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## The Effective of Training and Development on Employees Performance & Productivity

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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. Organizations investing in effective training and development for human resource tend to achieve both short and long term benefits. This study presents a literature review on the significant of training and development on employee productivity. Employees tends to become absolute, and therefore making the need to adapt to the continuous learning and updating of the skill and knowledge invaluable, due to the organizational, technological and social dynamics. Thus, in order for organizations to achieve optimum returns from their investment, there is imperative need to effectively manage training and development programmes. However, the most vital asset of every organization under stiff and dynamic competition is its human capital. Training and development is an instrument that aid human capital in exploring their dexterity. Therefore training and development is vital to the productivity of organization's workforce.

**Key words:** Employee Training, Employee Development, employee Productivity.

## INTRODUCTION

Training and development involve improving the effectiveness of organizations and the individuals and teams within them. Training may be viewed as related to immediate changes in organizational effectiveness via organized instruction, while development is related to the progress of longer-term organizational and employee goals. While training and development technically have differing definitions, the two are oftentimes used interchangeably and/or together. Training and development have historically been topics within adult education and applied psychology but have within the last two decades become closely associated with human resources management, talent management, human resources development, instructional design, human factors, and knowledge management.

Aspects of training and development have been linked to ancient civilizations around the globe. Early training-related articles appeared in journals marketed to enslavers in the antebellum south and training approaches and philosophies were discussed extensively by Booker T. Washington. Early academic work publishing related to training included a 1918 article in the *Journal of Applied Psychology*. This article explored an undergraduate curriculum designed for applied psychologists. Training was also discussed in the first handbook on adult education in 1934. World War II influenced the focus of applied psychology research to be on effectiveness of training programs, particularly in military contexts. By the 1960s and 70s, the field began developing theories and conducting theory-based research because up until that point, the field had been rooted in trial-and-error intervention research. This era also brought along the development of new training methods such as the use of computers, television, case studies, and role playing. The scope of training and development also expanded to include cross-cultural training, focus on the development of the individual employee, and the use of new organization development literature to frame training programs. The 1980s marked a shift to focus on how employees were receiving and implementing training programs, and encouraged the collection of data for evaluation purposes, particularly management training programs. The development piece of training and development became increasingly popular in the 1980s and 90s, with employees more frequently being influenced by the concept of "lifelong learning". It was in this decade that research revealing the impact and importance of fostering a training and development-positive culture (including management and co-worker) was first conducted. The turn of the century brought more research in topics such as team-training, for example cross-training. Cross-training emphasizes training in co-workers' responsibilities.

Skills training has taken on varying organizational forms across industrialized economies. Germany has an elaborate vocational training system whereas the United States and the United Kingdom have weak vocational training systems.

## BENEFITS

Training has been used in organizations for the past several decades. Although training and development requires investments of many types, there are cited benefits to integrating training and development into organizations:

- Increased productivity and job performance.
- Skills development.
- Team development.
- Decreasing safety-related accidents.

## LITERATURE REVIEW

### 1. (Konings, 2008)

This paper uses level longitudinal data to analyze the effects of on-the-job training on firm level productivity and wages. The results are consistent with imperfect competition in the labor market, such as an explanation for on-the-job training. Training provides, it increases the labor productivity of workers. So the wage increases must be

lower than the productivity increase .Finally, the results on-the-job training in the interest of firms and workers, which is beneficial for general welfare.

## 2. (Subha Imtiaz, 2009)

As per the Article The result of stress management issues like counseling are unexplored options for stress management which can be employed along with monetary and non monetary structural reforms by the management to effectively manage the stress and retain high performance of employee by lowering their turnover and dissatisfaction.

## 3. (Nguyen Ngoc Thang, 2010)

This study provided a review of the literature on human resources training and its effect on firm performance, and it developed and proposed a framework for analyzing training and firm performance issues in order to assess advantages and disadvantages .Based on the firm performance measures used in previous studies firm performance was classified into financial firm performance and non financial performance.

