



# “A STUDY ON IMPACT OF TRAINING AND DEVELOPMENT ON PERFORMANCE OF EMPLOYEES IN OIL AND GAS SECTOR WITH REFERENCE TO CONSERVE SOLUTIONS”

Monisha G M , Shetty Deepa Thangam Geeta

Student ,School Of Management Studies, Sathyabama Institute Of Science And Technology, Chennai Assistant Professor , School Of Management Studies, Sathyabama Institute Of Science And Technology, Chennai

## ABSTRACT:

Employee training and development programs are crucial for a business to succeed. They're not only beneficial for employees who have a chance to improve their skills and develop new ones, but they're also beneficial for enhancing the job performance. With training and development programs employees may see enhanced productivity in their team, and an improvement in company culture. The primary objective of the study is to investigate the impact of training and development on employees' performance in oil and gas industry and to study the effectiveness of training on employee motivation. The sample size taken is 107 among the employees of oil and gas sector in Chennai. The data was collected through survey method using questionnaire.

Keywords: Training, Development , skill , Human Resource Management

## 1. INTRODUCTION

"You can feed a man for a day if you give him a fish. Teach him to fish, and you can feed him for the rest of his life. The phrase "help them to help themselves" is used in social work. This adage emphasizes the significance of training and development. Employee training is the process through which employees acquire the abilities, information, attitudes, and behaviors necessary to successfully carry out their jobs. It was often claimed by Benjamin Franklin that "an investment in knowledge pays the better interest." It is necessary to maximize human resources' contributions to the accomplishment of the goals and objectives of the company via training and development in

order to maintain their economic and effective performance. Educating and developing.

Every organization should provide training to all the workers regardless of their qualifications and skills. Training is essential because technology is developing continuously and at a fast rate. Systems and practices get outdated soon due to new discoveries in technology, including technical, managerial and behavioral aspects. Organizations that do not develop mechanisms to catch up with and use the growing technology soon become stale. However, developing individuals in the organization can contribute to its effectiveness of the organization.

## OBJECTIVE OF THE STUDY

### PRIMARY OBJECTIVE

- To study on effectiveness of training and development on employees' performance.

### SECONDARY OBJECTIVE

- ❖ To examine the relationship between training and development and employee retention rates.
- ❖ To suggest recommendations for improving the design, delivery, and evaluation of training programs.
- ❖ To Analyze the influence of training on employee satisfaction, motivation, and engagement.
- ❖ To evaluate the impact of training on employee performance metrics such as Productivity, accuracy, and efficiency

## II. REVIEW OF LITERATURE

**Thevanes, N., & Dirojan, T. (2018)** Impact of training and job involvement on job performance. International Journal of Scientific and Management Research, 1(1), 1- 10. The study revealed that there is a positive and significant relationship between training and job performance.

**Khaled N. Alshuwairekh (November 2016)** The researcher designed and distributed 250 questionnaire forms where he retrieved 230 forms and excluded 30 forms due to the lack of information which means overall sample is 200. The result indicated that the respondents agree with private sector companies provide effective training programs matching up.

**According to Mukherjee (2007)** Employee training and development are essential for a company's survival. Employees' versatility and adaptability expand as their skills improve, resulting in the requisite level of performance in their current employment.

**Endres and Kleiner (1990)** use Kirpatrick's model in suggesting an approach to evaluating the effectiveness of management training. They caution against relying on in-house performance appraisal systems as the primary measure of transfer of learning, as it is difficult to separate the effects of training efforts from those of other factors. Instead, they suggest setting initial performance objectives and monitoring accomplishment of those objectives after training. They offer an example in which participants write personal and professional objectives at the end of the training experience.

**Burack and Smith (1977)** illustrated that; learning is active and not passive. Effective education calls for action and active involvement on the part of all participants. Researchers have revealed (in America) that people remember 10% of what they need, 20% of what they hear, 30% of what they see, 50% of what they see and hear, 70% of what they say, and 90% of what they say as they perform the task. People learn best and more by 'Doing' than by 'Hearing'.

### III. RESEARCH METHODOLOGY

#### 3.1 RESEARCH

A search for knowledge is referred to as research. Simply described, research is an effort to find solutions to issues by using the scientific process. It also entails a thorough search or methodical investigation with the goal of boosting knowledge.

