



# Impact Of Training And Development On Quality Of Work Life

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## ABSTRACT

Training and development of employees is essential to any organization's success. It helps ensure that employees have the knowledge and skills needed to perform their tasks effectively and efficiently. There are many benefits of providing employees with training and development opportunities, including increased productivity, improved employee morale, better job satisfaction, and increased loyalty to the organization. Training and development can also help employees stay up to date on changing technology and industry trends. Providing employees with the opportunity to learn and develop new skills can also help to keep them engaged and motivated in their job.

**Keywords:-** Training, Development, Roles, Functions, Impact.

## Introduction

Employee training and development is an important part of any successful business. It helps to increase employee productivity, foster a positive work environment, and maximize the potential of your company's workforce. Training and development can take many forms, such as on-the-job training, formal classroom instruction, online courses, and self-directed learning. It is important to build a comprehensive training and development program that is tailored to the needs of your employees and your business. Doing so will provide employees with the skills and knowledge they need to perform their jobs

effectively and help your business to reach its goals.

We believe that investing in the training and development of our employees is essential for our organization's success. We strive to provide our staff with the tools, knowledge and experience necessary to reach their full potential and contribute positively to our business. Providing a variety of training programs, including workshops and seminars, online courses, and one-on-one training and mentoring. We also provide access to resources and tools to help employees stay up to date on the latest industry trends and best practices. Our goal is to create an environment where our employees can develop, grow and excel in their roles.

### Objective Of The Study

- The objective of training and development of employees is to help them acquire the knowledge, skills, and attitudes necessary for them to be successful in their current roles and to prepare them for future roles.
- Training and development help employees to develop their full potential and foster a culture of continuous learning and development within the organization.
- It also helps to improve the overall performance of the organization by equipping employees with the necessary tools and skills to perform their jobs more effectively.

### Literature Review

**Venesh (2014)** Showing that Training and development is very vital in any company or

organization that aims at progressing. He argues that Training and development equip the employees with decision making skills, thinking creatively and managing people. These skills help the employees to correct their weaknesses, have consistence in duty performance, increased productivity, improved quality of service and products, reduced cost and reduction in supervision.

**Pallavi P. Kulkarni.**The authors suggest that training and development is a process leading to qualitative as well as quantitative advancements in an organization, especially at the managerial level. It is stated that training has specific areas and objectives whilst development is a continuous process less concerned with physical skills than with knowledge, values, attitudes and behavior. The authors discuss the process in which an organization recognizes their responsibility for optimal organizational performance and development of organizational motives for optimum quality of employee working life

**According to Banahan and Casse (2007).**They caught their attention because of their preferred model and their experience in large organizations. Recognizing that current traditional education constantly faces challenges in recruiting staff, maintaining uncertainty regarding objectives, and introducing new tactics to the work environment, we consult on all issues to confirm the requirements of an agile approach. .

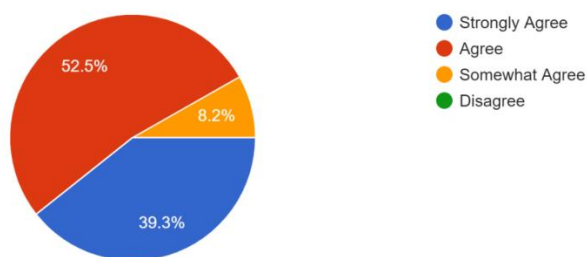
**Davenport (2006)** noted in his recent study that the strategy is easy to implement with Internet-ready software. Some learning theories can be immediately applied to future technologies and developments. "Content" and "Access" are the actual elements of the process. That's Access's representation of what works for the recognized developmental learning practice. According to the latest theory, access to knowledge is changing from essential to traditional to transfer knowledge in a virtual form to exploit the new meaning of information using e-learning. Survey data confirms that the use of classroom-based learning will decline dramatically.