## 4. (Hamid, 2011)

The study makes it evident that the training programmes are very rate in the corporation. The Corporation should view training as process, which will add value to the business by ensuring that best opportunities are provided to maximize the talent of employees to optimize their contribution towards achievement of corporate goals. However , to bring the situation under control , certain suggestions are being given, which, implemented will make training programmes effective.

## 5. (Sylvia N. Naris, 2012)

This paper intend to evaluate the current state of staff development and training tertiary educational institutions, with special emphasis on Namibia. This paper is original since it examines staff development and training activities and various factor affecting it in higher educational institutions, which creates and opportunity for further investigation into strategic issues confronting staff development and training activities.

## 6.(Amir Elnaga, 2013)

The paper goes to analyse and understand the theoretical framework and models related employees development through training and development program and it effect on the employee performance on the basis of review of the current evidence of such relationship ,offers suggestion for the top management in form of checklist.

## 7. (Franklin Dang Kum, 2014)

This study finding reveal that participant agreed that training provided in organization is aligned with business objective. The majority of the participants agreed that they are clear directions provided during training. The majority of the participants agreed that training increases organizational productivity through employees

performance. The study finding also reveal that responded believe that training increases opportunities for career development.

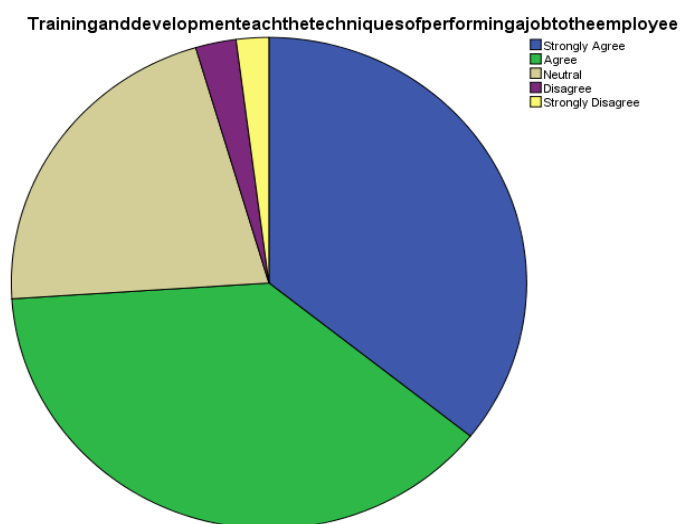
## RESEARCH METHODOLOGY

The descriptive study is the one that aims at describing accurately the characteristics of the group, community or people. A researcher may be concerned with discriminating the proportion of people in a particular population who hold the certain views and attitude. In this study descriptive research designed is used. The research study is descriptive in nature. Descriptive research studies which are concerned with specific predictions with narrations of facts and characteristics concerning individuals groups or situations are examples of descriptive research.

## DATA ANALYSIS AND INTERPRETATION

### Q.TRAINING AND DEVELOPMENT BRINGS POSITIVE ATTITUDE IN EMPLOYEES?

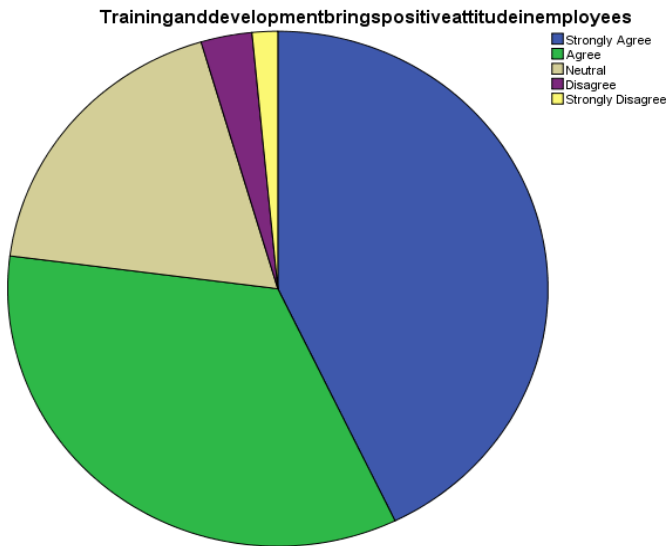
- i. STRONGLY DISAGREE
- ii. DISAGREE
- iii. NEUTRAL
- iv. AGREE
- v. STRONGLY AGREE



