



Perception and Impact of Training Program on Employee's Productivity: A Study of Vadodara Based Organisation.

¹Miss Khushali Pathak, ²Prof. (Dr.) Magan Parmar

¹Student of Masters of Social Work in Human Resource Management

^{1,2}Parul Institute of Social Work, Parul University, Waghodia, Vadodara, Gujarat

ABSTRACT

The purpose of this study is perception and impact of training program on employee's productivity. Training is the instruction or development of any skills, knowledge, or fitness that pertain to particular helpful competencies in oneself or others. Training aims to improve one's aptitude, capacity, output, and performance. It is the foundation of apprenticeship and the backbone of material at technological schools. (also known as technical colleges or polytechnics). Training may extend beyond initial competence to keep, upgrade, and update skills throughout one's working life, in addition to the fundamental training needed for a craft, occupation, or career. This paper provides a review of literature on the perception and impact of training program on employee's productivity. A structured poll was used for the purpose of gathering data for this study topic, and it was made accessible online using Google forms. Since the study topic was delicate from an organizational standpoint and maintaining secrecy for such a subject is a top concern for many organizations, the census sampling technique of probability sampling methods was used to select the sample for the purpose of data gathering. The researcher chose 54 individuals from COLLABERA DIGITAL, Vadodara, using the census selection technique.

KEYWORDS: Employee Perception, Impact, Employee Training, Employee Productivity

INTRODUCTION

Training is the process of teaching oneself or others information and skills that relate to specific real abilities. Increased ability, capability, productivity, and success are the goals of training. It is the cornerstone of apprenticeships and the primary curricular source for technical schools. (also known as technical colleges or polytechnics). In addition to the fundamental training required for a craft, vocation, or industry, training may continue after initial competence in order to maintain, upgrade, and refresh skills throughout the working life. Some jobs and occupations may refer to this sort of instruction as professional growth.

Effective training implies that the exercises delivered the desired outcomes. Additionally, your employees must obtain or keep the knowledge and skills required to manage the job of others, handle their own work, and direct others. Lack of instruction is one of the factors contributing to actual quality problems.

Cost-effective training should be time and resource-efficient, as well as a decent use of both.

Training is a technique for disseminating information, encouraging the growth of skills, and changing views and behavior. A theatrical performance is not exercise. Its objective is not to entertain spectators and help them forget about their everyday concerns. Instead, it's there to help people comprehend and deal with their preoccupations.

IMPORTANCE OF TRAINING

The growth and success of a company depend heavily on training. Both employers and workers of a company benefit from it. If a worker is properly taught, he will become more effective and fruitful.

Training is provided on four fundamental pillars:

- A company provides instruction to newly hired candidates. They become acquainted with the organizational purpose, vision, rules and regulations, and working circumstances through this instruction.
- To update and improve their expertise, the current workers receive training.

- If there are any technological updates or modifications, instruction is provided to deal with those changes. For instance, investing in new machinery, modifying manufacturing methods, or installing computers. The use of novel tools and working techniques is taught to the staff.
- when job advancement and development are critical. Employees receive training to help them be ready to share the duties of higher-level jobs.

IMPACT OF TRAINING ON EMPLOYEE PERFORMANCE

- conserving money and effort
- Expectations and requirements, as well as staff satisfaction and self-esteem
- expense of staff turnover
- aspects of staff instruction

EMPLOYEE PRODUCTIVITY

Employee output measures the worth that each employee produces over the course of a specific period of time.

Productivity is closely correlated with return on investment and business outcomes (both short- and long-term). (ROI). Without this connection, an activity cannot be regarded as productive.

Productivity will either be high or low depending on how an individual, team, or department measures up to the internal business norm and this set benchmark.

The workforce's ability to produce work effectively and efficiently has a direct impact on how well a company performs generally.

The execution and innovation on the ground rely on your staff, regardless of the business opportunities, investments, or strategy path you select. Businesses are keen to boost employee productivity and support their better performance at work as a result.