## Research Methodology

Training and development of employees is an important aspect of any organization's success. It is critical to ensure that employees have the necessary skills and knowledge to perform their job duties effectively. Researching the best methods for training and development of employees is an important step in ensuring that the organization is providing the best possible environment for its employees. There are a variety of methods available for researching training and development, including surveys, interviews, focus groups, case studies, and field research. Each method has its own strengths and weaknesses, so it is important to select the one that best fits the needs of the organization and its employees. Additionally, it is important to recognize the importance of ongoing evaluation and feedback in order to ensure that training and development efforts are successful. With proper research and evaluation, an organization can provide an effective and efficient training and development program to help employees reach their full potential. For further study of this research, we are using questionnaire method as this will be more convenient than other methods as it will be able to reach employees with busy schedule or distance in collecting the data.

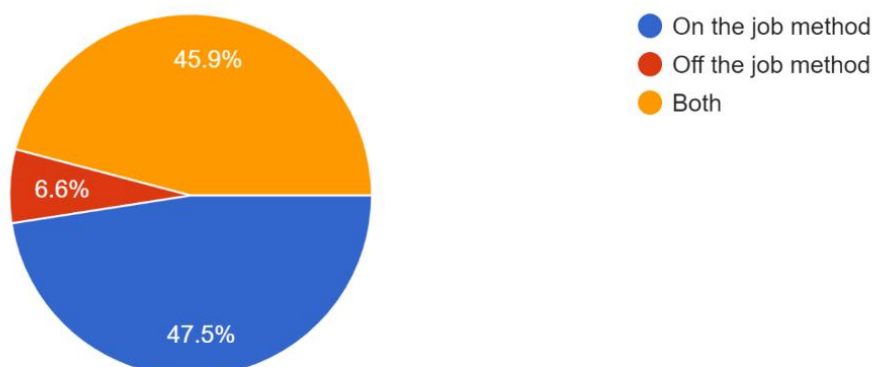
## Data Interpretation

Training as a part of organizational strategy. Do you agree with this statement?



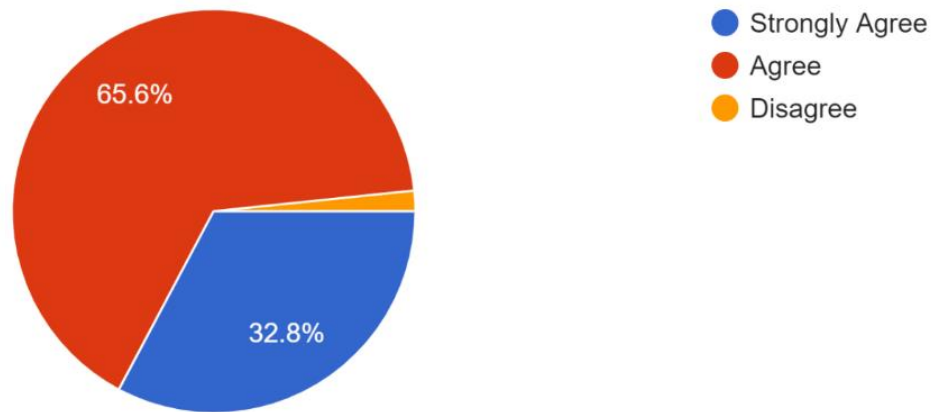
**52% people agree that training as a part of organisational strategy while 8.2% somewhat agree and 39.3% strongly agree**

What kind of Training methods do you prefer?

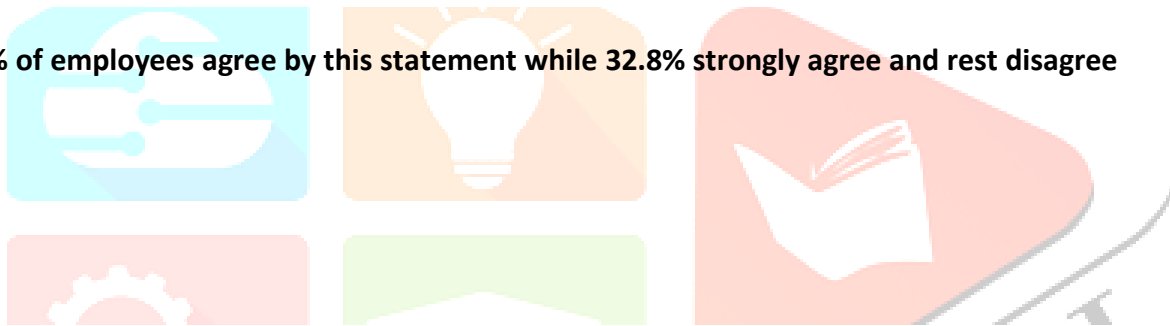


47.5 employees prefer on the job method 6.6% employees prefer off the job method while 45.5 % both

