

Impact of Training on Employee Productivity

Bharthvajan R, S. Fabiyola Kavitha



Abstract: *The word training relates to the development of knowledge, abilities and skills resulting from the learning of abilities and knowledge related to particular helpful abilities². Training has its own characteristics and it's used to increase the productivity both in terms of quality and quantity. The article examines the effect of training on the productivity of employees. This manuscript provides an examination of the present proof of such a connection and provides suggestions for further inquiry. A comprehensive review of the literature in terms of study results from studies that attempted to assess and determine the level of the productivity of employees. In this manuscript explain the impact and effectiveness of training in dairy industry and findings would clearly explain the impact level of a training programs³.*

Key Words: *Training and development, Training need analysis*

I. INTRODUCTION

Training, as a function of human resource management, is one of the operations most critically affecting an organization's efficiency. While it is understood and accepted that training methodology is not properly enforced, it will influence organisational efficiency and restrict goal accomplishment, we can readily identify which sort of training is appropriate for the specific worker. Acquiring and maintaining high-quality talent is critical to the success of an organization. As job security we need to upgrade our understanding through a competitive technique of training efficiency and the accessible skills increase in diversity, training helps to establish a skill matrix.

In today's world is split by a growing areas, market globalization and technological advances in organization. The retention of the company the endurance of an organization implies the prosecution of sustainable competitive advantages. The knowledge and skills of employees is measured by the training programmes attended the newly recruited employee are indirectly trained through trail of their performance, self - assessment of an employee and by asking questions. Well Experienced employees learn from on the job through the way of their experiences. Yet this type of informal, unscheduled training can lead to simply unusable time and difficulty in workflow.

II. LITERATURE REVIEW

Jaffee, Cabot. L in the year (1969)¹ has done his research in the topic "DIAGNOSE BEFORE TRAINING" In order to determine the type of training mutually beneficial to the individual and to the company, An author conducted detailed summary of the strengths and weaknesses of promotional candidates can be evaluated. Such an approach is said to be superior to a particular course intended to cover wide subjects such as communication, motivation, and management in order to overlook relevant data about the trainees accessible in other areas of the company. The author proposes that all accessible data about a person be integrated and then given differential therapy based on how effectively his strengths and weaknesses align. It is said that this strategy is somewhat more explicit.

Thang, N. N., Quang, T. & Buyens, D in the year (2010)² done their research in the topic " The Relationship Between Training and Firm Performance" A researcher conducted a thorough research on the impacts of training on firm performance has been carried out. The author seeks to define significant theoretical methods and proposes a framework for the analysis of training and firm performance problems. The assessment shows that staff understanding and attitude can mediate the connection between training and firm results.

Rohan Singh, Madhumita Mohanty in the year of 2012³ has done their research in the topic "Impact of Training Practices on Employee Productivity: A Comparative Study" The author has produced a comprehensive overview of the Present Scenario on the practice of training and its effect. The author seeks to explain the effect of training on structured and unstructured training programs whenever the productivity of the worker is impacted. The author proposes that training programs have an effect on a staff product and the other comparative study of training methods and other macroeconomic and market forces, both of which have an effect on productivity.

Muhammad Ashar, Muhammad Mudasar Ghafoor and Easha Munir in the year of 2013⁴ has done their research in the topic "The Impact of Perceptions of Training on Employee Commitment and Turnover Intention: Evidence from Pakistan" The author studies the connection with affective engagement of two of the most significant perceptions of practice. These training views include perceived training accessibility and perceived training help from the supervisor. The research is essentially helping the organisation know the connection between training-attitude and organizational results.

Manuscript published on 30 September 2019

* Correspondence Author

Bharthvajan R*, Research Scholar, Department of Management Studies, Bharath Institute of Higher Education and Research, Chennai

S. Fabiyola Kavitha, SRM Arts and Science College, Trichy, Associate Professor, Department of Management Studies, Chennai

© The Authors. Published by Blue Eyes Intelligence Engineering and Sciences Publication (BEIESP). This is an [open access](https://creativecommons.org/licenses/by-nc-nd/4.0/) article under the CC-BY-NC-ND license <http://creativecommons.org/licenses/by-nc-nd/4.0/>

III. RESEARCH DESIGN

Descriptive research design was used for find the impact level of training and the employee productivity it includes survey and fact finding enquires of different kinds. The main aim of the descriptive research is the description of the current state affairs as it exists present. Characteristics are that he/she can only report what is happening.

