



# EMPLOYEE PERFORMANCE THROUGH STRATEGIC TRAINING AND A COMPREHENSIVE METHODS OF DEVELOPMENT SKILLS AND COMPETENCIES IN MANATEC ELECTRONIS PRIVATE LIMITED PUDUCHERRY.

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## Abstract

The effect of strategic training on worker performance inside an organization is investigated in this study. A competent and adaptable workforce is now essential as businesses operate in an environment that is becoming more and more competitive. Strategic training, which involves the deliberate planning and implementation of training programs aligned with organizational goals, is posited as a key driver of employee performance improvement. Through a comprehensive review of existing literature and case studies, this research identifies the mechanisms through which strategic training influences various performance metrics, including productivity, efficiency, job satisfaction, and employee retention. The findings suggest that organizations investing in tailored training initiatives not only enhance individual competencies but also foster a culture of continuous learning and development. This abstract outline the core themes and conclusions, emphasizing the necessity for businesses to adopt a strategic approach to training in order to achieve sustainable growth and maintain a competitive edge in their respective industries

**Keywords:** Strategic training, Employee performance, Organisation strategy, Performance metrics, Training programs.

## 1.1. Introduction

A vital instrument for raising employee performance and boosting organizational effectiveness is strategic training, which is described as training programs in line with organizational goals and objectives. In contrast to conventional training methods, In order to maximize the return on investment in training programs, strategic training focuses on creating competencies that directly contribute to accomplishing strategic objectives. The process of creating employee training programs that are specifically tailored to

the demands of the organization is known as strategic training. Strategically focused training equips workers with the skills and resources they need to do their jobs well

## 1.2 Review of Literature

**Chang, C. T., Hassali, M. A. (2020)**, Strategic training programs significantly enhance employee performance in the pharmaceutical sector. This quantitative study examines the impact of structured training programs on employee performance in pharmaceutical companies, showing substantial improvements in performance metrics post-training. Quantitative study using pre-and post-training performance data. Training programs, employee performance, pharmaceutical industry.

**Bhatti, M. K., Shah, N., & Abbasi, Z. (2021)** Effective training and development programs are crucial in significantly enhancing the performance of employees, particularly in the nursing sector. The study investigates the relationship between training and development initiatives and the performance of nurses, finding that structured training programs lead to better job performance. Empirical study using surveys among nurses. Employee training, performance improvement, nursing sector

## 1.3 Research Gap

This is indeed an important area with various factors to consider, such as the type of training, its strategic training with organizational goals, objectives and the measurement of performance outcomes.

## 1.4. Objectives of the Study

- To examine the effectiveness of strategic training interventions in improving employee performance metrics.
- To provide recommendations for optimizing strategic training programs to align with organizational goals and objectives.
- To identify the key factors influencing the success of strategic training initiatives.

## 1.5 Research Methodology

**Instrumental Design:** Five questions were created for each element of the structured questionnaire using Likert's five-point rating system.

**Data Collection Method:** The study collected primary and secondary data on the variables influencing information collected through company employee and employer through questionnaire.

**Study Population:** The total population of MANATE ELETRONICS PRIVATE LIMITED, Puducherry is 450.

**Sample Size and Sampling Technique:** The sample size of the study is 150 respondents. The respondents are employees of the MANATEC ELETRONICS PRIVATE LIMITED. The method of easy simple random sampling was employed to gather the data.