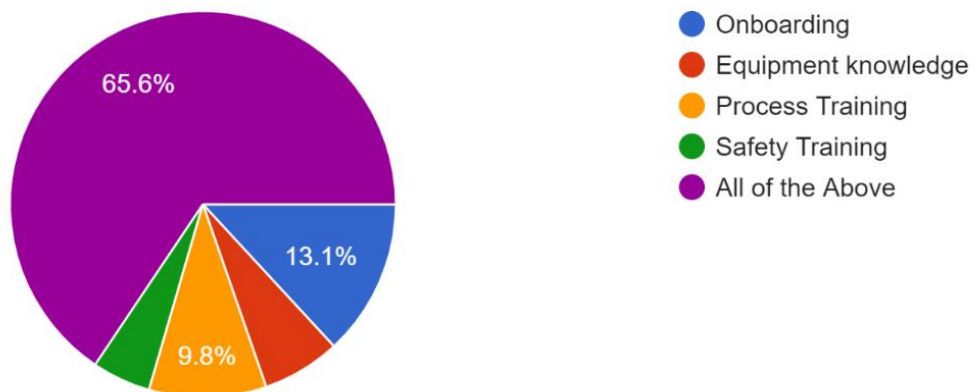
Does the Induction Training is a well planned exercise in the Organization?



65.6% of employees agree by this statement while 32.8% strongly agree and rest disagree

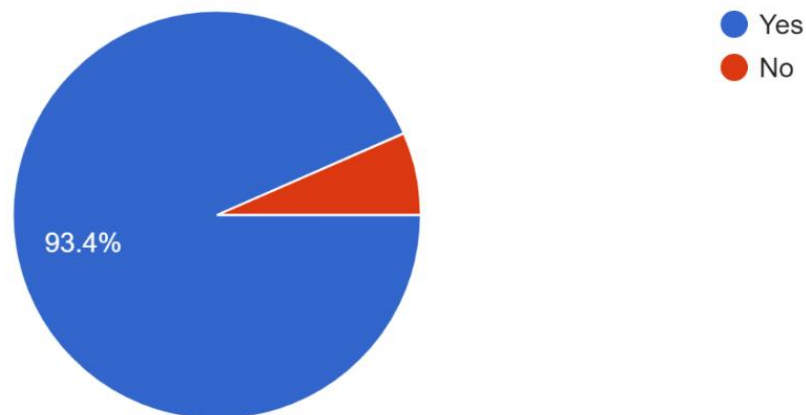


Common Trainings in Manufacturing Industries -



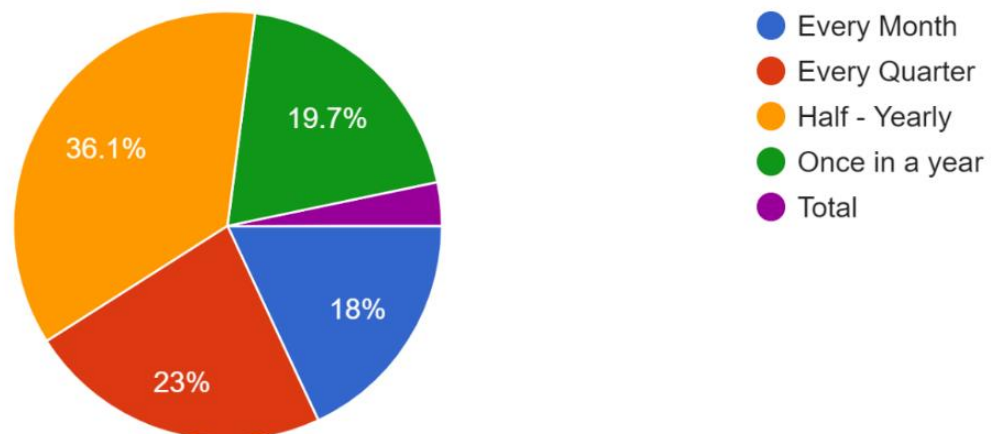
13.1% of employees consider onboarding and 9.8 % process training while 5.6% all of above

Do you feel training & development program is compulsory for the employees?



