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A Study on Training Need Analysis and Work Performance of Employee with Reference to Hyundai Mobis

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A B S T R A C T

This study investigates the relationship between training need analysis (TNA) and employee work performance at Hyundai Mobis. Training need analysis is a systematic process used to identify skill gaps and performance deficiencies among employees to design targeted training programs. The research aims to evaluate the effectiveness of current training practices, identify areas requiring improvement, and examine how well-aligned training initiatives influence employee productivity, job satisfaction, and overall organizational performance. Primary data was collected through structured questionnaires distributed among employees and analyzed using statistical methods. The findings indicate that a well-executed training need analysis significantly enhances employee competencies, boosts motivation, and improves work outcomes. The study recommends that Hyundai Mobis adopt continuous assessment of training needs, tailor programs to job-specific requirements, and align training with strategic goals to maximize workforce efficiency and performance.

Keywords: Employee Performance, Skill Gaps, Performance Deficiencies, Targeted Training Programs, Employee Productivity, Job   Satisfaction, O rganizational Performance .

INTRODUCTION

Determining employees' skill gaps and making sure their growth fits with company objectives are made possible by Training Need Analysis (TNA). Companies like Hyundai Mobis must prioritize the training and development of their employees in the rapidly changing automotive sector, where market demands and technology breakthroughs constantly redefine operations. As one of the top suppliers of car parts and components worldwide, Hyundai Mobis needs a strong and flexible staff that can handle the difficulties brought on by both internal and external variables. The business may make sure that its staff members have the know-how, abilities, and competences needed to boost output, encourage innovation, and keep a competitive edge by carrying out an extensive study on TNA.

NEED FOR THE STUDY

- To identify and fill skill gaps, ensuring employees are better equipped for their roles.

- To enhance employees' performance, making them more productive and effective at their jobs.

- To ensure employees' training supports Hyundai Mobis's overall business objectives.

- To improve employee motivation and retention by offering career growth through training.

- To ensure employees stay up-to-date with the latest automotive technologies and industry trends.

OBJECTIVES OF THE STUDY

- To study the training needs of employees and their performance towards the work place.

- To know the methods of training need analysis conducted by the organization.

- To identify the factors that motivates the employees to undergo training.

- To understand the impact of training on employees performance

- To suggest measures for enhancing the training programs in the organization.

SCOPE OF THE STUDY

The important connection between determining employee training needs and improving organizational efficiency is examined in a study on Training Need Analysis (TNA) and Employee Work Performance with Reference to Hyundai MOBIS. Hyundai MOBIS, a top worldwide auto parts producer, places a high priority on ongoing staff development in order to preserve quality and innovation in the highly competitive automotive sector of today. Management can evaluate the gaps between current employee skills and the competencies needed to meet job expectations by using Training Need Analysis as a diagnostic tool.

REVIEW OF LITERATURE

J.mech (2025) The customers into groups based on distinct attributes, customer segmentation facilitates the creation of specialized goods and marketing plans. Recent research investigates the use of social network analysis as the primary method for customer segmentation and online reviews as the data source. In the segmentation process, these studies typically use the frequency of specified product qualities and/or customer attitudes from online reviews. Few of them, nevertheless, look into how various information types—such as sentiment and order information—affect segmentation performance. Furthermore, prior research has rarely taken into account or addressed the problem of clustering high-dimensional data when online evaluations include customers' complex judgments regarding a product's many facets.

Pugazenthi Dhananjayan(2025) There is a huge chance to deploy decentralized, renewable energy (RE)-based sustainable energy solutions in the Hindu Kush Himalayan region. However, because there is insufficient ability at different levels to implement RE and energy efficiency (EE) solutions in hilly areas, the region is still susceptible to energy poverty. A comprehensive grasp of capacity development in RE and EE deployment within the value chain concept is essential to achieving sustainable economic, social, and environmental performance. In order to examine the interaction of several basic capacities at the person and organizational levels, this article presents.

Agrasadya Agrasadya(2025) The purpose of this study was to ascertain the extent to which employee performance at or with a sample using data collection methods by distributing questionnaires, quantitative analysis is the method employed in this study. This study employed the following data analysis techniques: quantitative descriptive analysis, simple and multiple regression analysis, determination coefficient analysis, validity, reliability, and classical assumption tests; the hypothesis test (T and F tests) is accepted, and Ho is rejected.

Nhung Thi Hoai Duong, Giang Thi Huong Vu(2025) Drawing on the attribution theory and social cognitive theory, the study intends to investigate the detrimental relationship between bullying at work and job performance by taking into account the mediating function of affect-based trust and the moderating effect of moral disengagement. The results validate the negative correlation between job performance and workplace bullying, which is somewhat mediated by employees' perceived affect-based trust. workplace bullying on job performance, making the negative indirect effect less pronounced at lower moral disengagement levels.

