderate priority for ISO and quality assurance, English language, teamwork. Least priority for awareness on new diseases and effective communication, evaluation for researches. It can be concluded that when organizations in the health care sector plan and designed training programs, all 12 training needs shall be considered. The findings of this study have implications for policymakers and administrators to consider how medical practitioners' feelings about training facilities and enhance training programs for future training needs. Keywords: Health Sector, Training Needs

Keywords: *Health Sector, Training*