

GOLDEN RESEARCH THOUGHTS

IMPACT OF TRAINING AND DEVELOPMENT PROGRAMMES ON EMPLOYEE JOB PERFORMANCE WITH SPECIAL REFERENCE TO NITHIA'S INDUSTRIAL PRODUCTS LTD



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Abstract :

Training and Development is a subsystem of an organization. It make sure that arbitrariness is abridged and learning or behavioral revolutionize acquires rest in planned layout. The substance of training and development programs can only be esteemed with a obvious grasp of its direct consequence on employee's job performance. An augmentation in employee performance also leads to the organization's performance. Training and development programs are the majority vital to all organization for humanizing their performance in their organization in continuing manner. This paper aims to study the training and development programs in the organization influences level and evaluate to study the relationship between training and development programs and employee performance. The plan and carried out of this paper symbolizes the successions and the trained employee's. Data was derivative during questionnaires dispersed to selected employees. Convenience sampling was employed (suggestion of HR officer). The questionnaire with consists of questions with 5-points Likert scales disseminated to our samples of individuals. By using Multiple Linear Regression and Correlation analysis, it is found that, training and development programs are significantly influence the employee's performance and had significantly correlated to employee performance and the accomplishment of the organization. From the results of the study, that has been annoying to appreciate the outcome of training and development programs on employee job performance in this organization.

Keywords: Training and Development, Reaction and Planned Action, Learning from the Training and Behavior after Training, Employee Job Performance

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1. INTRODUCTION OF THE STUDY

1.1. Training and Development

Employee training is distinct from management development or executive development. While the former refers to training given to employees in the areas of operations, technical and allied areas, the latter refers to developing an employee in the areas of principles and techniques of management, administration, organization and allied area, the latter refers to developing an employee in the areas of principles and techniques of management, administration, organization and allied areas.

Need For Basic Purpose of Training

- ▲ To increase productivity
- ▲ To improve the quality
- ▲ To help a company fulfill its personnel Needs
- ▲ To improve organizational climate
- ▲ To improve Health and safety
- ▲ Obsolescence prevention

Good communications and consultation are essential for efficient operation in any organization. However, their impact is often diminished by a lack of skill or knowledge on the part of the participants. It is important, therefore, to provide both managers and employees with training in the skills and techniques required for communication and consultation

Training techniques for assessing individual needs

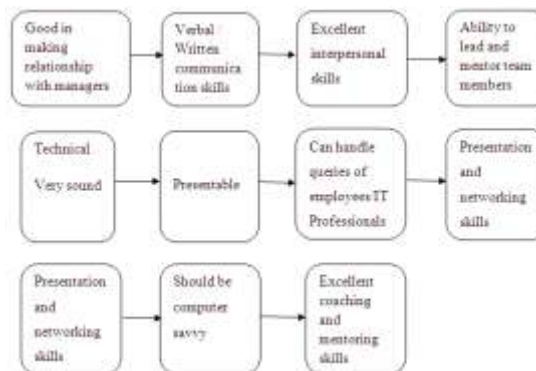
- ◆ Job analysis and job description
- ◆ Interviewing & Observing
- ◆ Diary method
- ◆ Management by objective
- ◆ Management by retention
- ◆ Self assessment

1.2. Employee Job Performance

Job performance is whether a person performs their job well. Job performance is studied in industrial and organizational psychology, the branch of psychology that deals with the workplace. Job performance is also part of human resources management. Performance is an important criterion for organizational outcomes and success. The performance management system is a two-way, continuous process, measuring job performance in a fair and consistent way. The benefits of this two-way process are that it improves communication between you and the employee by creating a forum for you to discuss work and/or personal related issues that may have an effect on job performance. The system will also lead to the retention and motivation of talented employees.

1.3. Attributes Required

Skills and attributes required to become a successful trainer are:



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1.4. Importance of Training and Development

Training and career development are very vital in any company or organization that aims at progressing. Training simply refers to the process of acquiring the essential skills required for a certain job. It targets specific goals, for instance understanding a process and operating a certain machine or system. Career development, on the other side, puts emphasis on broader skills, which are applicable in a wide range of situations. This includes decision making, thinking creatively and managing people.