Fauzan Muttaqien (2024) Every nation has a worldwide obligation to pursue the Sustainable Development Goals (SDGs), which seek to eliminate disparities in social, economic, and environmental development. The commercial sector, government institutions, and organizations are all involved in Indonesia's SDG implementation. Because of their close relationships to communities and ability to provide individualized services to micro, small, and medium-sized businesses (MSMEs), people's credit banks—particularly rural banks—are essential in assisting with the implementation of the SDGs. Strategies to boost staff performance are essential to these banks' success. Through solid labour relations at financial institutions, this enables workers to support local economic development, thereby achieving the SDG purpose.

Karmila (2024) In order to develop competent personnel, every organization works to improve employee performance. Therefore, it is necessary to support Human Resources, which is the organization's primary effort to improve employee performance. In order to increase the competence of employees who have a high level of loyalty and responsibility to the organization, the organization implements socialization, training, work discipline, a good work environment, and good work motivation.

RESEARCH METHODOLOGY

Research comprises defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and reaching conclusions; and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis.

Data collection is a systematic process of gathering observations or measurements. In this study responses are collected through two different sources. The sources of data collection are:

• Primary data collection

• Secondary data collection

SAMPLE SIZE

The number of sampling units chosen for examination from the organization is known as the sample size. The sample size of the study is 217

DATA ANALYSIS AND INTERPRETATION

TABLE 1: Table showing the demographic profile about the respondents

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	MALE	116	54
2	FEMALE	101	46
	TOTAL	**217**	**100**

SOURCE: Primary Date (March 2025)

FINDINGS

From the above table it is found that 54% of respondents are male,46% of respondents are female.

 INFERENCE

It is inferred that the Majority of the respondents are female

MANN WHITNEY U TEST

HYPOTHESIS

H0: There is no significance difference between the mean rank gender of the employees with respect to the variables.

H1: There is a significant difference between the mean rank gender of the employees with respect to the variables

Ranks

	GENDER	N	Mean Rank	Sum of Ranks
EFFECTIVENESS OF EMPLOYEE TRAINING PROGRAM	MALE	116	116.75	13543.50
	FEMALE	101	100.09	10109.50
	Total	217		
SUPPORT OF EMPLOYEE TRAINING AND DEVELOPMENT	MALE	116	118.60	13758.00
	FEMALE	101	97.97	9895.00
	Total	217		
IMPACT OF TRAINING ON JOB PERFORMANCE	MALE	116	111.84	12973.50
	FEMALE	101	105.74	10679.50
	Total	217		

Test Statistics[a]

	EFFECTIVENESS OF EMPLOYEE TRAINING PROGRAM	SUPPORT OF EMPLOYEE TRAINING AND DEVELOPMENT	IMPACT OF TRAINING ON JOB PERFORMANCE
Mann-Whitney U	4958.500	4744.000	5528.500
Wilcoxon W	10109.500	9895.000	10679.500
Z	-1.957	-2.426	-.718
Asymp. Sig. (2-tailed)	.050	.015	.473

a. Grouping Variable: GENDER

INFERENCE:

The Mann – Whitney U test was conducted on the sample data, and it is found that the significance value (P value) for all the variables is more than 0.05 i.e., P>0.05. Therefore, the null hypothesis (H0) is accepted. There is no significance difference between the gender of the employees with respect to the variables. So, the alternative hypothesis is rejected.

SUMMARY OF FINDINGS

- Age Range A young and early-career workforce is indicated by the fact that the majority of responders are between the ages of 18 and 24.

- Gender Distribution Most of the participants in the study are female, reflecting greater female representation in the sample.

- Educational Qualification A large portion of respondents hold undergraduate degrees, showing a common educational background.

- Employment Sector The majority of respondents work in the public sector, suggesting the study sample leans towards government employment.

- Income Level Most participants reported earning less than ₹50,000 per month, pointing to entry-level or mid-level job positions.

- Training Rating The majority rated the training programs as excellent, highlighting satisfaction with the overall quality of training.

SUGGESTIONS

1. Conduct regular training needs assessments to ensure training programs remain relevant and aligned with the current job requirements and organizational goals.

2. Develop customized training modules tailored to the specific roles and responsibilities of different departments within Hyundai Mobis.

3. Incorporate more practical, hands-on training sessions that allow employees to apply theoretical knowledge to real-world scenarios.

4. Collect employee feedback after each training program to improve the effectiveness and content of future training initiatives.

CONCLUSION

According to the study on training requirements analysis and employee work performance with reference to Hyundai Mobis, well-structured needs analyses that inform successful training greatly improve employee engagement, performance, and satisfaction. Most respondents agreed that training programs were relevant and had an impact on their job functions, emphasizing the significance of matching training activities to company objectives and real skill gaps. Through consistent evaluation of training requirements and program updates, Hyundai Mobis can enhance staff competencies, boost operational effectiveness, and sustain a competitive advantage in the quickly changing automotive sector.

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