



A Study on Employee Training and Development in Electrical Industry

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ABSTRACT

Purpose: The main intention of the study is to analysis the effect of statutory benefits (working hours, first aid facility and maternity benefits) on employee job performance. A Conceptual framework was used to test he mediation (employee loyalty) in relationship between statutory benefits and employee job performance.

Design/methodology/approach: The authors have selected 150 sample respondents from various levels of employee in organization to collect the data by using organized questionnaire.

Findings: The outcome of the research stated that prerequisites of training and development program positively influence effectiveness of training and development program and employee job performance. In addition to that effectiveness of training and development program mediated the relationship between prerequisites of training and development program and employee job performance

Research limitations/implications: The present study offers many important insights for both practitioners and academic scholars. Whereas recognize the limitations inherent in survey-based researches like common method bias and social desirability bias, the researchers have thoroughly employed suitable measures to reduce these biases.

Originality/value: The one-way interaction model (mediation) was tested in this study. As for the authors knowledge, this model was tested for the first time in the manufacturing organizations.

Keywords Training and development, program, effectiveness, job performance

INTRODUCTION:

Training and development, usually, refers to an organizational process. It's primarily focused on improving your employees' work performance. Meanwhile, learning and development is more employee-centric. It deals with your

employees' progress and education as a whole, not just within the workplace.

Employee Training and Development: A strategic tool for improving business outcomes by implementing internal educational programs that advance employee growth and retention.

Management Training and Development: The practice of growing employees into managers and managers into effective leaders by the ongoing enhancement of certain knowledge, skills and abilities

REVIEW OF LITERATURE:

Swanson R.A., & Holton E.F.III. (2001). Training and development defined as a process of systematically developing work-related knowledge and expertise in people for the purpose of improving performance”.

Armstrong, M. (2016). Training is the systematic development of knowledge, skills and attitudes required by an individual to perform adequately a given task or job.

Amabile, Teresa M. 1988. The Progress Theory was developed by Teresa Amabile and Steven Kramer. They determined that achieving consistent, small wins was the biggest indicator of a rich inner work life. This rich inner work life, in turn, enables people to be more productive, more engaged, and more creative in the work that they do

Bass, B.M., & Vaughan, J.A. (1966). Training is a process of organizational improvement that attempts to make beneficial changes through modifying employee's skills and attitudes which refers to activities ranging from the acquisition of simpler motor skills to the development and change of complex socio emotional attitudes

Kirkpatrick D.L. (1993). Training refers to the teaching of specific knowledge and skills required on the individual's present job. The term development refers to the growth of the individual and preparations for higher-level jobs.

Ahmad, I., & ud Din, S. (2009): performance and growth. Hence, to increase both firm and staff performance, training and development are implemented to improve staff performance (Ahmad & ud Din, 2009)

Abdul Ghafoor Khan et al., (2011): The organization will be the ultimate beneficiary knowing that the training and development are being directly invested in the staff (Abdul Ghafoor Khan et al., 2011); moreover, human resources as an asset contribute to the firm

Bartel, A. P. (2000): The increase in Employees and corporate competitiveness compensate for the high expenditure on training and development programs (Bartel, 2000).

Beugelsdijk, S. (2008): Moreover, research shows that training courses that can develop cooperative and collective learning must consider the individual and psychological facts that can facilitate or obstruct it. Researchers find that training methods promote creativity, encourage a learning environment and nurture discovery

Byrnes, J. F., & Cascio, W. F. (1984): Much of the research supports the idea that businesses that use effective human resource methods, those with the proper recruitment process, training and development program, good benefits, etc., will be more competitive over rivals. (Byrnes & Cascio, 1984; Steffy & Maurer, 1988; Barney & Wright, 1998).

Beaver, G., & Hutchings, K. (2005): In addition to their competitive position, organizations will benefit from training and development at different levels. They will react effectively to changes and the latest unpredictable external factors in the industry (Beaver & Hutchings, 2005)

OBJECTIVES OF STUDY:

1. Assess the current training and development programs at ADELA Electricals (P) Ltd
2. Identify the training needs and skill gaps among employees in the organization
3. Evaluate the effectiveness of existing training initiatives in improving employee performance and job satisfaction.
4. Analyze the impact of training and development programs on employee retention and career progression within the organization.
5. Recommend strategies and interventions to enhance the overall training and development framework at ADELA Electricals (P) Ltd

SCOPE OF THE STUDY:

In every company they have 3 levels of management respectively Top level, Middle level and Lower-level managements. Basically Top level management no need to provide training. Because of that I selected Middle level of management

NEED OF THE STUDY:

1) To increase efficiency:

Training and development increases skills for doing a job in better way.

