

The Effect of Training on Employee Performance

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ABSTRACT

Employee is a blood stream of any organisation .The accomplishment or disaster of the firm depends on its employee performance. Hence, top management realized the importance of investing in training and development for nthe sake of improving employee performance. This conceptual paper aimed at studing the effect of training on employee performance & to provide suggestions as to how firm can improve its employee performance through effective training programs. Training has an important role to play and it is expected to inculcate positive changes in knowledge, skills & attitudes. Employee's training tries to improve skills so that employee is better equipped to do his present job. Training & development is defined as the planned learning experiences that teach employees how to perform current and future jobs.

Keywords: Training, Employees, Performance.

INTRODUCTION

Training is the process of increasing the knowledge & skills for doing a particular job. It is an organised procedure by which people learn knowledge & skill for a definite purpose. The purpose of training is basically to bridge the gap between job and present competence of an employee. Employees are the most valuable asset of every company as they can make or break a company's reputation & can adversely effect profitability. Employees often are responsibility for the great bulk of necessary work to be done as well as customer satisfaction & the quality of products and events. Without proper training, employees both new and current do not receive the information & develop the skill sets necessary to accomplish their tasks at their maximum potential. So, training programmes are necessary for improving the quality of work of the employees at all the levels particularly in world of fast changing technology and environment .

RESEARCH METHODOLOGY

Both primary and secondary data have been collected to present this paper .Primary data is obtained by means of personal discussion with concerned workers and managers and secondary data is collected from websites and text books .

Types of Training Programs

On-the -job Training : Job instruction ,Apprenticeship and coaching Job rotation, committee assignment ,Internship training , training through step by step .

Off -the -job Training : Programmed Instructions , class room lectures & simulation exercise , vestibule training , businesss games , case study , computer modelling , audio-visual method , behaviour modelling , role playing , workshop/seminar .

Benefits of Training:

- **Economy in operations:** Trained personnel will be able to malke better & economical use of materials and equipments. Wastage will be low. In addition the rate of accidents and damage to machiunery & euippmentr will bew kept to the minimum by the well trained employees. These will lead tp less cost of production per unit .
- **Less supervision:** If the employees are given proper training , the responsibility of supervision is lessend .Training does nopteleminate the need of supervision , but it reduces the need of detailed and constant supervision .
- **Greater productivity:** A well trained employee usually shows greater productivity and higher quality of work –output than an untrained employee . Training increases the skills of the employees in the performance of a particular job. An increase in the skills usually helps to increase both quality and quantity of output.

- **Systematic imparting of skills:** A systematic training programme helps to reduce the learning time to reach the acceptable level of performance. The employees need not learn by trail and error or by observing others and waste time if the formal training programme exists in the organisation.
- **Higher morale:** The morale of employees is increase if they are given proper training. A good training programme will mould employee's attitude to achieve support for organisational activioties and to obtain graeter cooperation and loyalty. With the help of training, dissatisfaction, complaints, absenteesm and turnover can be reduced among the employees.
- **Employee performance:** recognizing the role of training practices , enable the top executives to create better working environment that ultimately improves the motivational level as well as thwperformance of the work force .
Performance = (ability)*(motivation)
Employee performance =(employee competency) * (training & development)

Relationship between Training and Employee performance

Most of the previous studies provides the evidence that there is a strong positive relationship b/w human resources management practices & organizational performance. according to Guest(1997) mentioned in his study that training & development programs ,as one of the vital human resource management practice , positively effects the quality of the workers knowledge , skills & capabilities and these results in higher employees performance on job . Moreover, the result of the study of Sultana A ,et.al.(2012) conducted in telecommunication sector of Pakistan ,state the R^2 as .501 which means that 50.1% of varaiaion in employee performance is brought by training programs . Further, the T- value was 8.58 that explains training is good predict or of employee performance.

However , employee performance is also effected by some environmental factors such as corporate culture , organisation structure , job design performance appraisal systems, power and politics prevailing in the firm and the group dynamics .If the above mentioned problems exist in the firm , employee performance decreases not due to lack of relevant knowledge skills and attitude but because of above mentioned hurdles . Above literature provides the evidences regarding the benefits of training and its positive influence on employee performance . When employees are well trained organisation candelagate responsibility and authority to them with full confidence of ensuring organisational success .

Data Anaysis and Interpretation:

Table 1: Showing qualification of the respondents in the industry

QUALIFICATION	No. of respondent	Percentage (%)
Below class V	5	22.74
Class V –X	12	54.54
PUC - Degree	4	18.18
Post graduate	1	4.54
Total	22	100

Interpretation: The above table shows that out of 22 resp[ondents, 22.74% have studied below class V . 54.54% of the respondents was studied between class V-X . 18.18% respondents are educated between P.U.C –Degree and 4.54% respondents are Post Graduate .

Table2: Showing the training conducted to the respondent while joining the industry.

Training	No of respondents	Percentage (%)
Yes	20	90.91
No	2	9.09
Total	22	100

Interpretation: The above table shows that 90.91 % of the respondents are received training and 9.09% are not received training while joining the industry.

Table 3: Showing whether the training will bridge the gap between job requirements and present competence of an employee.

Bridge the gap b/w job requirements & present competences	No . of Respondents	Percentage (%)

Yes	20	90.91
No	2	9.09
Total	22	100

Interpretation: The above table shows 90.91% of the respondents are agreed that training will bridge the gap b/w the job requirements and present competences of an employee while 9.09% of the respondents are not agreed.

Table 4: Showing whether the training will reduces the rate of accidents or mistakes.

Reduce the rate of accidents	No. of respondents	Percentage (%)
Yes	22	100
No	0	0
Total	22	100

Interpretation: The above table shows that 100% of the respondents are agreed that training will reduce the rate of accidents.

Table 5: Showing the training will increase the performance of employees

Increases the performance of employee	No. of respondents	Percentage (%)
Yes	22	100
No	0	0
Total	100	100

Interpretation: The above table shows that 100 % of the employees are agree that the training will increases the performance of employees.

Suggestions:

- ❖ The Industry should provide more opportunities to the female workers .
- ❖ There is a need of upgrade the present technology , to reduce the employees stress .
- ❖ The Industry should provide scientific training facilities to the freshers.
- ❖ The industry should take certain steps to improve the performance of the employees .

CONCLUSION

The main objective of every training session is to add value to the performance of the employees, hence all type of business design training and development programs of their employees as a continuous activity . Firm must design the training program with clear goals and objectives while keeping in mind the particular needs of both the individual and the firm.

This paper mainly focuses on the role of training in enhancing the performance of the employees. Training plays a vital role in building competences of new as well as current employees to perform their job in an effective way. Training is considered as a sort of investment by the firm that not only brings high rate of return but also supports to achieve competitive advantage .Therefore training should be designed on the basis of specific needs and objectives. Effective training is the thoughtful intervention designed at attaining the learning necessary for upgraded employee performance.

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