**Interpretation:** From the above graph it has interpreted that 35.7% of the respondent are strongly agree, 38.3% of the respondent are agree, 21.4% of the respondent are neutral , 2.6% of the respondent are disagree and 2% of the respondent are strongly disagree.

### Q.WITH TRAINING & DEVELOPMENT JOB KNOWLEDGE INCREASE IN EMPLOYEES?

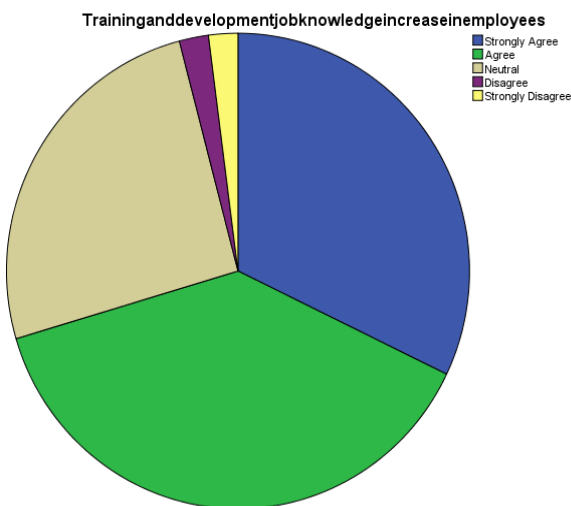
- i. STRONGLY DISAGREE
- ii. DISAGREE
- iii. NEUTRAL
- iv. AGREE
- v. STRONGLY AGREE



**Interpretation:** From the above graph it has interpreted that 42.9% of the respondent are strongly agree, 34.2% of the respondent are agree, 18.4% of the respondent are neutral , 3.1% of the respondent are disagree and 1.5% of the respondent are strongly disagree.

**Q. TRAINING & DEVELOPMENT TEACH THE TECHNIQUE OF PERFORMING A JOB TO EMPLOYEES?**

- i. STRONGLY DISAGREE
- ii. DISAGREE
- iii. NEUTRAL
- iv. AGREE
- v. STRONGLY AGREE

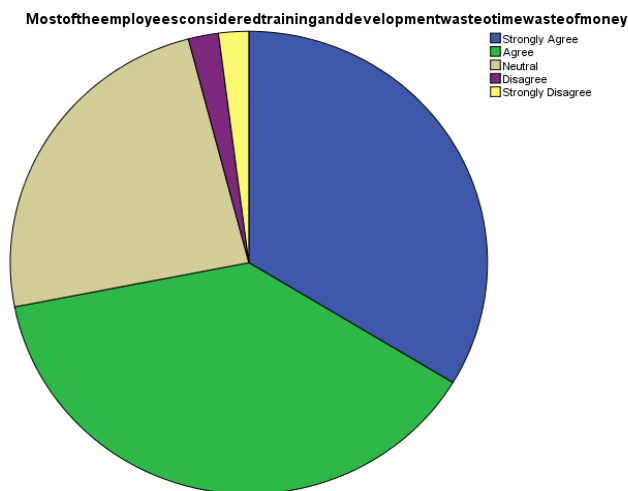


**Interpretation:** From the above graph it has interpreted that 32.1% of the respondent are strongly agree, 38.3% of the respondent are agree, 25.5% of the respondent are neutral , 2% of the respondent are disagree and 2% of the respondent are strongly disagree.