2) To Increases Morale:

Training and development increases morale of employees. High morale is evidenced by employee enthusiasm.

3) Better Human Relations:

Training increases the quality of human relations in an organization.

4) Reduced Supervision:

Trained employees require less supervision. Autonomy and freedom can be given if the employees are trained properly to handle their jobs without the help of supervision

STATEMENT OF THE PROBLEMS:

The title entitled to a study on employee training and development

RESEARCH METHODOLOGY AND DESIGN:

The procedures by which researchers go about their work of describing, explaining and predicting photoresearch is one of its kinds and is a process to acquire knowledge about a certain topic. Research is done so that systematic analysis can be done and problem can be effectively solved. manner are called methodology. Methods comprise the procedures used for generating, collecting and evaluating data. Methods are ways of obtaining information useful for assessing explanations

DATA SOURCES:

In my research I collect the require data through the methods of primary data methods.

- Interviews
- Questionnaire
- Observation

METHODS OF DATA COLLECTION:

- Primary Data
- Secondary Data

1.Primary Data:

An instrument is used to collect the required information from the employees and also interact the employees personally.

Primary data helps us in making observation of employee's behaviors, talk gestures which helped me in identifying the attitude of employees towards the training program and the effectiveness of the training program in the organization.

Primary Data Sources:

- a. Questionnaire
- b. Observation
- c. Interview

2. Secondary Data:

It was collected from the website of the company, and the company personnel, certain reports from the HR department. The research also took the help of the books and journal.

Secondary Data:

- a. Book
- b. Periodicals or journals
- c. Research thesis and dissertations
- d. Footnotes

SAMPLE SIZA:

- The company total population is 200 employees
- In that total population I randomly select 120 employees using simple random sampling technique.

SAMPLING TECHNIQUE:

The researcher randomly selects a subset of participants from population. I conduct one of the methods of simple random sampling technique it comes under probability sampling or random sampling.

DATA INTERPRETATION:

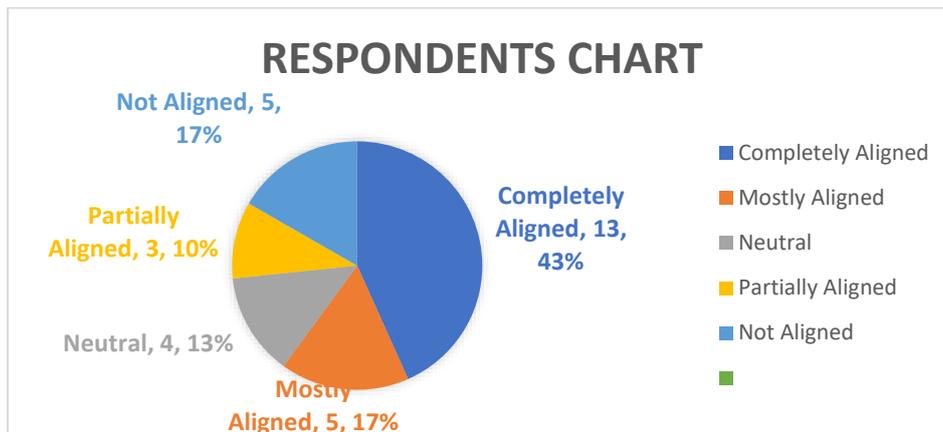
1. To what extent do you think the training programs align with your career development goals?

Career development goals:

Training objectives examples include: "Increase customer satisfaction by improving communication skills," "Enhance product knowledge to boost sales by 20%," "Improve teamwork through effective collaboration practices," and "Enhance data entry accuracy by 15% by mastering the new software system." "From the point of view of the individual employee, there are three main aims of training Improve the individual's level of awareness. Increase an individual's skill in one or more areas of expertise. Increase an individual's motivation to perform their job well

Table:1: To what extent do you think the training programs align with your career development goals

S. No	Opinion	Respondents	Percentage
1	Completely Aligned	13	43
2	Mostly Aligned	5	17
3	Neutral	3	10
4	Partially Aligned	4	13
5	Not Aligned	5	17
Total		30	100

Graphical representation of what extent do you think the training programs align with your career development goals**Interpretation:**

From the above Graph.1 reveals that out of 30 sample respondents the majority 13(43%) of the respondents are completely aligned in training programs align with career development goals your followed in the organization followed by 5(17%) of the career development goals your followed in the organization followed respondents are mostly aligned and not aligned 4(13%) of the respondents are partially aligned 3(10%) of the respondents have shown the neutral are training programs of overall align with career development goals your followed in the organization

