



A Study on Impact of Training and Development among Employee's

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ABSTRACT:

Training has become the buzz word in the dynamic competitive market environment. Human capital differentiates a great organization from a good one. The Success or failure of modern business organizations depends on the quality of their human resources. Well trained and highly developed employees are considered as corner stone for such success. Data for the paper have been collected through primary source that are from questionnaires surveys, one hundred and twenty questionnaires were distributed for the collection of data, The data have been checked through statistical software to find the impact of training and development on employees' performance and productivity. Hence the purpose of the study was to investigate the relationship between, training and development and employees performance and productivity, training and stress, employee development. And to see whether Training and Development has an impact on Employees working in an QMAX TEST EQUIPMENTS PRIVATE LIMITED. Findings indicated that training and development were positively correlated and claimed statistically significant relationship with employee performance and productivity. Analysis and interpretations were made at 0.05 level of significance. The study concluded that training and development have important impact on employee performance and productivity. Thus, in order for organizations to achieve optimum returns from their investment, there is imperative need to effectively manage training and development programs. The sample data of 104 respondents helped to analysis their perspective for training and development process and provide valuable suggestions. The Statistical tool used for analysing and interpreting the opinions of the users and the tools includes simple percentage analysis and interpreting the opinions of the users and the tools includes simple percentage analysis and hypothesis testing (Regression , Correlation , Independent T Test) The results were presented with the help of different charts and diagrams were drawn from the analysing of data's suggestions and conclusion have been made based made based on the findings.

KEYWORDS: Training and Development, Employee Performance, Employee development, Organization Success.

INTRODUCTION

The survival of any organization in the competitive society lies in its ability to train its human resource to be creative, innovative, inventive who will invariably enhance performance and increase competitive advantage. Training and development are an aspect of human resource and competence capable of improving employees' ability to perform more efficiently. Training and development play a vital role in the effectiveness of an organization. It is one of the most pervasive techniques for improving employees' performance enhancing organization productivity in the work place. Employees are the indispensable asset and key element of gaining competitive advantage of any organization e practices that help in enhancing employees' skills, knowledge, and training is essential tool for its actualization. The level of competency, skills and ability of the workforces of an organization influences its ability to preserve its obtained positions gain competitive advantage. Meanwhile, employee's competence, skills and pro- activeness is directly proportional to the level at which organization can compete with others. Organizations are confronting with increased competition resulting from changes in technology, economic environments, globalization etc. Training and development have become one of the necessary functions in most organizations, because they lead to high performance in the same field and are important part of human resource department, it has a significant effect on the success of an organization through improving employee performance. Through a comprehensive analysis of existing literature, empirical evidence, and case studies, this study will delve into the intricacies of training and development programs and their implications for both employees and organizations. By shedding light on the potential benefits, challenges, and opportunities associated with these initiatives, this research endeavours to contribute to the body of knowledge surrounding employee development practices and their impact on organizational success. Ultimately, the findings of this study can serve as a valuable resource for organizations striving to create a learning-oriented culture that fosters continuous improvement and growth among their workforce.

REVIEW OF LITERATURE

Aidah Nassazi (2023) According to this study "effects of training on employee performance." Employees are major assets of any organization. The active role they play towards a company's success cannot be underestimated. As a result, equipping these unique assets through effective training becomes imperative in order to maximize the job performance. **Ambika Bhatia & Lovleen Kaur (2022)** In today's era employees are not keen to join an organization where their Knowledge and skills are not upgraded. Many organizations provide opportunities for learning and use it as a retention tool.

Results prove that training and development are positively correlated and claimed significant statistical relationship with employee performance and effectiveness. **Arnoff (2021)**, training sessions accelerate the initiative ability and creativity of the workforce and facilitate to avoid human resource obsolescence, that may occur because of demographic factors such as age, attitude or the inability to cope with the technological changes. **Obisi (2020)**, reported that training is a systematic process of enhancing the knowledge, skills and attitude, hence leads to satisfactory performance by the employees at job. He further mentioned that the need and objectives of the training program should be identified before offering it to the employees. **Armstrong M. (2019)** has differentiated training from development by putting his concept into words that development is meant to acquire new knowledge and skills that help to progress into some future job requirements while training helps in gaining those competencies that enable the employees to better perform in their present jobs.

