



A Study on Impact of Employee Training and Development on Employee Productivity

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ABSTRACT

The Purpose of the study is impact of employee training and development on employee productivity, In today's vibrant, competitive market climate, training has become a buzzword. A great organisation can be told apart from a good one by its human capital. Businesses that invest in efficient human resource training and development frequently reap both immediate and long term rewards. This paper provides a review of the literature on the impact of training and development on worker productivity. For the purpose of collecting data for this research subject structured questionnaire was used and it was made available online using Google forms. For the purpose of data collection census sampling method of probability sampling methods used to choose sample since the subject of research was sensitive for the organization perspective and confidentiality for such subject is priority for many organizations. Researcher used census sampling method and selected 64 respondents from COSMOS ENGITECH PVT.LTD. industries from vadodara city.

KEYWORDS: - Employee Training, Employee Development, employee Productivity.

INTRODUCTION

Training is a technique for enhancing a person's productivity and effectiveness at work by expanding and modernizing their professional knowledge. Possessing skills that are appropriate for the position and establishing appropriate behaviour and attitude towards the position and others. In some ways, formal education is explicitly training. While training is largely designed to promote understanding, encourage attitude, and impart skills related to a particular vocation, education is primarily concerned with knowledge improvement. It is a continual, lifetime technique. Training is a schedule of activities that has a deadline. As a result, the sector of human activity has a tailored, specialized discipline of trainers.

Training and Development

Human resources are any organization's most precious assets, with machines, equipment and even money, nothing is achieved without manpower. Any organization's efficient functioning needs staff to learn to conduct their employment at a satisfactory skill level. Here's the coaching function. Employee training attempts to enhance abilities or contribute to the current level of understanding so that the staff is better equipped to do his current work or prepare him with enhanced duties for a greater role.

Philosophy of Training

Association's management firmly believes that, in contrast to other assets, human resources must, in essence, be appreciated during the course of their employment. As a result, training is seen as an investment rather than an expense. Even intangible long-term gains, like a shift in perspective, can be considered important returns. The ability to coordinate and communicate effectively is tested through training. For cohesion, compatibility, and support in every organisational endeavour, training is a catalyst in any man management matrix. The management declares that training and development policies are a permanent component of daily operations and not just an isolated experiment. The management is fully committed to providing training duties with all of its assistance, and this commitment is demonstrated by their intense involvement in every aspect of this activity.

Perception of Training

It focuses on fostering individual growth in workers so they become competent and self-assured in their work, and subsequently in their life. As a result, it is a structured procedure for improving the employees' knowledge and skills. As a result, it is a process. aimed to change the behaviour in a way that would have a positive effect on the improvement of the organisation. training consists of a structured programme made to boost productivity at the individual, group, and organisational levels. Improved performance, in turn, suggests that knowledge, skills, attitudes, or social behaviour have changed in ways that can be measured. Training is seen as a tool for HRD.

REVIEW OF LITERATURE

Impact of training and development on employee performance

Alsharif S Abogsesa, Greenmail Kaushik 2017

This article was aimed at investigating the impact of training and development on employee performance and productivity in Jamahiriya bank. Interviews were conducted with employees. It was observed that there was a lack of a comprehensive system for assessing the training needs, participant selection and effective procedures for their evaluation. Further the evaluation of training was poor and only for namesake. Also, rather than playing highly proactive role training was just reactive in nature. It was also found that training and development was highly relevant and effective in improving the staff member's knowledge, skills, behaviour and attitudes.

Effect of training and development on employee's productivity among academic staff of Kano state polytechnic. Mohammed Sani Abdullahi 2018

Training and development play a crucial role in organizations in this era of competition due to the fact that organizations need to survive, excel, develop and diversify. This can be achieved by investing on employee's training and development. Human capital differentiates between successful organization and unsuccessful organization, and organization that invest on training and development for human resource achieves both short and long run advantages. Thus, for organization to realize effective return from their investment there is need for organization to manage training and development programme with high degree of importance for the employee's productivity to be actualized.