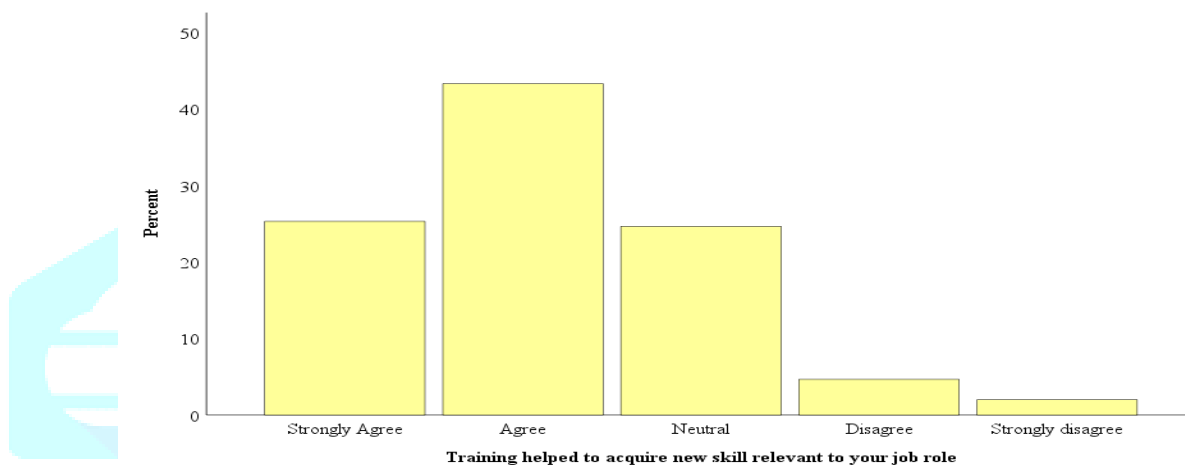
**Data Analysis:** Descriptive analysis was used to analyse the data. Percentage Analysis is applied to create a contingency table from the frequency distribution and represent the collected data for better understanding.

Chart Analysis is applied for better understanding of the percentage analysis and it is done via bar charts.

### Training helped to acquire new skill relevant your job role

Particular	Frequency	Percentage
Strongly Agree	38	25.3
Agree	65	43.3
Neutral	37	24.7
Disagree	7	4.7
Strongly disagree	3	2.0
<b>Total</b>	<b>150</b>	<b>100.0</b>

**Table. No. 1.1 Training helped to acquire new skill relevant your job role**



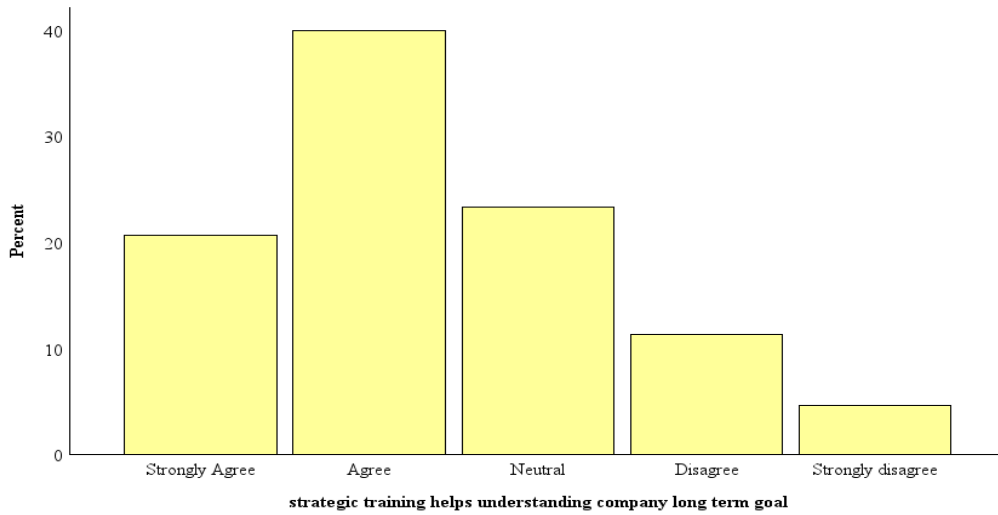
**Fig. No. 1.1. Training helped to acquire new skill relevant your job role**

**Inference:** From the above table, it is inferred that 43.3% of respondents are Agree, 25.3% of them are strongly agree, 24.7% of them are neutral, 4.7% of them are disagree, 2.0% of them are strongly disagree.