REVIEW OF LITERATURE

1. Effectiveness of training and development on employee performance a study of national thermal power corporation, 2017 by Mittal Surbhi

The research is an effort to find out the key factor of effective training and employees performance and also gives various suggestions on how to boost the motivation of employees with the effective training and their performance. It was found out that most of the employees were either strongly agree or agree that the training made them learn new skills and knowledge. It has been analysed the mentality of the employees that they do feel themselves capable of independent working after receiving the training. It concludes that maximum employees were either strongly agree or agree that the training helped them work independently.

2. Study on "IT Professionals perception on their post training performance.",2018, by Mohanraj D.

It is found from the percentage analysis that the IT Professionals those who are surveyed in which most (82%) of the sampled IT Professionals are employed in the technical department of the selected IT companies and only (17.2%) of the the professionals are working in the non-technical department such as HR, Finance, Marketing, etc. of the IT Company. Nearly 92.3% IT Professionals opined that there is need to conduct Training Need Analysis (TNA) before planning for a training program as it helps in bridging the gap between actual KSA (Knowledge, Skill and Attitude) and expected KSA from the professionals. It is revealed from the analysis that nearly 43.8% of them have attended more than two training programme for the enrichment of their KSA in selected IT Companies.

3. Effects of Training on the Performance of the Senior Administrative staff of University of Cape Coast, 2016 by Raphael Papa Kweku Andah, Robert Appiah and Mark Kofi Adam-Nyankey says

The purpose of the study was to investigate the effect of training programmes and opportunities for transfer of training on the performance of senior administrative staff of UCC. The descriptive survey design was employed for the study. The survey employed purposive and simple random sampling techniques in selecting a total of 158 respondents (senior administrative staff) for the study. The study revealed among others that training programmes are not administered regularly, perceptions/views of senior administrative staff about training programmes were not evaluated and their skills as well as behaviours were not assessed after training, there was inadequate practice during training and knowledge of staff were not measured after the training, the university does not place much emphasis on the application of training on the job and as well portals were not available to help store and share information with staff. The following recommendations were made; There should be regular training programmes for the senior administrative staff of UCC, more time should be allotted for practice during training, measures should be put in place by the university management to ensure that there is much emphasis on the application of knowledge acquired from training programmes, the perceptions/views of senior administrative staff about training programmes should be evaluated, skills and behaviour of senior administrative staff should be assessed/evaluated after training, an informational maps should be developed and published to be used by staff.

RESEARCH METHODOLOGY

Main Objective

To study perception and impact of training program on employee's productivity

Objectives

1. To know the perception of the employee towards the training program conducted by the organisation.
2. To study the types of training programs conducted by the organisation.
3. To find out the impact of training program on employees productivity, outcome of the training program
4. To suggest possible approaches for the future interventions.
5. To study the organisations efforts for organising training programs.

RESEARCH DESIGN

A quantitative approach and exploratory research design methodology were used in this investigation. For this goal, structured questionnaires were used as the survey tool. Quantitative research examines quantitative data, or information that is displayed in numbers and charts, to determine the answer to a query. Typically, quantitative research gives scholars the opportunity to interact with and gather data directly from their study participants in order to understand a phenomenon from their perspectives. The goal of this approach is to preserve real-world examples and phenomena that illustrate how training affects the output and performance. The technique of choice is also well known for being resource and time efficient.

The present study's issues and questions are best addressed using a quantitative approach, which also makes it possible to gather empirical data from a larger population.

UNIVERSE:

The universe considered for this study are the Lower-level employees of the COLLABERA DIGITAL, Vadodara.

SAMPLING SIZE:

The sampling size for the study is 54 employees of COLLABERA DIGITAL, Vadodara.

SAMPLE DESIGN & METHOD:

A sample will be drawn from population based on Probability Sampling. Researcher used Simple Random Sampling. Researcher randomly selects a subset of participants from a population.

TOOL FOR 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 collected from books, journals, and internet resources. The information's veracity has been assured when referring to legitimate, official webpages. Journal papers, newspaper articles, committee reports, annual reports, and a collection of journal-based publications on the use of retention methods by businesses are used to examine the literature and other information.

FINDINGS AND CONCLUSION

- In this study we found that most of the respondents are from 26-30 age group.
- There are both male and female equal number (n = 27) of respondents.
- 46.3% employees are either graduate or post graduate of the population.
- 94.4 % employees are hired permanently than on temporarily based.