#### 3.2 RESEARCH DESIGN

A research design will typically outline how data will be gathered, the instruments to be used, how they will be used, and how the data will be analyzed. **Descriptive Research Design** was employed by the researcher.

#### 3.3 SOURCE OF DATA

Data Collection was done by administering questionnaire to the respondents through a link which is sent directly to the employees. The researcher has used both types of data - primary and secondary sources of data for the purpose of Data collection for the study.

## Primary Data

Primary source of data is the data collected for the first time through field survey. The primary data for this survey was collected through **Questionnaire**.

## Secondary Data

Secondary data refers to the data that has already been collected and analyzed by someone else. Secondary data may be published or unpublished data. Data used for this purpose were from articles, reports, magazines and journals from the internet.

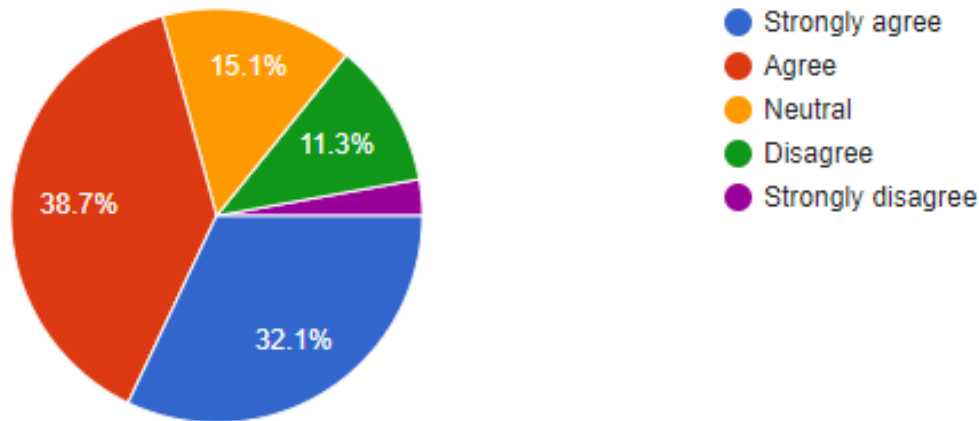
### 3.4 Tools Used for Data Collection

The Tool used for data collection in this research is a **questionnaire**. The questionnaire consists of list of questions, which are relevant in getting the facts. The questionnaire has been constructed as multiple choice questions.

## IV. DATA ANALYSIS AND INTERPRETATION

Table No:4.11 Training and development enhance the skill and knowledge towards assigned jobs .

Scale	Frequency	Percent
Strongly agree	34	32.1
agree	41	38.7
Neutral	16	15.1
Disagree	12	11.3
Strongly disagree	4	2.8
Total	107	100



Interpretation :

From the above table 4.11 it can be referred out of 107 respondents; 32.1% of the respondents strongly agree ; 38.7% of the respondent agree; 15.1% of the respondent are neutral;11.3% of the respondents disagree; 2.8% of the respondents strongly disagree.

**Table 4.19 : CALCULATING CORRELATION**

	EMPLOYEE PERFORMANCE
TRAINING AND DEVELOPMENT	Pearson Correlation( r ) .563**
	Sig. (2-tailed) (p) .000
	N 102
**. Correlation is significant at the 0.01 level (2-tailed).	

## TESTING HYPOTHESIS

### NULL HYPOTHESIS (H0):

There is no significant relationship occurs between Training and development & Employee performance.

### ALTERNATIVE HYPOTHESIS (H1);

There is a significant relationship occurs between Training and development & Employees performance.

### INFERENCE:

From the above table we can infer that there is a significant relationship between Training and development and Employee performance as the p value (.000) which is lesser than 0.05. Pearson's correlation coefficient  $r = .563$  shows there is a positive correlation between Training and development and Employee performance.

Hence H1 is accepted- There is a significant relationship occurs between Training and development & Employees performance.

H0 is rejected.

