



# A STUDY ON “IMPACT OF TRAINING AND DEVELOPMENT ON EMPLOYEE PERFORMANCE AND PRODUCTIVITY” WITH REFERENCE TO SUPER AUTO FORGE PVT LTD, NEDUKUNDRAM PLANT, CHENNAI

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**Abstract**

*The achievement of organizational goals in any organization requires investing in training and development. The purpose of this paper is to investigate the impact of training and development on employee performance and productivity, with a special attention to "Super Auto Forge(SAF)" a company which produces automobile spare parts products. Questionnaire was prepared for the employees in order to give the whole analysis of the training programme that were conducted by the SAF. The research paper will show in detail how organizations can benefit from their employee performance based on training, and how that factors can have an impact on increasing their productivity.*

*Different important concepts are analysed. These include Perception, Employee Satisfaction, Morale, Challenges Resolved with training and the Employee Performance. The Researcher investigated how the factor impacts under the influence of training they provided and from the findings it insisted that the employee performance is the most important factor that drives productivity and gives competitive advantage. This research paper is set for highlights the various factors that are influencing the training and how it impacts for the betterment of the employee on their job and suggestions for the development of the organization.*

**Keywords:** Performance, Training, Satisfaction, Morale, Influence.

and training are directly related, and the terms training and development are typically used interchangeably.

Employees that participate in training programmes learn how to broaden their thinking, acquire the capacity to make decisions about their work on their own, and build positive relationships with coworkers and clients in the business world. Consequently, every successful association places a strong emphasis on the promise, satisfaction, inspiration, and growth of its people resources in order to achieve the desired objectives and maintain its sustainability and effectiveness.

The result of high levels of productivity depends on the collective ability of the workforce in terms of knowledge, attitude, values, and skills to carry out organizational tasks successfully. This ability can be identified and met through the proper training and development. The growth and development of associations in the public and commercial sectors are significantly influenced by training and development. As we all know, there are numerous factors, both monetary and non-monetary, which motivate employees to contribute to the effectiveness of the organization, but training is the most important one because it increases the productivity and efficiency of both the association and the employees.

**1. INTRODUCTION**

A method for determining how an organization ought to operate is known as human resource management. It addresses employee training, skill development, and labour force utilization. Its primary goal is to have effective personnel in their organization in order to produce an effective result. Opportunities are presented, and it aids in an organization's expansion. The relationship between the employee and the organization is, in essence, human resource management.

One of the key responsibilities of organizational activity that is primarily focused on human resources is training. The major objectives of training are to improve individual and group performance for the organization's production and productivity in order to sustain its viability and long existence. Employees' perceptions and mindsets change as a result of a combination of intelligent and instructional procedures that create new concepts and knowledge. It aids in enhancing the performance and skills of workers. Growth

**1.1. OBJECTIVES****Primary Objective:**

- To identify the factors influencing the workplace performance on training.

**Secondary Objective:**

- To find the effectiveness of training on employee performance and productivity.
- To find the morale of the employee based on training.
- To find the satisfaction of employee towards training and development.

**2. REVIEW OF LITERATURE**

A study by Sumaiya Shafiq Sahibzada Muhammad Hamza, conducted research on "The Effect of Training and Development on Employee Performance in Private Companies in Malaysia." The researcher strives to clarify that the worker is the most valuable asset in the organization, and that they are the primary heir to an organization's success. The success of the organizations cannot be ignored. The results

show that all independent variables have an unanticipated influence on employee performance, with the exception of job enrichment, which is claimed to have a significant effect on the dependent variable during the period of 2017.

A study by Rahman, K. M., & Kalashar, P.B, conducted a study to examine the perceptions of employees towards training and development. The study concluded that the employees have positive

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.474 <sup>a</sup>	.224	.220	1.68590

a. Predictors: (Constant), S attitude towards the programs of training and development followed in the organization. The study also opines that the perception and attitude of employees assume paramount significance in context of present industrial scenario, and they accept these programs in a wholehearted manner during the period of 2016.