### Strategic training helps understanding company long term goal

Particulars	Frequency	Percentage
Strongly Agree	31	20.7
Agree	60	40.0
Neutral	35	23.3
Disagree	17	11.3
Strongly disagree	7	4.7
<b>Total</b>	<b>150</b>	<b>100.0</b>

**Table. No. 1.2 Strategic training helps understanding company long term goal**



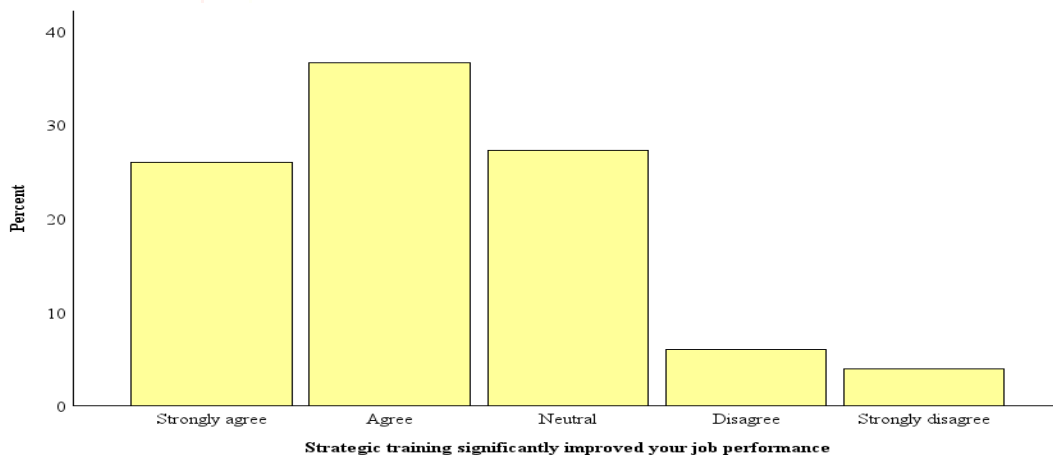
**Fig. No. 1.2 Strategic training helps understanding company long term goal**

**Inference:** From the above table, it is inferred that 40.0% of respondents are agree, 23.3% of them are neutral, 20.7% of them are strongly agree, 11.3% of them are disagree, 4.7% of them are strongly disagree.

**Strategic training significantly improved your job performance**

Particulars	Frequency	Percentage
Strongly agree	39	26.0
Agree	55	36.7
Neutral	41	27.3
Disagree	9	6.0
Strongly disagree	6	4.0
<b>Total</b>	<b>150</b>	<b>100.0</b>

**Table. No. 1.3 Strategic training significantly improved your job performance**



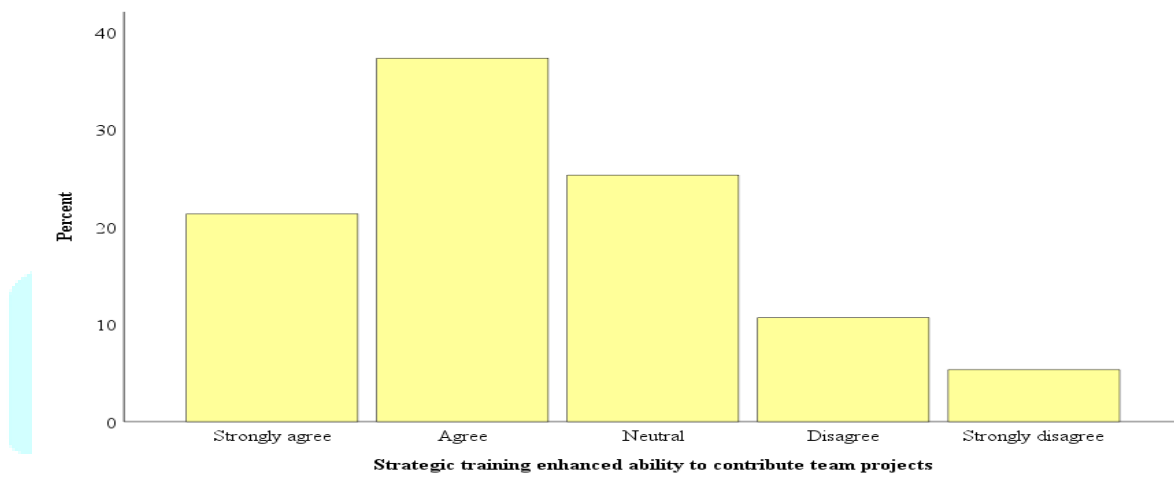
**Fig. No. 1.3 Strategic training significantly improved your job performance**

**Inference:** From the above table, it is inferred that 36.7% of respondents are agree, 27.3% of them are neutral, 26.0% of them are strongly agree, 6.0% of them are disagree, 4% of them are strongly disagree.