2. STATEMENT OF THE PROBLEM

Training and development is imperative ingredient of the human resource development. It is arrogant always vital task in arouse of the progression of performance which has resulted in forever rising antagonism, climb in employee's anticipation of excellence and job. It is moreover develop into further essential worldwide in organize to put in order workers for new jobs also. In the modern write up, we will center new on the rising require of training and development and how its effect on employee performance, its implications upon individuals and the employers

3. OBJECTIVES

- 1.To find out the relationship between the organizations' training and development programs offered by the company and employees' job performance.
- 2.To distinguish the influence the level of training and development programs on the employees job performance in the organization.

4. HYPOTHESES

- 1.There is a significant relationship between the training and development factors and employees' job performance.
- 2.Employees Job Performance does depend on training and development factors (reaction and planned action, learning from training and behavior after training) among employees.

5. REVIEW OF LITERATURE

Black and Lynch (1996), stated that "returns on training and development investments increase productivity by 16%". This further reinforces the role of training on employees. Based on the attributes that are developed the employees implement them on their tasks and thus the company is able to improve thus generate the profits for the firm. Also because the attributes are imparted and developed through the systematic and planned training program, it becomes a part of the employees thus they are able to implement them on every task thus the increased profit leading to sustainable profitability.

Evans and Lindsay (1999), reported that the massive career development program embarked upon at the Coors Brewing Company in Golden, Colorado, resulted in improved employee passion for the job and pride in their jobs, which translated into measurable improvements in productivity, a remarkably low turnover rate, and the delivery of quality product and service. In the past there was a failure to provide avenues for career change which produced great losses in social productivity and in human satisfaction. Employers now realize that they do not benefit by locking their employees into careers that long ago ceased to be rewarding and challenging to them.

Neo et al. (2000), bemoaned the lack of training and development by employers in the United States when they stated that statistics suggests that only 16% of United States employees have never received any training from their employers. Now organizations are beginning to realize the important role that training and development play in enhancing performance and increasing productivity, and ultimately stay in competition. They reiterated that as a result of this realization, General Electric, Texas Instruments and Federal Express have all made substantial investments in training. They now invest between 3% and 5% of their payroll in training.

6.1. RESEARCH METHODOLOGY

Research Design	Descriptive Research
Sample Design:	
Sampling Frame	Employee's in Nithia's Industrial Products Ltd.
Sampling Unit	Employee's from different age groups, gender, locations, income levels, business and educational backgrounds in Nithia's Industrial Products Ltd, Chennai.
Sampling Size	200 Employee's
Sampling Method	Convenience sampling was employed (Suggested by HR)
Data Collection Methods:	
Primary Data	Survey Method was employed (The complete schedule is standardized and formalized)
Secondary data	Data were gathered from respondents and journals and from previous work related to the study.
Type Of Schedule	All questions are Structured Questionnaire with 5-point Likert scaling.

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Sampling Design and Selection of Sample Size

Non-Probability sampling technique will be adopted to conduct survey in this research. Moreover, units of the sample of this research were selecting on the basis of convenience sampling. There are 1200 around permanent as well as temporary employees are working in Nithia's Industrial Products Ltd, Chennai. Therefore, the researcher should take sample size in their investigation is limited to be 200 for researcher convenient.

7. ANALYSIS AND DISCUSSIONS

CORRELATION ANALYSIS

Table 7.1 shows CORRELATION between – Training and Development * Employee Job Performance

		Employees' Job Performance	Reaction and Planned Action	Learning from Training	Behavior after Training
Employees' Job Performance	Pearson Correlation	1			
	Sig. (2-tailed)				
	N	200			
Reaction and Planned Action	Pearson Correlation	.937**	1		
	Sig. (2-tailed)	.000			
	N	200	200		
Learning from Training	Pearson Correlation	.400**	.454**	1	
	Sig. (2-tailed)	.000	.000		
	N	200	200	200	
Behavior after Training	Pearson Correlation	.502**	.551**	.490**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	200	200	200	200

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

* . Correlation is significant at the 0.05 level (2-tailed).

H1: There is a positive relationship between training and development programs by the organization and employee's job performance.

Inference

H1: There is a positive relationship between employee's job performance and training and development programs in the organization.

The above table shows the correlation test for different employee's opinion of the impact of employees' job performance by reaction and planned action.