Conclusion:

Career development is an essential aspect of employee and business success. Organizations that provide career development opportunities can enhance employee experience, satisfaction, retention, and engagement and increase profitability

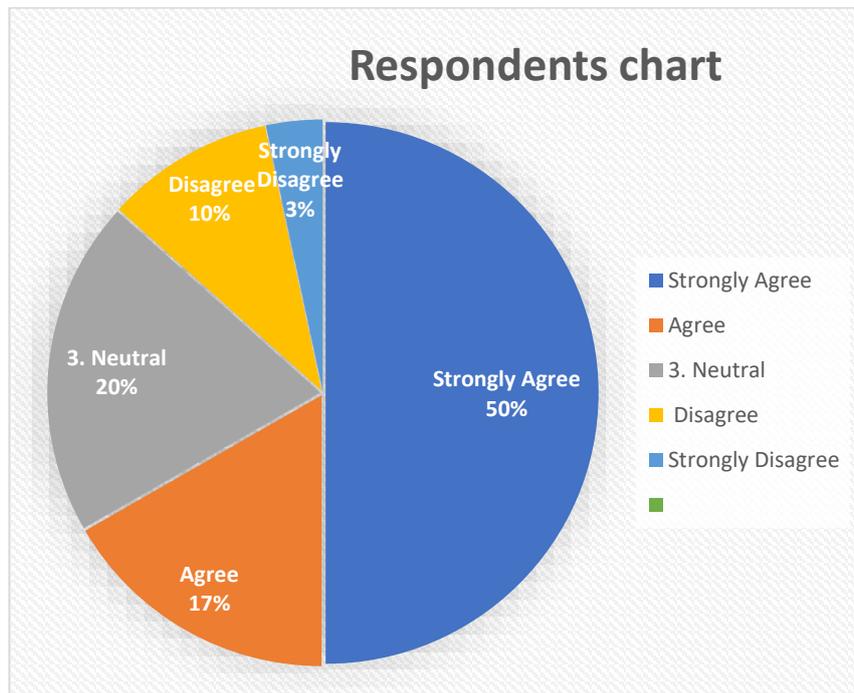
2.Do you believe there are specific skills or knowledge areas that are lacking in your current training?**specific skills or knowledge:**

Skills represent specific abilities acquired through training and experience, while knowledge signifies understanding of a subject matter. Recognizing the differences between these terms allows individuals and organizations to prioritize their development and allocate resources accordingly

Table:2: Do you believe there are specific skills or knowledge areas that are lacking in your current training

S. No	Opinion	Respondents	Percentage
1	Strongly Agree	15	50
2	Agree	5	20
3	Neutral	6	17
4	Disagree	3	10
5	Strongly Disagree	1	3
Total		30	100

Graphical representation of Do you believe there are specific skills or knowledge areas that are lacking in your current training



Interpretation:

From the above Graph.2 reveals that out of 30 sample respondents the majority 15(50%) of the respondents are strongly agree in specific skills or knowledge in organization followed by 6(20%) of the believe there are specific skills or knowledge areas that are lacking in your current training in neutral followed by 5(17%) of the respondents are agree 3(10%) of the respondents have shown the disagree and remaining respondents are shown in 1(3%) are strongly disagree on overall believe there are specific skills or knowledge areas that are lacking in your current training

Conclusion:

In the workplace, both knowledge and skills are important factors for success. While knowledge provides a strong foundation of understanding, skills bring practical application to that knowledge. It is not enough to possess one without the other.

3.Has training positively impacted your level of job satisfaction?

job satisfaction:

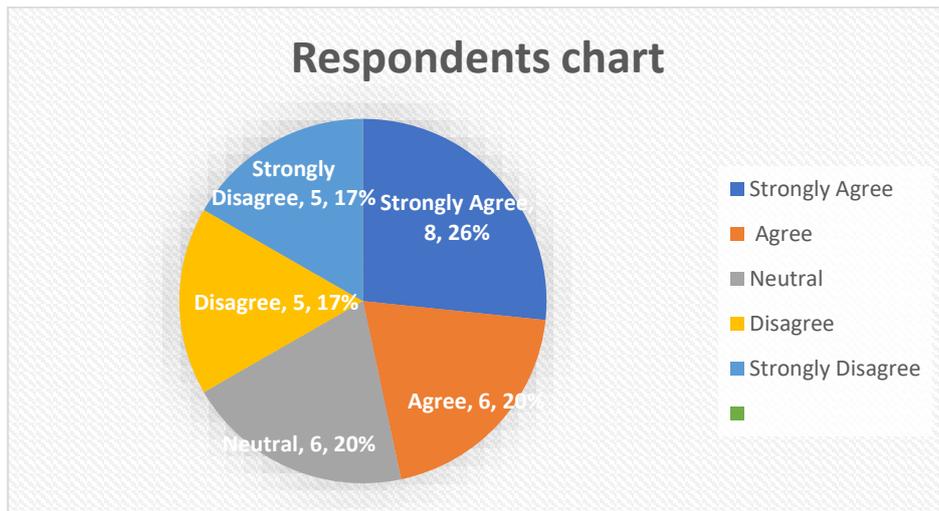
Training may also provide workers with greater opportunity for positive job characteristics, such as autonomy. In both cases, training provision will lead to higher job satisfaction. The dispositional model provides crucial insight for the empirical modelling that follows

Table:3: Has training positively impacted your level of job satisfaction

S. No	Opinion	Respondents	Percentage
1	Strongly Agree	8	26

2	Agree	6	20
3	Neutral	6	20
4	Disagree	5	17
5	Strongly Disagree	5	17
Total		30	100

Graphical representation of training positively impacted your level of job satisfaction



Interpretation:

From the above Graph.3 reveals that out of 30 sample respondents the majority 8(26%) of the respondents are strongly agree in of training positively impacted your level of job satisfaction in organization followed by agree and neutral 6(20%) of the in training positively impacted your level of job satisfaction disagree and strongly disagree followed by 5(17%) of the respondents are agree 3(10%) of the respondents have shown the disagree on regarding training positively impacted your level of job satisfaction

Conclusion:

In conclusion, job satisfaction plays a crucial role in the success of both employees and organizations. Employers should strive to create a positive work environment, offer competitive compensation packages, and provide opportunities for growth and recognition

4.How important do you think continuous training and development are for employee retention?

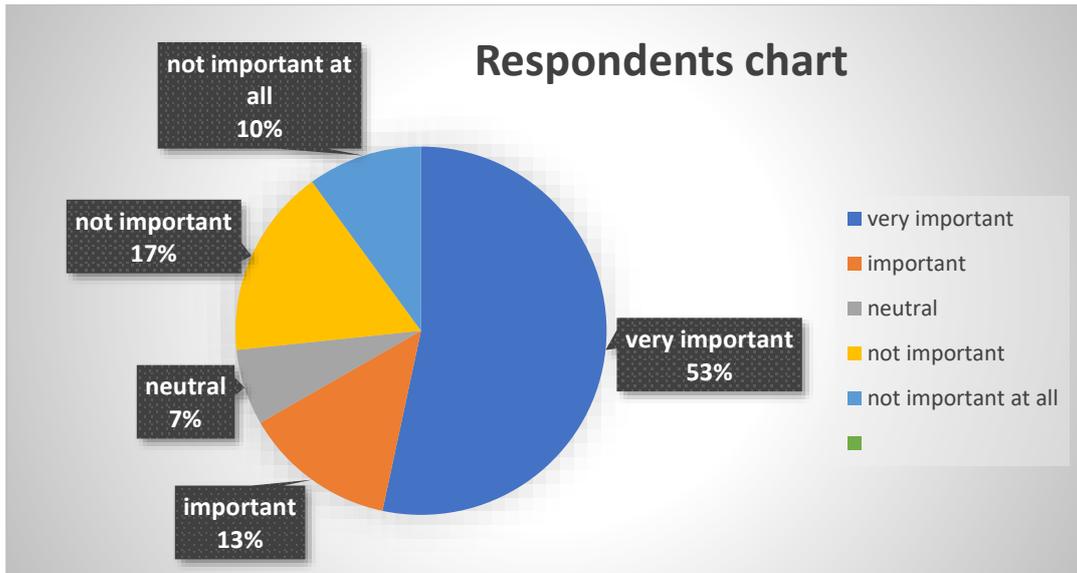
employee retention:

Employee retention refers to the strategies organizations use to prevent employees from leaving. It's crucial to maintain a high retention rate, as high turnover can be costly and impact team morale. Effective retention involves competitive benefits, a positive work

Table:4: How important do you think continuous training and development are for employee retention

S. No	Opinion	Respondents	Percentage
1	Very important	16	53
2	important	4	13
3	Neutral	2	7
4	Not important	5	17
5	Not important at all	3	10
Total		30	100

Graphical representation of How important do you think continuous training and development are for employee retention