### Strategic training enhanced ability to contribute team projects

Particulars	Frequency	Percentage
Strongly agree	32	21.3
Agree	56	37.3
Neutral	38	25.3
Disagree	16	10.7
Strongly disagree	8	5.3
<b>Total</b>	<b>150</b>	<b>100.0</b>

**Table. No. 1.4 Strategic training enhanced ability to contribute team projects**



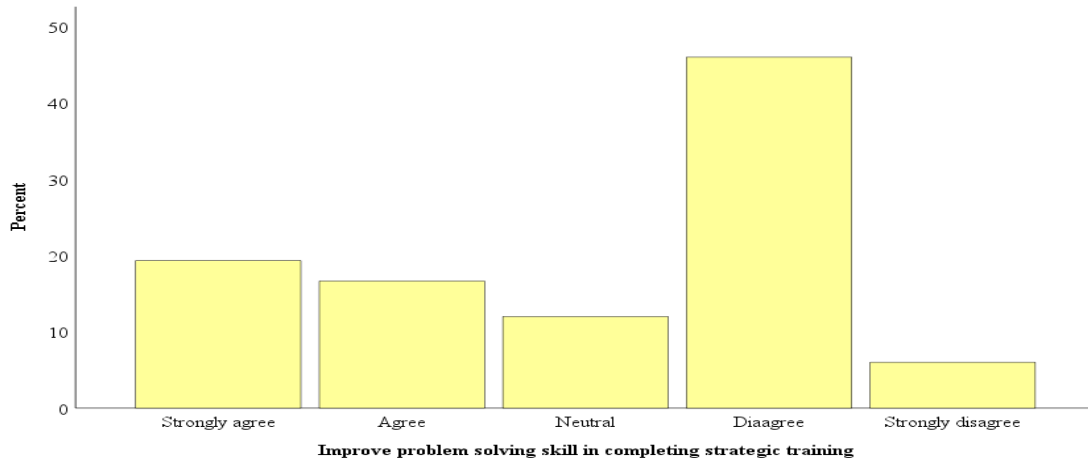
**Fig. No. 1.4 Strategic training enhanced ability to contribute team projects**

**Inference:** From the above table, it is inferred that 37.3% of respondents are agree, 25.3% of them are neutral, 21.3% of them are strongly agree, 10.7% of them are disagree, 5.3% of them are strongly disagree.

### Improve problem solving skill in completing strategic training

Particulars	Frequency	Percentage
Strongly agree	29	19.3
Agree	25	16.7
Neutral	18	12.0
Disagree	69	46.0
Strongly disagree	9	6.0
<b>Total</b>	<b>150</b>	<b>100.0</b>

**Table. No. 1.5 Improve problem solving skill in completing strategic training**



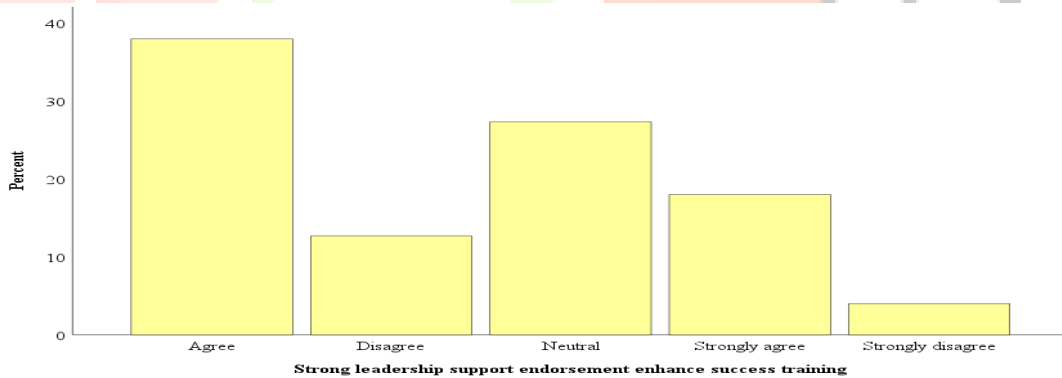
**Fig. No.1.5. Improve problem solving skill in completing strategic training**

**Inference:** From the above table, it is inferred that 46.0% of respondents are Disagree, 19.3% of them are strongly agree, 16.7% of them are agree, 12.0% of them are neutral, 6.0% of them are strongly disagree.