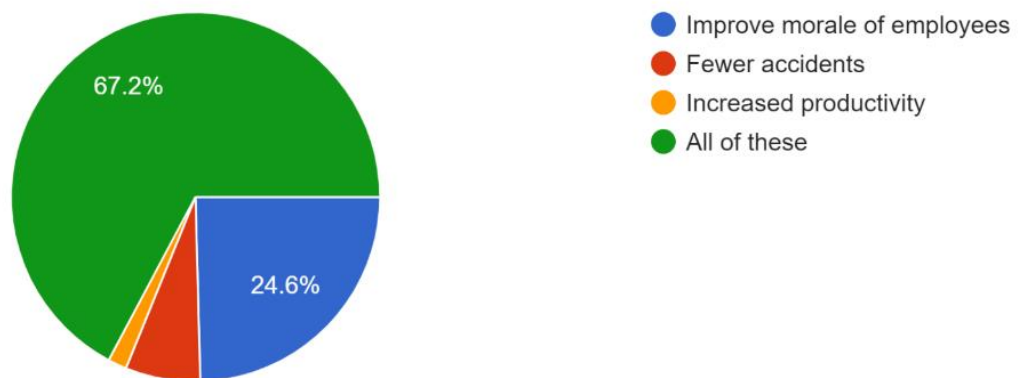
93.4 % of employees agree by the statement that training and development program is compulsory for the employees

How often the training program are conducted in an organization?



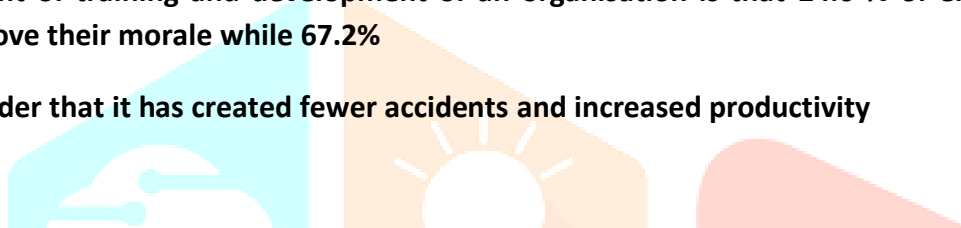
18% times every month, 23% times every quarter ,36.1 % times half yearly and 19.7 % once a year

What is/are the benefit of training program in an organization?

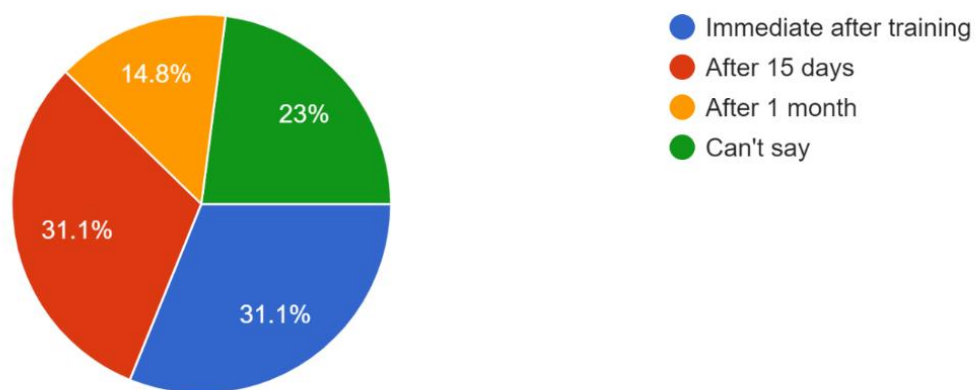


Benefit of training and development of an organisation is that 24.6 % of employees agree that it has improve their morale while 67.2%

