



A Study on Effectiveness of Training and Development Provided by Organisation

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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 organization 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 effectiveness of training and development provided by organization. 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 61 respondents from PI Industries from jambusar plant.

KEYWORDS: - Effectiveness, Employee Training, Employee Development.

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 both physically, socially, intellectually and mentally are very essential in facilitating not only the level of productivity but also the development of personnel in any organization. Therefore, training can be put in a contact relevant to school administrators. However, knowledge is the ability, the skill, the understanding, the information, which every individual requires acquiring in order to be able to function effectively and perform efficiently.

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.

The need for improved productivity has become universally accepted and that it depends on efficient and effective training is not less apparent. It has further become necessary in view of advancement in modern world to invest in training. Thus the role played by staff training and development can no longer be over-emphasized. Staff training and development are based on the premise that staff skills need to be improved for organizations to grow. Training is a systematic development of knowledge, skills and attitudes required by employees to perform adequately on a given task or job. New entrants into organizations have various skills, though not all are relevant to organizational needs.

Training and development are required for staff to enable them work towards taking the organization to its expected destination. It is against the backdrop of the relative importance of staff training and development in relation to organization effectiveness that this paper addressed.

The **effectiveness and success of an organization therefore** lies on the people who form and work within the organization. It follows therefore that the employees in an organization to be able to perform their duties and make meaningful contributions to the success of the organizational goals need to acquire the relevant skills and knowledge. In appreciation of this fact, organization like educational institution, conduct final training and development programs for the different levels of their manpower.

REVIEW OF LITERATURE

Effect of training and development on employee performance

Sumaiya Shafiq et al. (2017) discussed the effect of training and development on employee performance in a private company, Malaysia. Researchers stated that the employees are a major asset of the organization, they have a role to play towards an organization's success. So it is mandatory to take care of their learning to increase employee performance. The objective was to investigate the effect of on-the-job training, off-the-job training, job enrichment, and job rotation on employee performance in private companies. The study concluded that only job enrichment is the independent variable that has a significant positive impact on the dependent variable (employee performance) while the other independent variables are found to be insignificant drivers in influencing employee performance.

Training and development is a key factor in improving employee performance in organizations

Philipina Ampomah (2016) claimed that training and development is a key factor in improving employee performance in organizations. The purpose of the study was to focus on the effect of training and development on employee performance in a private tertiary institution in Ghana; a case study of Pentecost university college. The study revealed that employees are motivated through training, and training and development result in higher performance for the Pentecost university college. Pentecost University College certainly had a well-established policy to invest in the training and development of the employees and also organized training programs from time to time for their employees to update their knowledge and skill. The study recommended that all employee's training and development should be vigorously followed and made mandatory.

RESEARCH METHODOLOGY

MAIN OBJECTIVE

To study the effectiveness of training and development programs in organization.

SUB OBJECTIVE

- To study the methods used in training the employees
- To understand the perception of employees towards training and development activities carried out in the organization.
- To analyze whether the employees are satisfied with their current training methods.
- To collect and analyze the views of the participants and superior on the training, study the training program on the basis of relevance, implementation and Outcomes.

RESEARCH DESIGN:

This study used a quantitative technique and an 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
- Google form analysis, Excel

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.

UNIVERSE

Here the universe considered for this study is the middle and top level employees of the PI Industry Pvt. Ltd., Jambusar.

SAMPLING SIZE

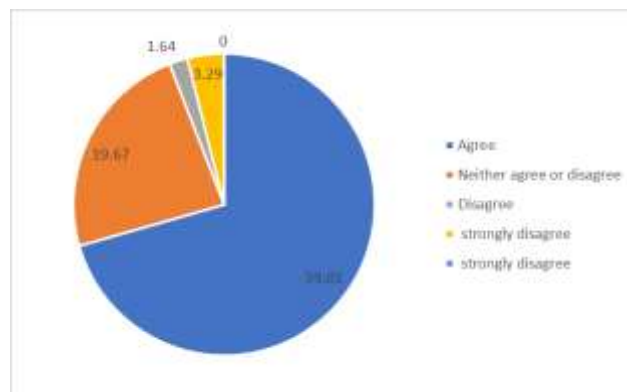
Here the sampling size for this study is 61 employees of PI Industry Pvt. Ltd., Jambusar.