It is gathered from the above table the obtained 'p' value is lesser than 0.05. The value is 0.937 indicate the employee's job performance is positively correlated to training programs and its p-value is 0.000 ($p < 0.01$). So, the null hypothesis is rejected; alternative hypothesis is accepted. Hence the proposed hypothesis (H1) is accepted. So there is a positive significant relationship between employee's opinions about their job performance on the basis of the organization's training programs.

H1: There is a positive relationship between employee's job performance and training and development programs in the organization.

The above table shows the correlation test for different employee's opinion of the impact of employees' job performance by learning from training.

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It is gathered from the above table the obtained 'p' value is lesser than 0.05. The value is 0.400 indicate the employee's job performance is positively correlated to training programs and its p-value is 0.000 ($p < 0.01$). So, the null hypothesis is rejected; alternative hypothesis is accepted. Hence the proposed hypothesis (H1) is accepted. So there is a positive significant relationship between employee's opinions about their job performance on the basis of the organization's training programs.

H1: There is a positive relationship between employee's job performance and training and development programs in the organization.

The above table shows the correlation test for different employee's opinion of the impact of employees' job performance by behavior after training.

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MULTIPLE REGRESSION

Table 7.2 shows REGRESSION between – Training and Development factors * Employee Job Performance
Table 7.2.1 Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Reaction and Planned Action, Learning from the Training and Behavior after Training	.	Enter

a. All requested variables entered

Table 7.2.2 shows impact level of Training and Development factors * Employee Job Performance

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.574 ^a	.329	.319	5.21300

a. Predictors: (Constant), Reaction and Planned Action, Learning from the Training and Behavior after Training

Table 7.2.3 Training and Development factors * Employee Job Performance b

Model		Sum of Squares	Df	Mean Square	F	Sig.
Training and Development	Regression	2613.226	3	871.075	32.054	.000^a
	Residual	5326.369	196	27.175		
	Total	7939.595	199			

a. Predictors: (Constant), Reaction and Planned Action, Learning from the Training and Behavior after Training

b. Dependent Variable: Employee's Job Performance

Table 7.2.4 Coefficients Value a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	27.233	1.546		17.611	.000		
Reaction and Planned Action	1.179	.223	.311	5.292	.000	.993	1.007
Learning from the Training	1.216	.234	.305	5.196	.000	.991	1.009
Behavior after Training	.847	.137	.361	6.162	.000	.995	1.005

a. Dependent Variable: Employee's Job Performance

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H1: Training and Development factors significantly highly influences the employee's Job Performance in Nithia's Industrial Products Ltd, Chennai.

It is gathered from the above table the obtained 'p' values are lesser than 0.05. The 't' value indicates reaction and planned action (5.292), learning from the training (5.196) and behavior after training (6.162) are positively significant to employee's job performance at the level of 0.01. So, the null hypothesis is rejected; alternative hypothesis is accepted. Hence the proposed hypothesis (H2) stated employee's job performance is highly influenced by training and development factors is accepted. So there is a positive significant influence between employee's opinion about the training and development factors on the basis of their training programs offered by Nithia's Industrial Products Ltd, Chennai.

8. IMPLICATIONS & CONCLUDING COMMENTS

Based on the findings during in the current study the following proposals are barbed out in the prerequisites of management and theoretical suggestions;

- ▲ The analysis shows that, most of the employee's are aggravated and fulfilled with the training and development programs from beginning to end which well thought-out by the organization.
- ▲ The employee's are believed that the training and development programs would make an impact and influence on their job performance. It will make possible a very aggressive push and pull demand for the training and it will help create positive reflection about the organization in the minds of the employee's.
- ▲ The organization trainer will be doing well as such to the coverage that guidance are vigilantly evaluated, and training programs extended and conceded that convene those requirements for superior efficiency.
- ▲ The conclusion of the consequences is a further clear-cut thought of training, which is able to be direct to an employee performance enhancement oriented training programs and the organization acquired the superior effects from the training.
- ▲ Moreover, the present study demonstrates there are positive factors that causes employee's to believe about performance, yet, when discovering prompts that could direct employee's to the probability of working.
- ▲ This converses to the essential and the organizations of training programs are as already discussed.

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