consider that it has created fewer accidents and increased productivity

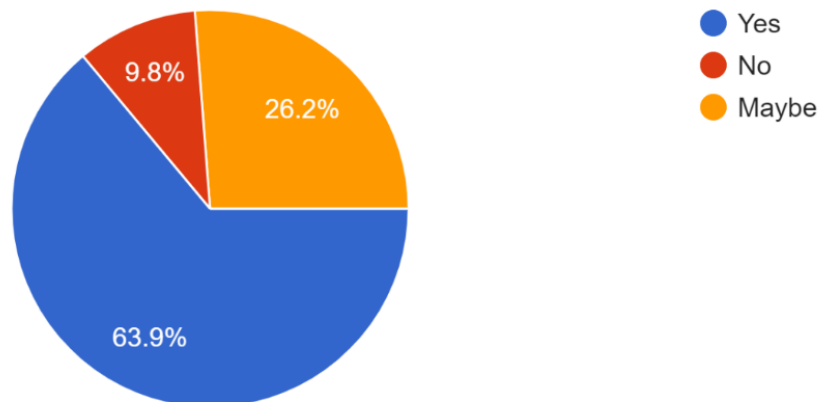


What should be the ideal time to evaluate training?



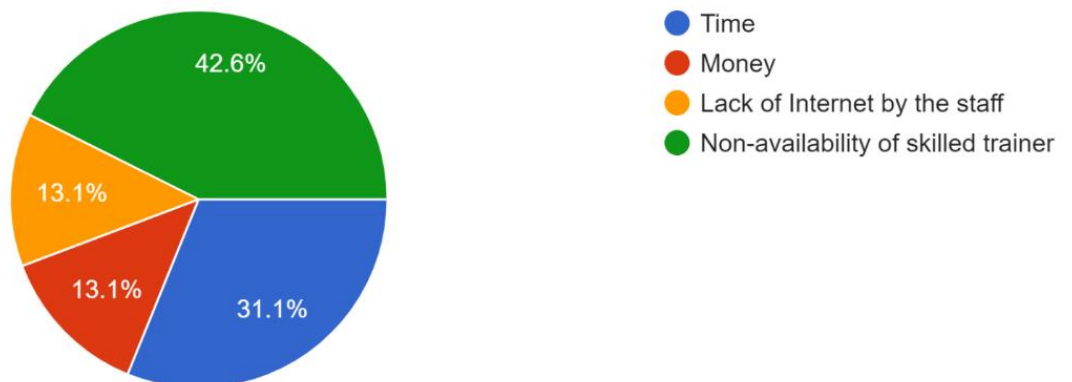
31.1 of employees consider immediate after training 31.1 % after 15 days and 14.8% after 1 monthwhile 23% can't say

Does the development activity help the management in identifying, analyzing, forecasting and planning changes needed in Company's HR's area?



63.9% of employees say yes that development activity helps the management in identifying, analysing and forecasting changes needed by the Company's HR area while 9.8 % say no and 26.2% say maybe

What are all the important barriers to training and development in an organization?

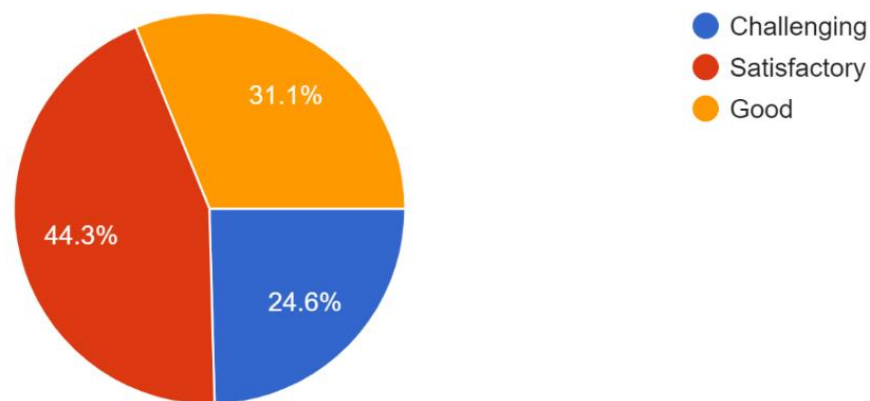


31.1 % of employees consider time as a barrier to training and development 13.1 % consider money as barrier, 13.1 % lack of interest by the staff

