

Employee Training & Development Leads to Organizations Growth

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Abstract- Training is required at every stage of work and for every person at work in the dynamic competitive market environment. Human capital differentiates a great organization from a good one. This study focuses on the importance of employee training and development on employee productivity. Organizations investing in effective training and development for human resource tend to achieve both short and long term benefits. Employees are the major assets for the organizations. Every organizations need well trained employees to perform the activities effectively and efficiently. Thus, in order for organizations to achieve appropriate returns from their investment, there is imperative need to effectively manage training and development programs. However, the most vital asset of every organization under severe and dynamic competition is its human capital. Training and development is an instrument that supports human capital in exploring their cleverness. Therefore training and development is vital to the productivity of organization's workforce.

Keywords: Employee training, Employee development and Employee productivity.

I. INTRODUCTION

Presently organizations are facing large competition, continuously changing technologies and business environment. In order to cop up with this challenges organizations must train and develop their employees. It is also identified that more expense in training has lead to productivity. In order to sustain in the competitive market environment, the employees must have skills, knowledge to increase the productivity. The success of organization is depend on its knowledgeable, skilled and experienced workforce. Therefore, in order to maintain stability, organizations must focus on continuous training and development of employees. Training and development has globally become important in order to prepare workers for new jobs. Employee productivity depends on different factors but the most important factor is training, which enhances the capabilities of the employees. Employee productivity in any organization is essential for improving the performance of employees. Through, training and development employees can gain new skills, or can improve their existing skills. Training and

development programs can build human, conceptual and technical skills of employees. Now-a-days training and development has become important parameter for enhancing the ability of the workforce for achieving the organizational objectives. Training and development have become one of the necessary function in the organizations, because it lead to high performance in the same field and is important part of human resource department, it has a vital effect on the success of the organization through improving employee productivity. The effective training programs and carefully set development plans should be provided to all employees to enable them to enhance their skills and knowledge.

II. METHODOLOGY

By conducting 200 online and 200 offline surveys of 600 employees, we came to know that in online survey the productivity can be improved through various factors like

Provide employee with technology:

The employee productivity can be improved through providing employee with technology. The employees should be provided incentives on time that employee feel motivated and can work with full motivation. Employee should be given job as per their place preference. Proper training and development programs should be conducted to encourage employee. Weekend offs should be given to properly working of employees. Get to gather should be conducted once in a week by the organization and management to keep employees happy and motivated.

Strengthen communication protocols:

The employee productivity can be improved through strengthen communication protocols. Two way communication is a strong communication protocol to increase employee productivity, the communication should be between both the persons who are talking. Proper communication channel should be followed by both the management and the workers. No misleading of information should be their between employees and management. Accurate information should be passed in the organization at every level.

In offline survey the productivity can be improved through various factors like

Stop multitasking:

An employee working in the organization should not be provided with many tasks at a time because it downs the moral of employee. Single task should be given by the managers to perform by the employee at a time that employee can give proper time to that particular task and can complete it on exact time. Multitasking can lead to stress on employees mind and focus is also disturb by giving multitask to the employees.

Focus on priority task:

The employee as well as the management should focus on biggest task first to achieve organizations goals and objectives for growth of organization and employee. Proper motivation should be provided to employees to perform the task and all facilities should be given to the employees which are

necessary for the employee to focus on the task and performing the task on time.

By conducting several surveys, we have come to know that above factors can improve the employees productivity but the most significant factor that can improve productivity is proper wages and welfare facilities. The welfare of the workers should be the utmost priority at all the times in the organization as this will be an incentive to improve the efficiency and dedication of the employee in the organization. No doubt that a happy and satisfied employees gives better performance.

III. FINDINGS

From the various online and offline surveys conducted, the finding is that employee productivity should be improved through employee training and development. Employees should be provided proper incentives and on time that they feel motivated and can improve their work performance. Proper flow of communication should be between managers and employees that will help employees to share the information with the managers without any fear. Salary should be given on time that will motivate employees to work in organization. Better working environment should be provided to the employees to work in the organization. Training and development programs should be conducted by the organization to increase employees productivity. One task should be assigned at a time to the employees that they can properly focus on that particular task and perform that task on time. Welfare facility has given more emphasis in this findings . Welfare facilities should be provided to the employees which will boost employees moral, emotional conditions. Training programs should be conducted to increase the employees interpersonal and technical abilities and team work. Knowledge, skills and abilities are significant factors of employee performance. Their should be collaboration at work between employees, while assigning group activities to the employees, employees should be given right to choose their partners on their own. Employees should get respect from their superiors and support when needed. Adequate leadership training should be given to the employees.

IV. CONCLUSIONS

The conclusion of the research is that Training and development not only improve the productivity of the employees but also the organizations. Employee productivity can be improve through employee training and development. Organizations must have employee who are capable to adopt ever-changing working environment and competitive business environment. Organizations should invest in training and development programs to keep employees and organization successful. Training grows employees quality of work which help the employees and organization to increase productivity. Training also helps the employees to assist them to be more committed to achieve organizational goals and objectives. Employee productivity can be increased by providing better working environment and better facilities to motivate them to work and stay in the organization. Providing technologies to the employees to enhance their work performance. Productivity can be improved through tracking time invested in performing the particular task, employees should set self- imposed deadline to perform the task assign to them, employee should be proactive not reactive.

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