# Evaluating the Effects of AI-Powered Training Programs on Skill Development and Career Growth

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**Abstract**: *This study explores the multifaceted influence of AI Training, Development, Awareness, and Integration on Employee Engagement and Performance across various sectors in India. The research posits several hypotheses, including the direct effects of AI training and awareness on employee engagement, and the mediating role of engagement in enhancing employee performance. Data collected from employees reveal that AI Training and Development significantly boost engagement by increasing employees' comfort and competence with AI technologies. Additionally, heightened AI Awareness fosters deeper employee engagement, leading to improved performance. The study also finds that AI Integration positively impacts performance, mediated through engagement. These findings underscore the importance of AI-related initiatives in organizations, highlighting that both direct and indirect pathways through employee engagement are critical for maximizing the benefits of AI in the workplace.*

**Keywords:** AI Training, AI Development, AI Awareness, AI Integration, Employee Engagement, Employee Performance.

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