42.2 % of non-availability of skilled trainer

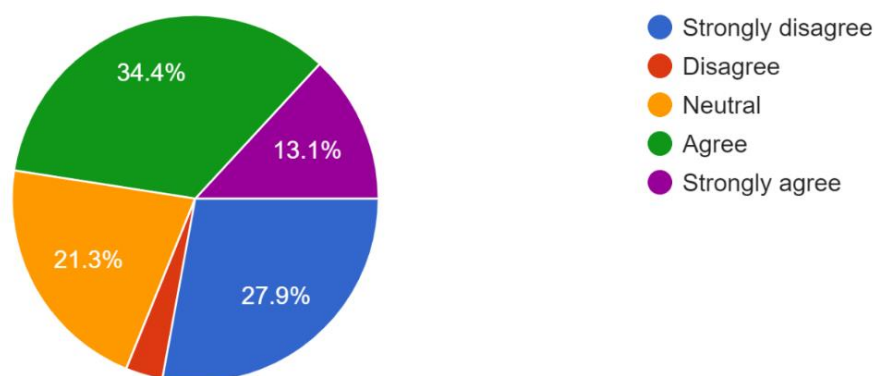
## After the training program how do you feel nature of the job?

61 responses



**24.6 % employees see their job as challenging after the training program and 44.3 % consider it satisfactory while 31.1 % consider it good**

The training & development program have increased job satisfaction among employees.

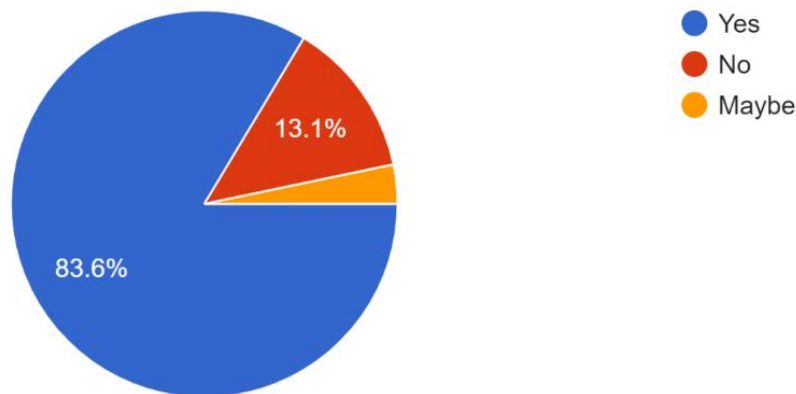


**27.9 % strongly agree that training and development program have increased job satisfaction among employees, 21.3 are neutral about this**

**34.4 % agree while 13.1 % strongly agree**

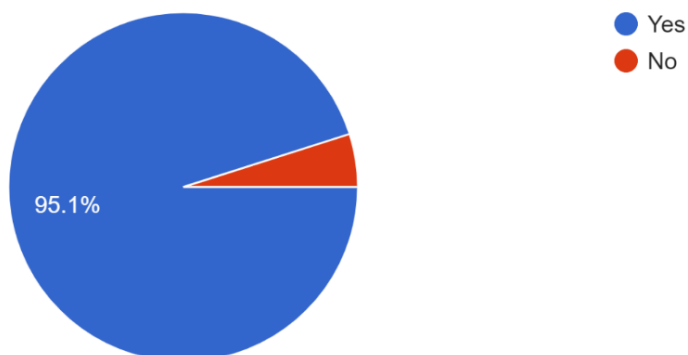


Does Training helps to increase the motivation level of employees?



83.6 % of employees agrees that training helps to increase the motivation level of employees while 13.1% doesn't agree

Does Training and Development activities helps the organization to maintain employees relation rate?



95.1 % says yes that training and development activities helps the organisation to maintain employees relation rate while rest says no

## Conclusion

Training and development of employees is essential for the success of any organization. It helps to ensure that employees have the knowledge and skills needed to do their jobs effectively and efficiently. By investing in employee training and development, organizations can create a motivated and engaged workforce that can help drive the

company towards its goals. Additionally, training and development can provide employees with opportunities to grow and develop personally, which can help to build stronger relationships between employees and their employers. Ultimately, training and development of employees should be seen as an investment that will bring long-term benefits to the organization and its employees.

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