RESEARCH METHODOLOGY:

The primary objectives of study is impact of training and development among the employees and the secondary objectives is the To study the impact of training and development on the performance of the employ'ees and To Find the relationship between Strees level & Strees Management Techniques and To Identify the Competency level of the employ'ees before and after training. Descriptive research design is used in the study. Descriptive research include surveys, finding and enquires. Descriptive research methods can be used in multiple ways and for various reasons. This design can be identified by characteristics, data trends, conduct comparisons, validate existing conditions and conduct research at different time periods. The limitations of the study is respondents are reluctant to response in all cases and since small size of 104 respondents are taken so it is difficult of draw inference about the population from this small size. Primary data is collected by providing questionnaire to employees of the organization. The secondary data has been collected from journals, magazines, websites and annual reports.

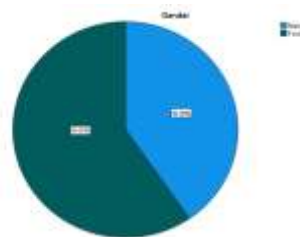
PERCENTAGE ANALYSIS

GENDER OF THE RESPONDENT

TABLE 1

Gender					
		Frequency	Percent	Valid Percent	Cumulativ e Percent
Valid	Male	42	40.4	40.4	40.4
	Female	62	59.6	59.6	100.0
	Total	104	100.0	100.0	

CHART 1



INFERENCE:

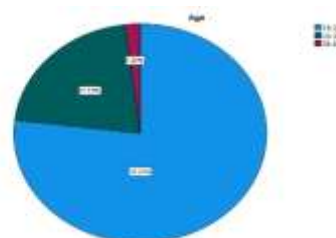
From the above data, it is found that out of 104 respondents majority of 59.6 are female, 40.4% are male. The most of the respondent are female.

AGE OF THE RESPONDENT

TABLE 2

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-25	80	76.9	76.9	76.9
	26-35	22	21.2	21.2	98.1
	36-45	2	1.9	1.9	100.0
	Total	104	100.0	100.0	

CHART 2



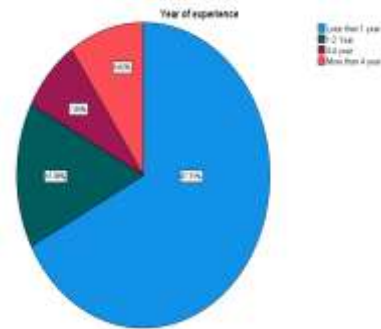
INFERENCE:

From the above data, it has inferred that out of 104 respondents majority of 76.9% are

18-24 years, 21.2 are 26-35 years, 1.9% are 36-45 years, The majority of the respondents are from the age group between 18-24 years.

YEAR OF EXPERIENCE.**TABLE 3**

Year Of Experience		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 1 year	70	67.3	67.3	67.3
	1-2 Year	16	15.4	15.4	82.7
	3-4 year	8	7.7	7.7	90.4
	More than 4 year	10	9.6	9.6	100.0
	Total	104	100.0	100.0	

CHART 3**INFERENCE:**

From the above data, it has inferred that out of 104 respondents majority of 67.3% are Less than 1 year, 15.4% are 1-2 year, are 7.7% are 3-4 year, and More than 4 year, The most of the respondent are 3-4 year.

REGRESSION:

Regression model is able to show whether changes observed in the dependent variable are associated with changes in one or more of the explanatory variables.

To find the impact between effectiveness of the training programs provided and impact of T&D on team collaboration.

NULL HYPOTHESIS (H₀):

There is no impact between effectiveness of the training programs provided and impact of T&D on team collaboration.

ALTERNATIVE HYPOTHESIS (H₁):

There is an impact between effectiveness of the training programs provided and impact of T&D on team collaboration.

**INFERENCE:**

From the test it is found that the significant value is 0.001 which is lesser than the table value 0.05. Therefore, Null hypothesis was rejected. That is there is an impact between effectiveness of the training programs provided and impact of T&D on team collaboration.

CORRELATION:

To find a relationship between T&D programs provide new skill and changes in stress levels.

NULL HYPOTHESIS (H₀):

There is No relationship between T&D programs provide new skill and changes in stress levels.

ALTERNATIVE HYPOTHESIS (H₁):

There is relationship between T&D programs provide new skill and changes in stress levels.