SAMPLE DESIGN & METHOD

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

FINDINGS & DATA ANALYSIS**DATA ANALYSIS****Effectiveness of the Training Program****Showing Acquire better skills**

NO.	Particulars	Frequency
1	Strongly agree	11
2	Agree	45
3	Neither agree or disagree	5
4	Disagree	0
5	strongly disagree	0
Total		61

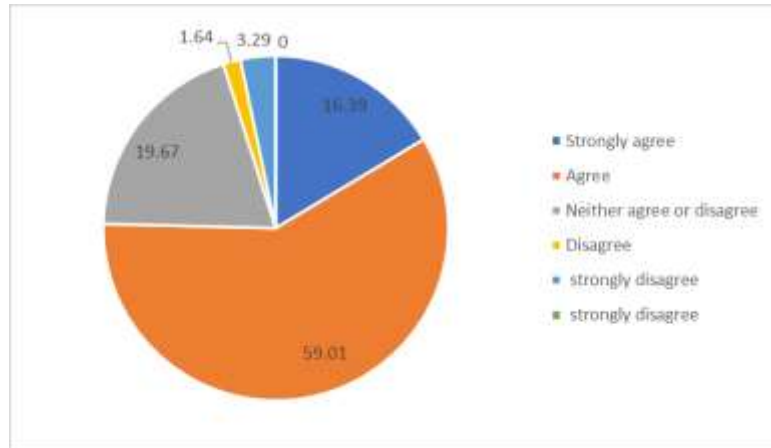


From the above table, its showing the respondent's opinion on Effectiveness of the Training Program in this training is for Acquire better skills. so, it can be interpreted that 45 respondents are agree while 11 respondents are Strongly agree while 5 respondents are Neither agree or disagree with Effectiveness of the Training Program in this training is for Acquire better skills.

So, it can be seen that majority of the respondents (45) are agree with Effectiveness of the Training Program in this training is for Acquire better skills.

Effectiveness of the Training Program**Showing Know about use of waste production for reuse.**

NO.	Particulars	Frequency
1	Strongly agree	10
2	Agree	36
3	Neither agree or disagree	12
4	Disagree	1
5	strongly disagree	2
Total		61



From the above table, it's showing the respondents opinion on Effectiveness of the Training Program in this training can help to Know about use of waste production for reuse. so, it can be interpreted that 36 respondents are agree while 12 respondents are Neither agree or disagree while 10 respondents are Strongly agree while 1 respondent is disagree while 2 respondents are strongly disagree with Effectiveness of the Training Program in this training can help to Know about use of waste production for reuse.

So, it can be seen that majority of the respondents (36) are agree with Effectiveness of the Training Program in this training can help to Know about use of waste production for reuse.

FINDINGS

Majority of the respondents are male. Majority of the respondents are Between 25 to 35 Years of age. Majority of the respondents are says that they attended 2 to 5 training programs previous year. Majority of the respondents are says that company continue to priorities training even as employees gain more experience. Induction Training Program in this Majority of the respondents are agree with Organization Provides an excellent opportunity for new comers to learn comprehensively about the Organization, Majority of the respondents are agree with a Policies/Practices clearly explained. Majority of the respondents are agree with HOD/ Manager takes interest and spend time with new staff during Induction. Majority of the respondents are agree with Organization care for the Training Program for Skill set enhancement. Majority of the respondents are agree with Organization care for the Training Program in this is Relevant to employees' current area of work. Effectiveness of the Training Program in this Majority of the respondents are agree with training is for Acquire better skills. Majority of the respondents are agree with is for Improve Safety at workplace. Majority of the respondents are agree with training can help Perform better and improve quality of Production. Majority of the respondents are agree with training can help in reduce the waste production. Majority of the respondents are agree with training can help to Know about use of waste production for reuse. Majority of the respondents are agree with training can help in Achieve Career growth. Majority of the respondents are agree with training is help for Enable the Employees to be accountable and Authoritative in making decision. Majority of the respondents are agree with training can Differentiate Company in a competitive space.

CONCLUSION

The present study conclude that majority of the employees are interested in attending training program and most of them agree that they could transfer the learning by implementing new knowledge, skill, ability and technology that they got from the training program.

Training and Development has positive effect on Organizational Performance. Discussion of all the results proves the hypotheses; Training design has significant effect on the organizational performance, on the job training has significant effect on the organizational performance, Delivery style has significant effect on the organizational performance and Training & development has significant effect on the organizational performance. All these have positive effects on the Organizational Performance. It improves the Organizational Performance. On the Job Training is very effective and it also saves time and cost. Training and Development, On the Job Training, Training Design and Delivery style have significant effect on Organizational Performance and all these have positively affected the Organizational Performance. It means it increases the overall organizational performance.

In general, the company provides very well designed and widely shared trained policy to its employees. However, there could be improvement in the case of conducting feedback reviews so as to analysis the status of the employees after training.

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