**Q. MOST OF THE EMPLOYEES CONSIDER TRAINING & DEVELOPMENT WASTE OF TIME & WASTE OF MONEY?**

- i. STRONGLY DISAGREE
- ii. DISAGREE
- iii. NEUTRAL
- iv. AGREE

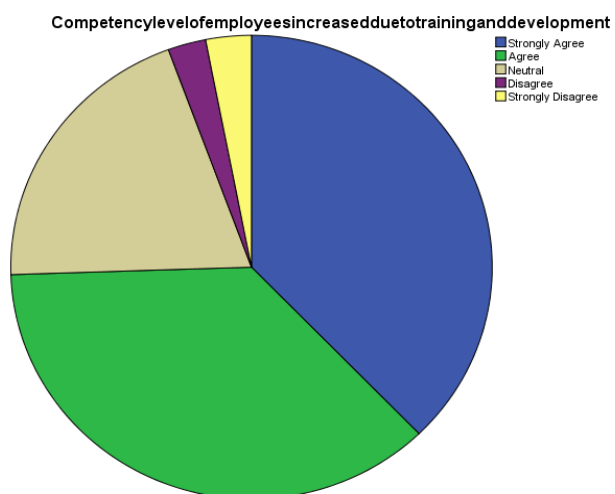
v. STRONGLY AGREE



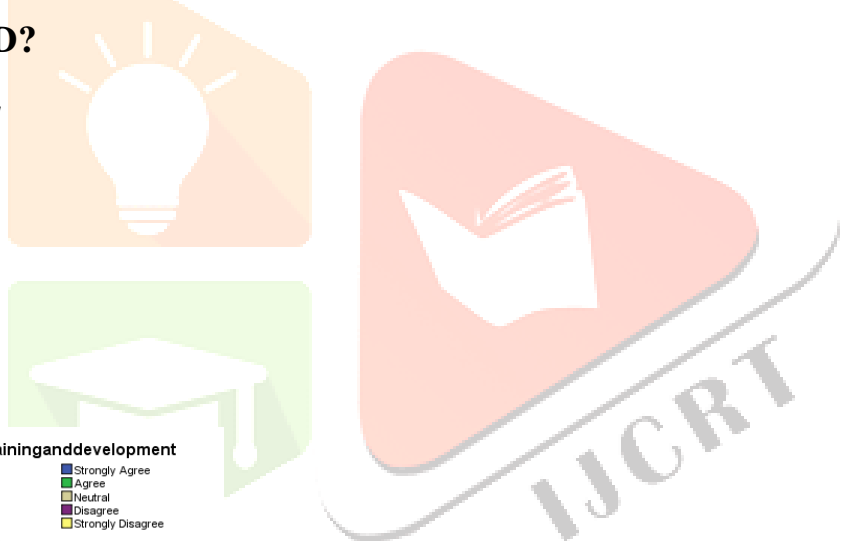
**Interpretation:** From the above graph it has interpreted that 33.7% of the respondent are strongly agree, 38.3% of the respondent are agree, 24% of the respondent are neutral, 2% of the respondent are disagree and 2% of the respondent are strongly disagree.

