In this digital age where everything is being digitalized and modernized, these types of training have become a standard norm.Based on the regression analysis, on–the–job training beta value stands at 0.370 with a significant value of 0.000 which means that on–the–job training has a positive significant impact on employee performance.Supported by various empirical studies together with references of relevant models and theories, the summary of findings is being discussed below.Training is among the most crucial activity in an organization due to its ability to enhance individual strengths and performances which could eventually be leading to achieving organizational goals (Abudi, 2008).At the same time, it is also vital for the organization to access posttraining evaluation as it is also crucial in helping to identify the effectiveness of the overall program and not only limited to the training method.Future studies may also include more variables or mediating factors in order to obtain a more comprehensive approach to studies on the impact of training methods.There are cases when conducting an onsite training will not suffice for the requirements of the job wherein there is no other go, rather than opting for a crash course.

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