- Training is provided to all the 98.1 % employees of the organisation.
- Training is provided to all the 96.3% new employees.
- Majorly monthly training is conducted in the organisation as per 74.1 % employees.
- Also weekly, half yearly and yearly trainings are conducted.
- The training programs are attended by almost 96.3 % (n = 52) employees.
- 98.1 % (n = 53) employees feel that training is to be given by the organisation.
- 63% (n = 34) employees feel that the monthly training should be conducted in the organisation.
- Along with the monthly, 29.6 % go for half yearly and 3.7 % go for yearly and weekly training.
- 59.3 % (n= 32) employees strongly agree that the training helps in the improving of the relationship of them with their colleagues and the employer.
- 64.8 % (n= 35) employees agree that the training programs helps in developing skills, knowledge and positive attitude.
- All the employees agree that training helps in increasing the employee's morale and motivates them to be productive at work.
- Mostly on- the- job training method is followed with 59.3 % (n= 32) in the organisation.
- Along with on- the- job training, 18.5 % (n=10) audio- visual training and induction training conducted.
- 70.4 % (n= 38) employees are satisfied with the training method of the organisation.
- 96.3% (n= 52) employees feel that the training program have enhanced their productivity at the workplace.
- According to 98.1 % (n= 53) employees the training program is suitable to their work profile.
- The trainers are well educated and experts in the field according to 98.1 % (n = 53) employees.
- The trainers use modern aid during the training programs.
- The trainers encourage doubts and questions and responds calmly according to 50% (n= 27) employees.
- 51.9 % (n = 28) employees agree that the training programs attended have helped them throughout their work or career.
- 33.3 % (n= 18) employees face many challenges during the training period.
- 66.7 % (n= 36) employees don't face many challenges during the training period.
- 96.3% (n= 52) employees experience the change in their productivity at the workplace after the training program.
- More training programs should be organized to enhance the productivity of the employees according to 57.4% (n= 31) employees.
- 98.1 % (n= 53) employees are satisfied with the company's efforts to fill the gaps by organising the training programs.
- Different training programs organized by the organisation helps it to analyze the need of training in different departments and their employees is felt by 98.1 % (n= 53) employees.
- All the (n= 54) employees agree that appropriate organisation of the training program helps in increasing the employees productivity and develop employer- employee relationship.

CONCLUSION

In this research we conclude that the age range of the majority of responses is 26 to 30. We can conclude that the number of responses is evenly split between men and women. The majority of the workforce are graduates or postgraduates, and more people are employed permanently than on a temporary basis. All of the organization's workers receive training, as do all newly hired employees.

The majority of the organization's training sessions take place once a month, but there are also weekly, half-yearly, and annual sessions. Almost all of the workers attend the training sessions. The majority of workers believe that the organization should provide training. The majority of workers believe that in addition to monthly training, the organization should also provide weekly, yearly, half-yearly, and annual training. Almost all employees concur that training helps them to have better relationships with their coworkers and their boss. The staff members concur that the training classes aid in the development of abilities, knowledge, and a positive outlook. The mood of the workforce is raised by training, which inspires them to produce at work. The majority of the training provided by the organization is on-the-job training, though there is also off-the-job training, audio-visual training, and introduction training. The majority of workers are pleased with the organization's training strategy. The instruction program, in the opinion of the

employees, has increased their productivity at work. The training curriculum is appropriate for the employees' job profiles. The instructors are highly qualified professionals.

During the training sessions, the trainers employ contemporary equipment. The instructor's welcome reservations and inquiries and give thoughtful answers. The staff members concur that the training courses they took benefited them in their careers or at work. Some workers encounter numerous difficulties while undergoing training. The majority of workers don't experience many difficulties during the training phase. After the training program, the workers notice a change in their workplace productivity. To increase staff productivity, more training programs ought to be set up. Employee satisfaction with the company's attempts to close the skills gaps by setting up training programs is high. The organization's various training initiatives enable them to assess the need for training across various divisions and among its personnel. The productivity of workers can be increased and relationships between employers and employees can be developed with proper training program organization.

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