**Q.COMPETENCY LEVEL OF EMPLOYEES INCREASES DUE TO T&D?**

- i. STRONGLY DISAGREE
- ii. DISAGREE
- iii. NEUTRAL
- iv. AGREE
- v. STRONGLY AGREE

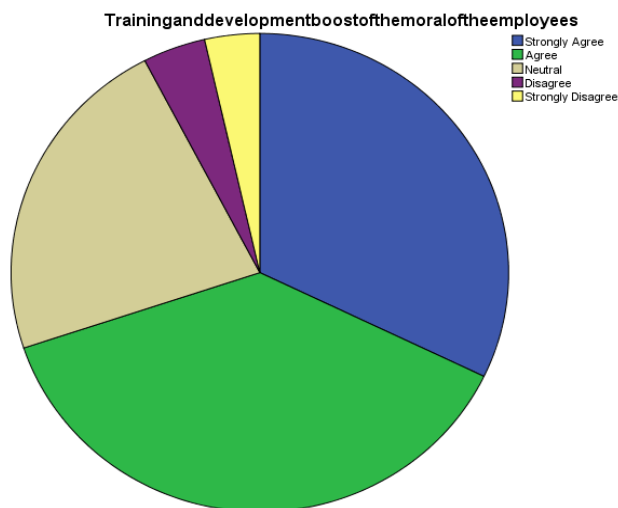


**Interpretation:** From the above graph it has interpreted that 37.8% of the respondent are strongly agree, 36.7% of the respondent are agree, 19.9% of the respondent are neutral, 2.6% of the respondent are disagree and 3.1% of the respondent are strongly disagree.



### Q. TRAINING & DEVELOPMENT BOOST UP THE MORALE OF THE EMPLOYEES?

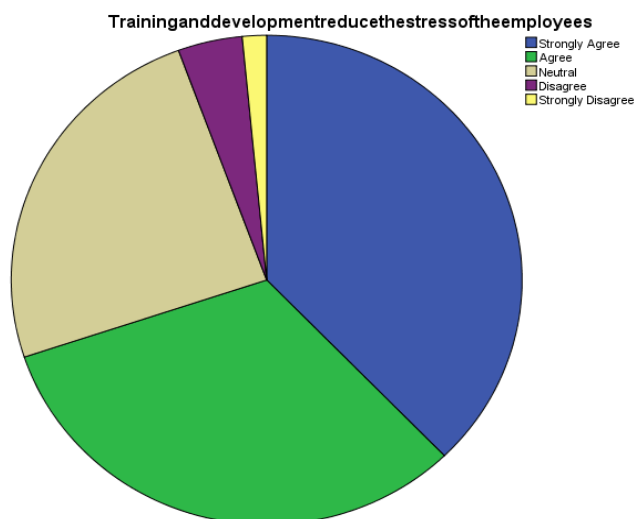
- i. STRONGLY DISAGREE
- ii. DISAGREE
- iii. NEUTRAL
- iv. AGREE
- v. STRONGLY AGREE



**Interpretation:** From the above graph it has interpreted that 32.1% of the respondent are strongly agree, 37.8% of the respondent are agree, 22.4% of the respondent are neutral , 4.1% of the respondent are disagree and 3.6% of the respondent are strongly disagree.

### Q.TRAINING & DEVELOPMENT REDUCE THE STRESS OF THE EMPLOYEES?

- i. DISAGREE
- ii. NEUTRAL
- iii. AGREE STRONGLY
- iv. DISAGREE
- v. STRONGLY AGREE

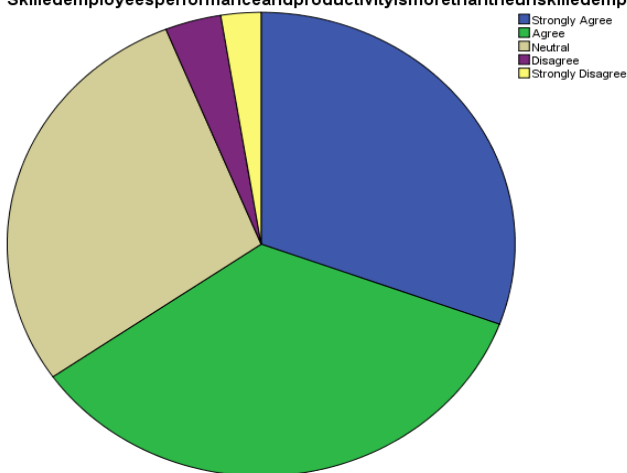


**Interpretation:** From the above graph it has interpreted that 37.8% of the respondent are strongly agree, 32.1% of the respondent are agree, 24.5% of the respondent are neutral , 4.1% of the respondent are disagree and 1.5% of the respondent are strongly disagree.