RESEARCH METHODOLOGY

MAIN OBJECTIVE

To study the impact of training & development on employees productivity. SUB OBJECTIVE

- **To Identify Employees opinion about Training and Development.**
- **To Identify perceptions of the employees on how training and development beneficial to them.**
- **To examine how training and development contribute to individual performance and productivity.**
- **To Impact of training and development on organizational productivity.**
- **To Impact of study on employee satisfaction**

RESEARCH DESIGN:

This study used a quantitative technique and a Exploratory research design methodology. Structured questionnaires were employed as the survey instrument for this aim. In order to answer a question, quantitative research analyses quantitative data, or information that is presented in numbers and charts. In general, quantitative research allows researchers the chance to engage with and collect information directly from their study subjects in order to comprehend a phenomenon from their viewpoints. The rationale behind this strategy is to retain real-world examples and phenomena regarding how training and development for employees affects their performance and output. Additionally, the method of choice is renowned for its resource and time efficiency. Last but not least, the use of a quantitative technique is appropriate for the issues and questions raised by the current study and allows for the collection of empirical data from a larger population.

METHODS OF DATA COLLECTION

1. Primary Data Primary data is collected through a survey preparing questionnaire meeting

respondent Personally and gathering information for them.

- Collected Data has been analyzed using Following Tools
- Excel, Google form analysis

2. Medium: Google forms

3. Secondary Data was gathered from journals, books, and online sources. When referring to the official and reputable websites, the information's authenticity has been guaranteed. A review of the literature and other information is conducted using journal papers, newspaper articles,

committee reports, yearly reports, and a collection of journal-based publications on Indian businesses' usage of retention techniques.

UNIVERS

Here the universe considered for this study is the middle level employees of the COSMOS ENGITECH PVT. LTD. Vadodara.

SAMPLING SIZE

Here the sampling size for this study is 64 employees of COSMOS ENGITECH PVT.LTD. Vadodara.

SAMPLE DESIGN & METHOD

A sample will be drawn from population based on probability sampling researcher used census sampling method.

FINDINGS AND CONCLUSION

FINDINGS

In this study we find those Majority employees are male. Researcher find that majority respondents are feel training program is learning, enhancement, and sharing information. Researcher find that majority respondents are training program is compulsory for the employee's better performance and productivity that frequency is (n=63) 98.4%. Majority respondents are feel that their career growth based on various Training program they attend. Majority respondents are feel that training helped to improve their work efficiency. In this study researcher find out that majority respondents are strongly agreed with this statement that Training and development have changed their skills, knowledge, and attitude. Majority respondents are Agreed that training methods focus on developing teamwork and leadership skills. Frequency is (n=60) and percentage is 93.8%. Majority respondents are Agreed that developmental activity helps the management in identifying, analyzing, forecasting and planning changes needed in company's HR area. Majority respondents are feel that training and development activities helps the organization to maintain employee relation rate. Majority respondents are s agreed that training program enable the employees to be accountable and authoritative in making decision. Majority respondents are Agreed that developmental activity helps the management in identifying, analyzing, forecasting and planning changes needed in company's HR area.

CONCLUSION

In this research we conclude that employees are male, and Female employees are very rare. Also In this research we find that most of the employee's qualification are Graduate. Most of the employees are permanent compare to contractual employee. Majority employees understand that training is a learning, enhancement and sharing information. An essential component of human resource management is training and development. For improved performance, it is crucial for a business to hire capable and skilled workers, and workers are more competent when they possess the necessary knowledge and abilities. Employees would have possibilities through training and development to improve their career prospects and status within the company. As a result, this study's goal is to examine how training and development affect employee performance. The HR department regularly hires qualified individuals from a wide range of sources and offers training to meet international challenges. Most of the employees feel that training program is compulsory in organization for their better performance and productivity. Most of the organization conducted training program once in year. Majority employees are Attend training program in organization. Also we find that employees feel that training enhance productivity and performance. Majority employees feel that training their career growth based on various program they attend. They also said that training helped to improve their work efficiency. Majority employees are strongly agreed that training and development have changed their skills, knowledge, and attitude. They feel that training as a part of organizational strategy. Majority employees said that training program included that special challenges faced by manager and officer. In this research we find that most of the organizations provide on job training. Also they said that training helps to improve employee -employers relationship. Also find that training program enhance more employee productivity. Also they said that training helped to increase both quality and quantity. Most of the organization are well-planned in induction training exercises. Also they said that they satisfied with the present method of selection of candidates for training. Also they agreed that training program enable the employees to be accountable and authoritative in making decision. Most of the organization's training program focus on developing teamwork and leadership skills. Most of the employees feel developmental activities helps the management in identifying and forecasting in company's HR area. Also they said that training and development activities helps the organization maintain employee relation rate. Employees feel that their performance levels have improved because of the training and development programme.

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