Interpretation:

From the above Graph.4 reveals that out of 30 sample respondents the majority 13(43%) of the respondents are very important in your think continuous training and development are for employee retention followed in the organization followed by 5(17%) of the training and development are for employee retention your followed in the organization followed respondents are and not important 4(13%) of the respondents are important 3(10%) of the respondents have shown the not important at all and 2(7%) of the respondents have shown in neutral training programs of overall development are for employee retention followed in the organization

Conclusion:

employee retention is not only about saving costs but also about ensuring the stability, productivity, and long-term success of a company

5. How important do you think it is for the company to invest in advanced training technologies or platforms?

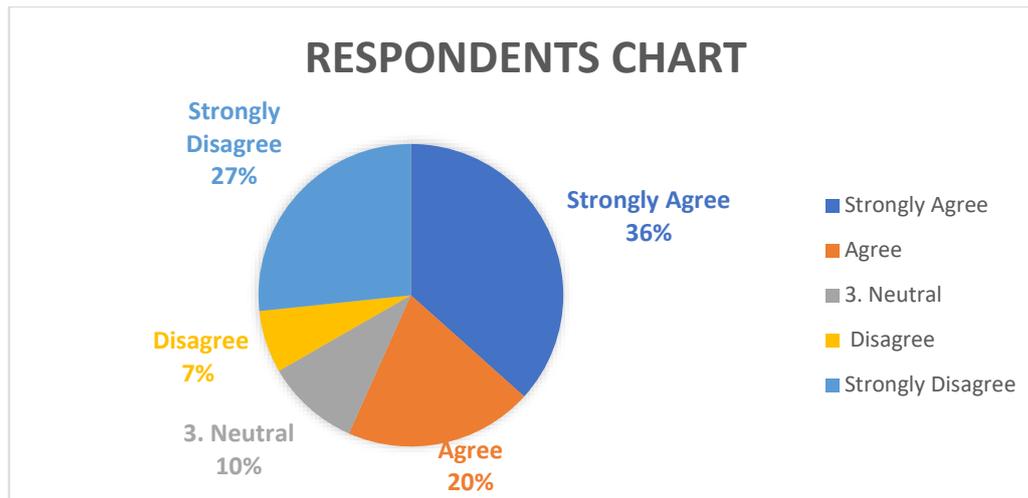
company to invest in advanced training technologies or platforms:

Training methods are techniques used to teach someone the necessary skills and knowledge to perform a task. Training has been around since time immemorial as it is the process of transferring knowledge and skills to the next generation so that they don't start from scratch.

Table:5: How important do you think it is for the company to invest in advanced training technologies or platforms

S. No	Opinion	Respondents	Percentage
1	Strongly Agree	11	36
2	Agree	6	20
3	Neutral	3	10
4	Disagree	2	7
5	Strongly Disagree	8	27
Total		30	100

Graphical representation of company to invest in advanced training technologies or platforms:

**Interpretation:**

From the above Graph.1 reveals that out of 30 sample respondents the majority 11(36%) of the respondents are strongly agree company to invest in advanced training technologies or platforms your followed in the organization followed by 8(27%) of the training technologies or platforms on organization followed respondents are strongly disagree 6(20%) of the respondents are agree 3(10%) of the respondents have shown the neutral and 2(7%) of the respondents are disagree company to invest in advanced training technologies or platforms

Conclusion:

In conclusion, organizations can employ various training methods to enhance employee development. Evaluating different methods of training is essential for ensuring its effectiveness in achieving desired outcomes.

FINDINGS:

1. 99% of the respondents agree that they like to attend training program.
2. 82% of the respondents agree that training means it is knowledge and skills.
3. Majority of the respondents agree that training program is essential for both new
4. Majority of the respondents agree that training program is compulsory for the employees
5. 73% of the respondents agree that every month training programs are conducted in their organization.

SUGGESTIONS:

- Training program should evaluate the abilities, competencies and potentials of the trainees for a particular job or work skills.
- It should aim to narrow down the gap between expected level of performance and the actual level of performance.
- The company should conduct training programs at regular intervals, which helps the employees to enhance their knowledge for their current jobs.

CONCLUSION:

HRM is nothing but managing the human resource, from the date of recruitment till the retirement and each employee needs some training program to develop their skills and ability. Today we are living in a competitive world in order to survive among other factors, it is the employees who make the organisation reach their desired goal. Identification the training and development needs in the employees which is very important in the organisation .it will help to achieve individual goals has well has organisation goals it also help in productivity of the present employees and also the standard of living of the employees and their family

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