### Q. SKILLED EMPLOYEES PERFORMANCE & PRODUCTIVITY IS MORE THAN THE UNSKILLED EMPLOYEES?

- i. STRONGLY DISAGREE
- ii. DISAGREE
- iii. NEUTRAL
- iv. AGREE
- v. STRONGLY AGREE

Skilled employees performance and productivity is more than the unskilled employees

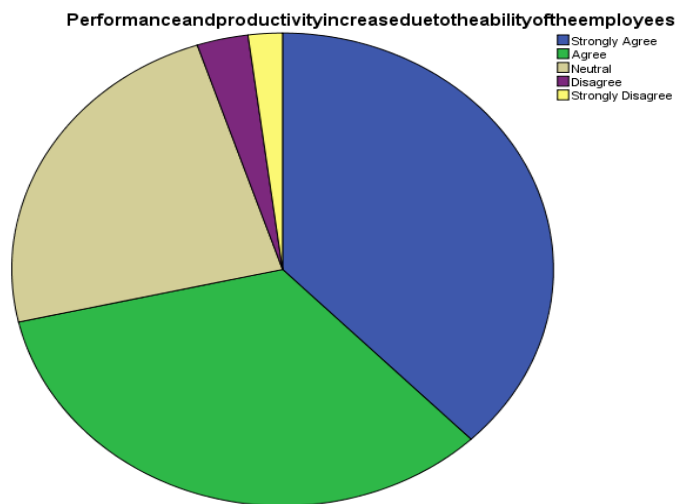


**Interpretation:** From the above graph it has interpreted that 30.6% of the respondent are strongly agree, 34.7% of the respondent are agree, 28.6% of the respondent are neutral , 3.6% of the respondent are disagree and 2.6% of the respondent are strongly disagree.

### Q. PERFORMANCE & PRODUCTIVITY INCREASE DUE TO THE ABILITY OF THE EMPLOYEES?

- i. STRONGLY DISAGREE
- ii. DISAGREE
- iii. NEUTRAL
- iv. AGREE
- v. STRONGLY AGREE

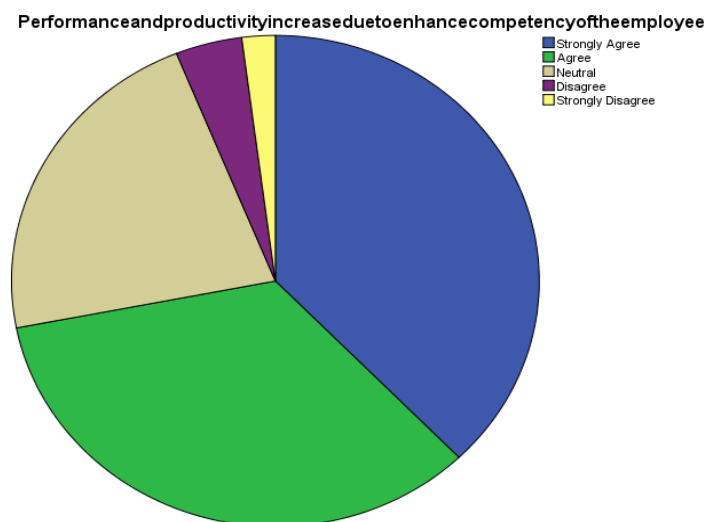




**Interpretation:** From the above graph it has interpreted that 37.8% of the respondent are strongly agree, 33.7% of the respondent are agree, 23.5% of the respondent are neutral , 3.1% of the respondent are disagree and 2% of the respondent are strongly disagree.