		Correlations training and development programs provided you will new skills or Knowledge relevant to your Job role	changes in your stress levels since participating in the training and development program
Did the training and development programs provided you will new skills or Knowledge relevant to your Job role	Pearson Correlation	1	.113
	Sig. (2-tailed)		.253
	N	104	104
changes in your stress levels since participating in the training and development program	Pearson Correlation	.113	1
	Sig. (2-tailed)	.253	
	N	104	104

INFERENCE:

From the test it is found that the significant value is .253 which is greater than the table value 0.05, the Null Hypothesis was accepted. That is there is no relationship between T&D programs provides new skill and changes in stress levels.

CHI- SQUARE

To find an association between Gender and improvement in your competency in T&D.

NULL HYPOTHESIS (HO): There is an significant association between Gender and improvement in your competency in T&D.

ALTERNATIVE HYPOTHESIS (H1): There is a no significant association between Gender and improvement in your competency in T&D.

Test Statistics		
	Gender	improvement in your Competency in performing Job tasks since participating in the training and development programs
Chi-Square	3.846 ^a	76.000 ^b
df	1	4
Asymp. Sig.	.050	.000
a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 52.0.		
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 20.8.		

INFERENCE:

From the test it is found that the significant value is .000 which is less than the Table value 0.5 Therefore HO Rejected There is a no significant association between Gender and improvement in your competency in T&D.

FINDINGS:

According to the study, it is found that out of 104 respondents majority of 59.6% are female, 40.4% are male. The most of the respondent are female. According to the study, it is found that out of 104 respondents majority of 76.9% are 18-24 years, 21.2% are 26-35 year, 1.9% are 36-45 year, The majority of the respondents are from the age group between 18-24 years. According to the study, it is found that out of 104 respondents majority of 67.3% are Less than 1 year, 15.4% are 1-2 year, are 7.7% are 3-4 year, and More than 4 year, The most of the respondent are 3-4 year. According to the study, it is found that out of 104 respondents majority of From the test it is found that the significant value is 0.001 which is lesser than the table value 0.05. Therefore, Null hypothesis was rejected. That is there is an impact between effectiveness of the training programs provided and impact of T&D on team collaboration. According to the study, it is found that out of 104 respondents majority of From the test it is found that the significant value is .253 which is lesser than the table value 0.5, the Null Hypothesis was rejected. That is there is relationship between T&D programs provide new skill and changes in stress levels. According to the study, it is found that out of 104 respondents majority of From the test it is found that the significant value is .000 which is less than the Table value 0.5 Therefore HO Rejected There is a no significant association between Gender and improvement in your competency in T&D.

SUGGESTIONS:

- Training and development enhances the personal growth of the employees as well helps in accomplishment of organizational goal therefore every organization should effectively train their employees.
- Majority of the respondent feels that stress level reduces due to training and development, but employees working in night shift says that training and development is not so helpful for them in reduction of stress thereby organization is responsible to find the alternative way to keep up their confidence level and which help them in reducing stress.
- The majority of respondents agree that training and growth are an important part of the job, however, not all workers have undergone adequate training or have shown interest in the training program.
- It is very much essential for an employee to get adequate training, so that he/she can develop the skills and knowledge and put their best to achieve the goals, therefore organization should provide relevant training and development programs.
- Provide adequate training program to each and every person arranged periodically, The result of the training program also should be analyzed and training should be arranged periodically.
- Provide employees motivation programs and other training programs for the development towards profit making.
- Incentives beyond monetary ones can be effective for the night shift employees i.e lessening the paper works, avoiding weekend work and a break from less desirable works can serve as an incentive for night shift workers.
- Bringing some entertainment to training and development program will help the trainee to focus more.

CONCLUSION:

Training and development ultimately upgrade not only the productivity of employees but also of the organization. Companies need to invest in on-going employee training and development in order to both keep employees and be successful competitors. Training enhances employees' initiative and quality of work, thereby assisting them to be more committed to achieving the organizational goals and objectives and in turn enhancing employees' effectiveness within the organization. However, it is recommended for management of organizations to give training and development of employees a priority in order to get the best out workforce as well as improving the organization's productivity. Further research studies are also recommended on the training and development of employees in order to have a broader understanding of its valuable impacts. This study was a learning experience for me and I have come across the impact of training and development of employees in Manufactures is positive in response but still effective training sessions are necessary and post training analysis is rather important.

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