**Strong leadership support enhances success training**

Particulars	Frequency	Percentage
Strongly agree	27	18.0
Agree	57	38.0
Neutral	41	27.3
Disagree	19	12.7
Strongly disagree	6	4.0
<b>Total</b>	<b>150</b>	<b>100.0</b>

**Table. No. 1.6 Strong leadership support enhances success training**



**Fig. No. 1.6 Strong leadership support enhances success training**

**Inference:** From the above table, it is inferred that 38.0% of respondents are agree, 27.3% of them are neutral, 18.0% of them are strongly agree, 12.7% of them are disagree, 4.0% of them are strongly disagree.

**Chi-Square Tests**

**Null hypothesis**

H0: There is no significant between the new skill relevant to your job role and enhanced ability contribute team project

**Alternative hypothesis**

H1: There is significant between the new skill relevant to your job role and enhanced ability contribute team project

## Summary of chi-square

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Training helped you to acquire new skill relevant to your job role.	150	100	0	0	150	100
Strategic training enhanced ability to contribute team project.						

Table. No.1.7. Summary of the chi-square

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	25.110	16	.068
Likelihood Ratio	25.037	16	.069
N of Valid Cases	150		

Table. No. 1.8 Test statistics

**Inference:** From the above table 1.8, the significant value is  $p=.068$  which is greater than  $0.05$ . So, alternative hypothesis is accepted, it reveals that there is significant association between Training helped you acquire new skill relevant to your job role and Strategic training enhanced ability contribute team project.

**Correlation Null hypothesis**

H0: There is no relationship between Relevance strategy training is given for job role & Strategy training improved job performance

Alternative hypothesis

H1: There is relationship between Relevance strategy training is given for job role & Strategy training improved job performance.

**Correlation**

		Relevance of strategy training to your job role	Strategy training improved job performance
Relevance of strategy training to your job role	Pearson Correlation	1	.368
	Sig. (2-tailed)		.001
	N	150	150
Strategy training improved job performance	Pearson Correlation	.368	1
	Sig. (2-tailed)	.001	
	N	150	150

**Table. No. 1.9 Correlation**

**Inference:** From the above table, it is inferred that,  $r=.368$  ( $r$  value lies between  $-1$  to  $=1$ ), hence it is clear positive correlation relationship between Relevance of strategy training to your job role and Strategy training improved job performance. so, **H<sub>1</sub>** is accepted. There is significant association between Relevance of strategy training to your job role and Strategy training improved job performance

**1.6. Suggestions**

- Conduct comprehensive evaluations to identify particular performance problems and skill shortages.
- To ensure that the training programme satisfies organisational demands, clearly define its objectives and results.
- Using a variety of techniques, including workshops, e-learning, and on-the-job training, customise training to match recognised needs.
- Encourage an environment where learning and growth are valued within the company to ensure that skills remain current.
- To keep employees interested and participating, make sure training programmes are interesting and applicable.

**1.7. Limitations of the study**

- Many of the respondents are not willing to fill the questionnaires.
- There was a difficult in employee interaction in Manatec private limited.
- Some employees are not ready to answer for few questions.

**1.8 Conclusion**

To sum up, strategic training plays a critical role in enhancing employee performance and ensuring the success of organisations. By identifying specific skill shortages, setting clear targets, and creating training programmes to address those requirements, organisations may help people perform to the best of their abilities. Reinforcing new abilities and behaviours requires constant learning, feedback, and assistance. Sustained improvement in employee performance is further facilitated by a culture of learning and leadership involvement. Organisations can make sure they are accomplishing their objectives and developing a high-performing workforce prepared to take on new challenges and opportunities by tracking and analysing the effects of their training programmes.



## 1.9 REFERENCE

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