**Q.PERFORMANCE & PRODUCTIVITY INCREASE DUE TO THE ENCHANCED COMPETENCY OF THE EMPLOYEES?**

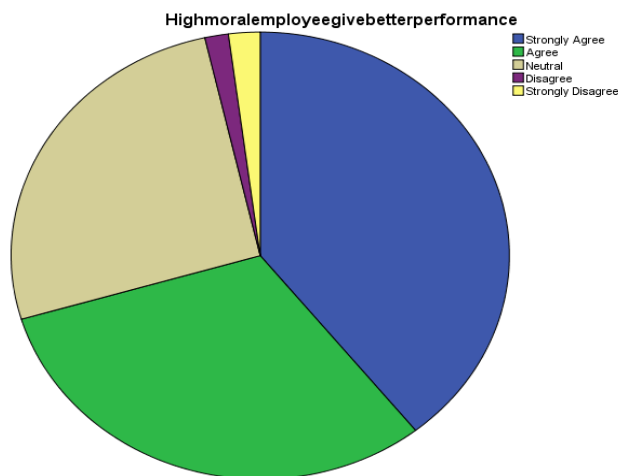
- i. STRONGLY DISAGREE
- ii. DISAGREE
- iii. NEUTRAL
- iv. AGREE
- v. STRONGLY AGREE



**Interpretation:** From the above graph it has interpreted that 37.8 % of the respondent are strongly agree, 34.2% of the respondent are agree, 21.9% of the respondent are neutral , 4.1% of the respondent are disagree and 2% of the respondent are strongly disagree.

### Q. HIGH MORALE EMPLOYEES GIVE BETTER PERFORMANCE ?

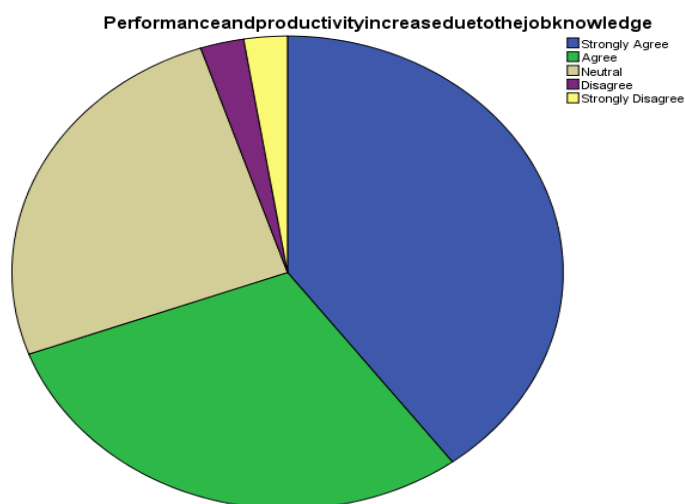
- i. STRONGLY DISAGREE
- ii. DISAGREE
- iii. NEUTRAL
- iv. AGREE
- v. STRONGLY AGREE



**Interpretation:** From the above graph it has interpreted that 39.3% of the respondent are strongly agree, 31.1% of the respondent are agree, 26% of the respondent are neutral , 1.5% of the respondent are disagree and 2% of the respondent are strongly disagree.

### Q.PERFORMANCE & PRODUCTIVITY INCREASE DUE TO JOB KNOWLEDGE?

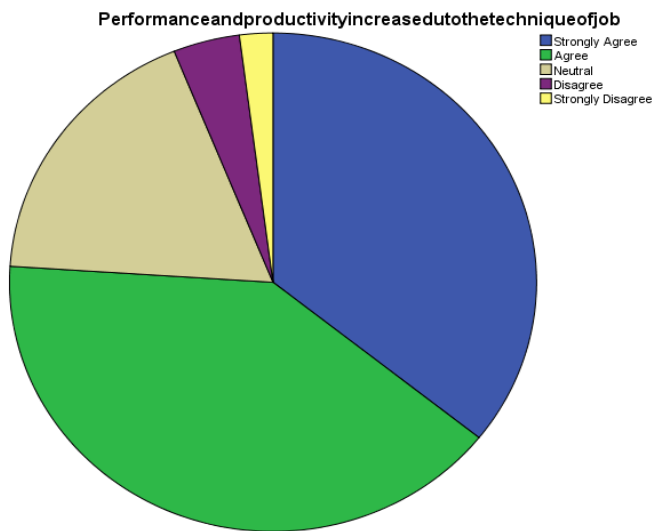
- i. STRONGLY DISAGREE
- ii. DISAGREE
- iii. NEUTRAL
- iv. AGREE
- v. STRONGLY AGREE



**Interpretation:** From the above graph it has interpreted that 39.8% of the respondent are strongly agree, 29.6% of the respondent are agree, 25.5% of the respondent are neutral , 2.6% of the respondent are disagree and 2.6% of the respondent are strongly disagree.