A study by Palaniammal, V. S., Kanimozhi, G., Saravanan, B., & Saranya, M, resulted that training develops new knowledge and skills among employees. A worker's newly acquired talents are a precious asset that he keeps forever. The trained employee in greaves performs better and helps in increasing during the period of 2015.

A study by Rama and Vaishnavi have determined that in order to increase or maximize the effectiveness of training programs, organizations must use continuous assessment to determine learning outcomes and link these results to performance plans. There should be a running training plan to take full advantage of its rating during the period of 2012.

A study by Houger, Training session they satisfy with their jobs and they also satisfy the customers of the organization There is a difference between the trained employees and untrained employees because poorly trained employees lack the capacity to deal with challenges within your own company. Employees who have received more training are better able to explain the circumstances or activities that occurred in which individuals or businesses competed with one

another and benefited from it in the year 2008.

Arthur's investigation, The process of learning, job satisfaction, and an increase in doing what they enjoy are just a few advantages that come with employee training, and as a result, it is advantageous to the organization and has an influence or effect, an organization's ability to retain personnel was a key factor in determining job satisfaction, learning opportunities, and knowledge these all of depend upon the benefits of employees to work for an organization during the period of 2005.

**3. METHODOLOGY OF THE STUDY**

The research is based on both primary and secondary sources. Primary data was collected using the structured questionnaire. Around 170 Respondents were selected through stratified sampling method from Super Auto Forge Pvt Ltd company. Each employee were categorized on the basis of demographics, morale, performance and other factors. Through different study papers, websites, and publications, secondary data was gathered.

**4. DATA ANALYSIS AND INTERPRETATIONS**

Table.1. Showing the Regression Analysis of the variables Satisfaction and Employee Performance

Table 2. Showing the significant mean difference of groups

**EMPLOYEE PERFORMANCE BY DESIGNATION**

	EP	M
E P	Pearson Correlation	1
	Sig. (2-tailed)	.375**
	N	170
M	Pearson Correlation	.375**
	Sig. (2-tailed)	.000
	N	170

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Table 3. Showing the Relationship between Employee Performance and Morale.

## EMPLOYEE PERFORMANCE AND MORALE

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	53.414	4	13.354	3.919	.005
Within Groups	562.286	165	3.408		
Total	615.700	169			

## 5. FINDINGS

- From the data gathered from the employees, it is observed that employees are satisfied with the current training programme that are conducted by the SAF and also they prefer more training on current trends and needs for their role of the job.
  - Male employees are satisfied with the morale when compared to Female and it is also clear that impacts the performance of the employees and their productivity.
  - The impact of employee satisfaction has 22% influence on employee performance.
  - There is a significant mean difference between designation group in the employee performance.
- And there is significant relationship between employee performance and morale and it is positively correlated.

## 6. CONCLUSION

From the above analysis and findings, we could know how training is important to their productivity of the organization. And also we could know training is not only for the development of the organization, it includes employee performance and development also.

The management of human resources must give the training program's design the appropriate amount of consideration. A company's employees can perform better thanks to training design components. The training programmes should include various appropriate learning techniques such as classroom instruction, e-learning, case studies, behaviour modelling, role-playing, training games, in-basket training, on-the-job training, and apprenticeship training, and the choice of these techniques should be made with consideration for the trainees' needs and the training's objectives.

Training providers should be aware of delivery style because it is a reliable indicator of increased employee performance. Trainers should pay special attention to how adult learning principles are applied. They should employ various teaching techniques to give trainees hands-on and experience learning opportunities, as well as suitable and essential training materials.

Human resource management should also evaluate training to determine the degree of response, the altered behaviour, the learned skill and knowledge, and the overall benefit of the training programme to the university. Additionally, evaluation findings might serve as a foundation for choices for future training.

Finally, since training was found to be a positive predictor of employee performance in the organization, human resource management should engage in increasing the qualities and quantities of the training program and properly practice the four phases of the systematic training processes.

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