IV. SAMPLING TECHINQUES

Here the Sampling technique was conducted simple random sampling.

V. TYPE OF DATA COLLECTION

The source were collected from the employee of the Hatsun Agro Product Ltd

Primary Data

Primary Data was collected through questionnaire, the questions were unbiased, and narrow minded, multiple ended ranking questions.

Secondary Data

Secondary Data was collected from the organization, brochures, books, journals, magazines and websites.

The tools that are used to analysis the impact level of training and employee productivity

- Simple percentage
- Bar- diagram
- Pie- diagram
- Chi-Square
- One- Way Annova
- One-Sample Kolmogorov -Smirnov Test

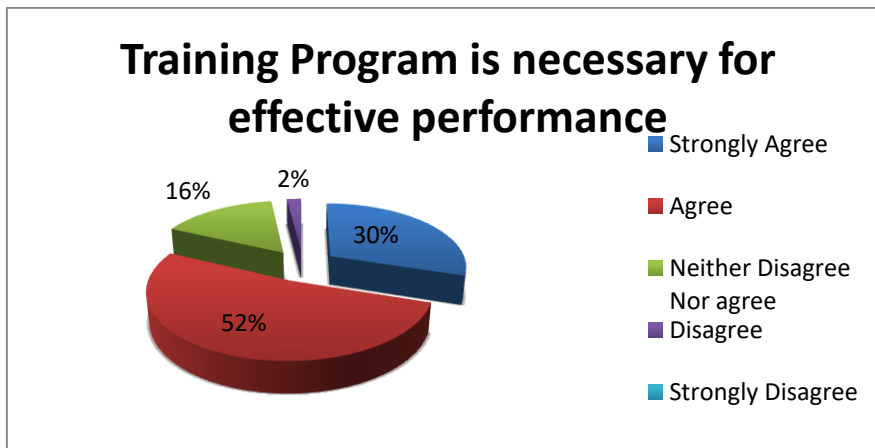
Measures

The Scales were used for measure the practices of the training. Each scale was a 5-point scale with '1 – Not at all satisfied and 5 - very much satisfied.

The study was carried in Hatsun agro product ltd to find out the employee performance through training the list of question were asked to the employees about the training programs and training structure. The few questions are asked to the internal customers to improve the performance of training programs.

VI. RESULTS

Training Program is Necessary for Effective Performance



Analysis: Based on the above table it can be analyzed that 30% of the respondents are fully agree that Training is necessary for their effective performance 52% respondents are agree that Training is necessary for their effective performance 16% of the respondents are Neither agree nor disagree that, while 2% disagree.

Interpretation: Hence majority of the respondents fully supported for Training Programs in the manufacturing sectors which will lead to identify the right type of training to the right person, so that the organization can save time , money, energy and take correct decision regarding to conduct training sections.

Satisfaction Level of Company's Internal Training



Analysis: From the above table it can be analyzed that 30% of the respondents are extremely satisfied with company's internal training. 36 % of the respondents are satisfied with company's internal training. 32% of the respondents are moderately satisfied with company's internal training and 2 % of the respondents slightly satisfied with company's internal training.

Interpretation: Hence majority of the respondents satisfied with the company's internal training but some of the internal customers are not extremely satisfied.

A List of tool is use to find the relationship between employee performance and training output.

VII. KOLMOGOROV – SMIRNOV TEST

Association between training given required skills to perform their job and training helps to perform various aspects of job.

One-Sample Kolmogorov-Smirnov Test

		required skill	Various aspect of job
N		50	50
Normal Parameters ^{a,b}	Mean	1.98	2.12
	Std. Deviation	.958	.940
Most Extreme Differences	Absolute	.247	.251
	Positive	.247	.251
	Negative	-.176	-.169
Kolmogorov-Smirnov Z		1.745	1.773
Asymp. Sig. (2-tailed)		.005	.004

a. Test distribution is Normal.

b. Calculated from data.