## V. FINDINGS , SUGGESTION AND CONCLUSION

### Major Demographic Findings

- Most respondents are in the age group between 18-25 years.
- Most respondents are male and female.
- Qualification of most of the respondents is UG.
- Most respondents monthly income is 10,000-20,000 and 20,000-40,000.
- Most respondents resignation is fresher and executive.
- Most respondents years of experience in this industry is 0-1 years

## **Major Findings on Training and Development**

- A significant proportion of respondents agree that training course improves your self confidence.
- A considerable number of respondents agree that training and development encourages you to stay in the organization.
- A significant proportion of respondents agree that personality development is improved through training program.
- A considerable number of respondents agree that Feedback is analyzed properly to improve the training.
- Many respondents agree that training and development enhance the skill and knowledge towards assigned jobs .
- A considerable portion of respondents agree that training and development helps to increase the motivational level.
- employer relationship.
- A significant proportion of respondents agree that training programs are well planned and effective.
- A significant of the responses indicate that they are satisfied with the over all training program.
  
- A significant respondent disagree that training help in taking initiative to complete a challenge task on own.
  
- A substantial portion of the respondents express neutrality that the training programs have positively impacted your knowledge in your field of work.

## SUGGESTIONS

- Since most respondents have 1-5 years of work experience, you might want to create training programs that focus on early career development and progression.
- Since a significant respondent disagree that training help in taking initiative to complete a challenge task on own, consider giving sample task to complete in training session, so that they can do it on your own.
- Consider ongoing engagement with employees to understand their needs and preferences, which can help tailor training and development programs to better suit their requirements.
- Leverage the findings related to employee performance, such as better understanding of work, taking initiative, teamwork, and minimizing faults. Encourage employees to actively apply what they've learned during training to their daily tasks.

## CONCLUSION

To "study the impact of training and development on employee performance," this research was conducted. From the study, it can be inferred that business efficiently offers workers training and growth. Another conclusion is that training reduces workplace mistakes, and training and development initiatives enhance teamwork and have an impact on a person's sense of competition. Additionally, it may be inferred that performance reviews encourage staff members to participate in training and that they are pleased with the early identification of training requirements. The training program aids in improving knowledge, skill, and ability for the assigned job as well as work productivity and quality. Additionally, it may be said that employee motivation is positively impacted by training and development.

## REFERENCE

- 1) [https://www.researchgate.net/publication/345549193\\_Relationship\\_between\\_Work-Life\\_Balance\\_and\\_Job\\_Performance\\_of\\_Employees](https://www.researchgate.net/publication/345549193_Relationship_between_Work-Life_Balance_and_Job_Performance_of_Employees)
- 2) [https://www.researchgate.net/publication/321974170\\_THE\\_EFFECT\\_OF\\_MOTIVATION\\_ON\\_EMPLOYEE\\_PERFORMANCE\\_CASE\\_STUDY\\_IN\\_HORMUUD\\_COMPANY\\_IN\\_MOGADISH\\_U\\_SOMALIA](https://www.researchgate.net/publication/321974170_THE_EFFECT_OF_MOTIVATION_ON_EMPLOYEE_PERFORMANCE_CASE_STUDY_IN_HORMUUD_COMPANY_IN_MOGADISH_U_SOMALIA)
- 3) <https://www.iosrjournals.org/iosr-jbm/papers/ncibppte-volume-5/55.pdf>
- 4) [https://www.researchgate.net/publication/267510666\\_EFFECTIVENESS\\_OF\\_TRAINING\\_AND\\_DEVELOPMENT\\_ON\\_EMPLOYEES'\\_PERFORMANCE\\_AND\\_ORGANISATION\\_COMPETITIVENESS\\_IN\\_THE\\_NIGERIAN\\_BANKING\\_INDUSTRY](https://www.researchgate.net/publication/267510666_EFFECTIVENESS_OF_TRAINING_AND_DEVELOPMENT_ON_EMPLOYEES'_PERFORMANCE_AND_ORGANISATION_COMPETITIVENESS_IN_THE_NIGERIAN_BANKING_INDUSTRY)
- 5) [https://www.scirp.org/\(S\(351jmbntvnsjt1aadkozje\)\)/reference/referencespapers.aspx?referenceid=27\\_23751](https://www.scirp.org/(S(351jmbntvnsjt1aadkozje))/reference/referencespapers.aspx?referenceid=27_23751)