## Q.PERFORMANCE & PRODUCTIVITY INCREASE DUE TO THE TECHNIQUE OF JOB?

- i. STRONGLY DISAGREE
- ii. DISAGREE
- iii. NEUTRAL
- iv. AGREE
- v. STRONGLY AGREE



**Interpretation:** From the above graph it has interpreted that 35.7% of the respondent are strongly agree, 40.3% of the respondent are agree, 17.9% of the respondent are neutral, 4.1% of the respondent are disagree and 2% of the respondent are strongly disagree.

### FINDING

1. To Study Perceptions Of The Employees On How Training and Development Proved To Be Beneficial To Them.

- From the study it is found that 51.5% of the employees are Strongly agree that the employees enhancement comes through training and development.
- From the study it is found that Few of the employees are agree that the Training and Development Brings Positive Attitude In Employees .
- From the Study it is found that 2.6% of the employees are disagree that With The Training and Development Job Knowledge Increase in Employees.
- It is revealed by the Study that most of the employees are strongly agree. Training and development teach the technique of performing a job to employees.
- From the study it is found that 37.8% of the employees are agree that the Training and Development Enhance the Skill Of Job Of Employees.

2. To Study Employees Competency Level as Enhanced By the Training and Development Implemented.

- From the study it is found that most of the employees consider Competency .
- Level Of Employees increases Due To Training and Development.
- From the study it is found that 32.1% of employees are strongly agree .
- Training and Development Boost up The Morale Of The Employees.
- From the study it is found that most of the employees consider Training and

- Development Reduce the Stress Of the Employees.

### 3. To Measure the Impact Of Training and Development on Employees

- Performance and Productivity.
- From the study it is found that 34.7% of the employees are agree that Skilled Employees Performance and Productivity is more Than Unskilled Employees.
- From the Study it is found that most Of the employees Consider Performance and Productivity increase due to the ability of the Employees..
- From The Study it is found that few of the employees are agree that Performance and Productivity increase due to Enhanced Competency of the Employees.
- From the Study it is found that High morale employees give better performance .

## CONCLUSION

- Human Resource Management Plays a vital role in managing an Organization ,such as the effects of HRM on innovation, 'new way of working principles' for working relations and enhancing employees capability. Training and Development is an important aspect of Human Resource Management.
- It is important for Sarla performance Pvt ltd. to get skilled and capable employees for better performance, and employees so than they competent when they have a Knowledge Of The Work. Training and Development is Provide opportunities to the employees to make a better career life and get better position in organization. In doing so, Sarla performance Pvt ltd. efficiency would be increased.
- On the Other hand Employees are the resources and assets of an organization. if they are skilled and trained would perform better than those who are unskilled and untrained. so that the Purpose of This Study To Know The relationship between Training and Development and Employees Performance and Productivity.

## SUGGESTIONS

- Define the key concepts: Start by defining what you mean by "training and development," "employee performance," and "productivity." Be clear about the scope of the topic and what you hope to achieve.
- Review the literature: There is a wealth of research on the impact of training and development on employee performance and productivity. Start by conducting a literature review to gain a deeper understanding of the topic and to identify the key findings and debates in the field.
- Identify success factors: What are the key factors that contribute to the success of training and development programs in terms of improving employee performance and productivity? Consider factors such as the design and content of the training program, the delivery method, the support provided to employees, and the follow-up and evaluation process.
- Case studies: Conduct case studies of organizations that have implemented effective training and development programs and examine the impact on employee performance and productivity. This will provide practical examples and insights that can inform your analysis.

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