Calculated value: .247

Tested Value: 1.745

Calculated value is less than the critical value (Test distribution is normal) i.e., 0.247 is less than 1.745.

So the value is Null hypothesis.

Ho: There is no significance difference between the required skills to perform their job and training helps to perform various aspects of job.

VIII. CORRELATION CO-EFFICIENT

Correlation between the convenient level of training timing and satisfaction level of company's internal training.

Correlations

		Venue of the training	Satisfied of the company internal training
Venue of the training	Pearson Correlation	1	.108
	Sig. (2-tailed)		.455
	N	50	50
Satisfied of the company internal training	Pearson Correlation	.108	1
	Sig. (2-tailed)	.455	
	N	50	50

Convenience with regard to the timing & venue of training was consider in relation to the overall satisfaction of the employers with internal training the correlation coefficient was found to be 0.45with indicate the two

variable loaded about the have neutral relationship(i.e.,) the venue and timing of training have least impact on satisfaction with regard the internal training.

IX. DISCUSSIONS

The study clearly find out the employee performance is increased with help of trainings.

- Clear methodology of how to add value to company activities through a specific training program. Relevant productivity gains that a company can achieve from a learning program and improvements in supply and value chains should be conveyed prior to the training programme.
- An effective methodology needs to be formulated for selecting areas to create training programs and to document the potential for economic benefits in a simplified version. The courseware should give individuals' adequate information and the opportunity to apply that information in practice. It is important that the design of training program correctly exemplifies employee's requirements to ensure transfer of training to the job. This can be done through a meeting with the subject matter expert of each process.
- Provisions for chat rooms or discussion lists can help participation by individuals on the topics they have learnt and share their ideas with the community. Sharing maximizes learning experience and provides tangible benefits to those around.
- A case study to be presented on the content of the course that has been completed can offer the individual with an opportunity to mentally apply new concepts to work situation, actively seeking specific real-life situations that could benefit from the new knowledge also facilitating content recall. This can act as a very practical and viable evaluation methodology.

X. CONCLUSIONS

Results of the study show that the participants anticipate a higher use of development training in the near future with the main problems addressed. More specifically, they think that the best way to use the fresh teaching is to use a realistic strategy. Discussing the particular benefit can be useful for an organisation; Development training can bring professional development to a worker. And organization's proactive involvement may eradicate misperceptions and prevents employees from misconstruing the benefits of these new learning. This is bound to increasingly true in the future, as more youngsters joining any organization are comfortable with this mode of learning. The business community has more capability today than they had in many years to reap substantial benefits from development training than ever before⁵.

REFERENCE

1. Jaffee, Cabot. L (2010) "DIAGNOSE BEFORE TRAINING"
2. Thang, N. N., Quang, T. & Buyens, D (2010) " The Relationship Between Training and Firm Performance" and he has done a detailed study on effects of training on firm performance
3. Rohan Singh, Madhumita Mohanty "Impact of Training Practices on Employee Productivity: A Comparative Study"
4. Muhammad Ashar, Muhammad Mudasar Ghafoor and Easha Munir "The Impact of Perceptions of Training on Employee Commitment and Turnover Intention: Evidence from Pakistan"
5. <http://www.hr-guide.com/data/G510.htm>
6. http://wdr.doleta.gov/opr/fulltext/00-jc_model2.pdf

7. <http://www.brightstar.co.nz/nz/communicating-with-diplomacy-impact-and-influence.html>
8. Handbook of human resource management practice : Armstrong Michael
9. The Economies of training with respect of the firm, British Journal of Industrial Relations Vol.8, No.1:6 (4): Oatey, M (1970).
10. Human Resources Management, A Strategic Approval," Human Resources Management: Oribabor, P.E. (2000)
11. Impact of Training Practices on Employee Productivity: A Comparative Study, Interscience Management Review (IMR) ISSN: 2231-1513 Volume-2, Issue-2, 2012.