

A Study on the Effect of Training on Employee Performance

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ABSTRACT

This paper aims to analyse the various training methods adopted by organisations. It also explained the employee skills and performances are aligned with the company's strategic objectives and goals through training. The primary data is collected through structured questionnaire. The selection of sample is based on convenient sampling. There are 30 male and female employees in different profession are coming under this sample.

INTRODUCTION

“Training is a process designed to assist an individual to learn new skills, knowledge or attitudes. As a result, individuals make a change or transformation that improves or enhances their performance. These improvements ensure that people and organisations are able to do things better, faster, easier and with high quality”.

The relationship between training and employee performance is complex and influenced by a variety of factors. These include the relevance and quality of the training content, the methods used to deliver training, the frequency and timing of training sessions, and the level of employee motivation and engagement. In the private sector, where the pressure to demonstrate a return on investment is high, understanding these dynamics is crucial for designing training programs that truly enhance performance. The effectiveness of training on employee performance is a critical area of study within the private sector, where organisations continuously seek ways to enhance productivity and maintain a competitive edge. In an era marked by rapid technological advancement and dynamic market demands, companies are increasingly recognising the importance of investing in their workforce. Training initiatives are designed not only to equip employees with essential skills and knowledge but also to foster a culture of continuous improvement. This study seeks to explore the impact of training on employee performance in private sector organizations, with a focus on identifying the key factors that contribute to successful training outcomes.

Keywords: Training, Motivation, engagement, demonstrate.

STATEMENT OF THE PROBLEM

Training and development programs are essential tools for fostering employee growth, improving performance, and ensuring that the workforce is equipped to meet organizational goals. The problem, therefore, lies in understanding the specific elements of training that contribute most significantly to employee performance, identifying gaps in current training practices, and developing strategies to attain

organisational objectives through training initiatives. This study aims to address these issues by examining the relationship between training and employee performance within private sector organizations, providing insights that can help managers and HR professionals design more effective training programs.

SCOPE OF THE STUDY

The study will target employees at different levels within the organization, including entry-level staff, middle management, and senior executives. This will provide a comprehensive view of how training affects performance across different job roles and hierarchies. The research will examine a wide range of training programs, including on-the-job training, workshops, seminars, e-learning, and leadership development programs. The study will consider both technical and soft skills training to understand their distinct impacts on performance. The study will be conducted within private sector organizations ensuring a diverse representation of industries to enhance the generalizability of the findings.

OBJECTIVES

1. To find out the present training methods adopted by private sector organisations.
2. To determine the employee skills and performance are aligned with the company's strategic objectives and goals through training.

RESEARCH METHODOLOGY

The study is mainly focusing on primary data through structured questionnaire. Both primary and secondary sources were used to get the information needed for the investigation. A structured questionnaire was used to gather primary data, while secondary data sources included books, journals and internet. Non probability sampling technique is used for the selection of sample. The total sample size is restricted to 30. The area of the study is restricted to Malappuram district.

LIMITATIONS

1. Primary data is collected from 30 private sector employees , there may be a chance of sampling bias.
2. Due to small sample size, the survey result may not be accurate.
3. All the statistical methods have some limitations, thus there is a chance of variations in the final conclusions.

DATA ANALYSIS AND INTERPRETATION

Table 1: Currently offering training method

Particulars	Number of respondents	Percentage(%)
On the job training	15	50
Class room based training	3	10
Online training	9	30
Workshops	0	0
Seminar	3	10
Mentorship	0	0
Total	30	100

INTERPRETATION

From the above analysis it is clear that 50% respondents says that the currently offering training method

is on the job training and 30% says that online training.

Table 2: Primary focus of training programme

Particulars	Number of respondents	Percentage
Technical skills	12	40
Soft skills	6	20
Leadership and management skill	0	0
Customer dealing skill	9	30
Compliance and regulation	3	10
Total	30	100

INTERPRETATION

From the above analysis it is clear that 40% respondents opine that the primary focus of training programme is improving technical skills and 30% opine that improving customer dealing skills.

Table 3: Effectiveness of training programmes in developing the skills necessary to achieve the company’s strategic goals

Particulars	Number of respondents	Percentage
Very effective	15	50
Effective	12	40
Neutral	3	10
Ineffective	0	0
Very ineffective	0	0
Total	30	100

INTERPRETATION

From the above analysis it is clear that 50% respondents says that training programmes are very effective and 40% says that it is effective for developing skills necessary to achieve the company’s strategic goals.

Table 4: Key skills developed through training

Particulars	Number of respondents	Percentage
Leadership and management	3	10
Technical skills	15	50
Customer service	9	30
Innovation and creativity	3	10
Compliance and regulatory knowledge	0	0
Total	30	100

INTERPRETATION

From the above analysis it is clear that 50% respondents says that technical skills developed through training and 30% says that customer service skills developed.

Correlation between employee performance and training programmes

X	Y	X ²	Y ²	XY
12	18	144	324	216
12	10	144	100	120
6	2	36	4	12
0	0	0	0	0
0	0	0	0	0
Total 30	30	324	428	348

$$r = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{[n \sum X^2 - (\sum X)^2][n \sum Y^2 - (\sum Y)^2]}}$$

$$r = \frac{5 \cdot 348 - 30 \cdot 30}{\sqrt{[5 \cdot 324 - 900][5 \cdot 428 - 900]}}$$

$$r = \frac{1740 - 900}{\sqrt{(1620 - 900)(2140 - 900)}}$$

$$r = \frac{840}{\sqrt{720 \cdot 1240}}$$

$$r = \frac{840}{\sqrt{892800}}$$

$$r = 0.89$$

INTERPRETATION

From the above analysis it shows that correlation coefficient is 0.89 which means that employee performance and training programmes are positively correlated. Thus there is a direct relationship between employee performance and training methods.

FINDINGS

1. Most of the organisations employ on the job training.
2. Most of the organisations primary focus through training is improving technical skills.
3. Majority of the respondents says that technical skills developed through training .
4. Majority of the respondents noticed that a direct impact on organisational performance as a result of the training programmes.
5. Majority of the respondents opine that training programmes are very effective in developing the skills necessary to achieve the company’s strategic goals
6. The study reveals that there is a direct relationship between employee performance and organisational training methods.

SUGGESTIONS

1. Compare the effectiveness of different training delivery methods, such as in-person training, online courses, or blended learning approaches, on employee performance.
2. Focus on whether continuous learning opportunities lead to sustained improvements in job skills, productivity, and overall job satisfaction.
3. Company’s can create modern training methods and which explore employee performance, skills and talents.

CONCLUSION

This study reveals that training programmes have a specific role in employee performance. Primary focus of every organisational training is to develop technical skills of the employees. On the job training is the most effective training method. There is a positive correlation between employee performance and training

methods. Most of the organisations implement training programmes which create a better work environment inside the organisations and also to achieve the organisational objectives.

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