

# A Study on Employee Productivity and Training and Development Impacts

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## ABSTRACT

In today's rapidly, competitive market, training has become a buzzword. A great organization is distinguished from a good one by its human capital. Organizations that invest in effective human resource training and development tend to gain both short and long-term advantages. This study presents a review of the literature on the impact of training and development on employee productivity. Because of the managerial, technological, and social dynamics, employees can serve completely, making the need to organize the continuous learning and updating of skills and understanding invaluable. As a result, effective management of training and development programs is critical for organizations to achieve excellent returns on investment. Nonetheless, human capital is the most important asset of any organization facing stiff and dynamic competition. Training and development is a technique that assists human capital in discovering their abilities. As a result, training and development are critical to an organization's workforce productivity.

## I. INTRODUCTION:

To be productive and financially solvent in the turbulent dynamic market, organizations must place a strong emphasis on human capital. Other factors, however, influence organizational success; organizations must hire productive (i.e., effective and efficient) employees. Furthermore, organizations distinguished by human capital due to its intangible aspects such as knowledge, skills, and workforce encouragement increasingly see it as essential to remain competitive. As a result, organizations should have employees who are capable of adapting to the immediate dynamic business environment. In an environment where there is a high degree of uncertainty, knowledge of

business and market intelligence provides organizations with a reliable competitive advantage over those that do not have such. As a result, knowledge is transforming into basic capital, triggering development. Organizational success, on the other hand, is dependent on a knowledgeable, skilled, and experienced workforce. To maintain sustainability, organizations must value continuous employee training and development. Training and development are critical at all levels of employment because skills erode and become obsolete over time and must be stimulated.

## II. EMPLOYEE TRAINING

Training is a formalized method of providing development and improving the quality of new and existing employees in organizations. Individuals, groups, and organizations benefit from training, which is viewed as an organized approach to learning and development. Thus, it is the series of activities undertaken by an organization that leads to the acquisition of knowledge or skills for growth. As a result, they contribute to the well-being and performance of human capital, organizations, and society as a whole. According to Manju and Suresh (2011), training serves as an act of intervention to improve an organization's goods and services quality in the face of stiff competition by developing employees' technical skills.

### Employee Development

Recreation that leads to the acquisition of knowledge or skills for growth is referred to as growth. Organizations offer employee development programs to help them improve their skills. In today's business environment, employee development is becoming increasingly important and strategic simple and a time in organizations. As a result, organizations must capitalize on

continuous employee development to strengthen both employees' and the organization's success (Khawaja & Nadeem 2013).

### **Employee Productivity**

According to the Oxford Dictionary (2007), productivity is the efficiency with which things are produced. Employee productivity is still the economic measure of output per unit of input. It is the total number of employees divided by net sales. As a result, the employee productivity of an economy as a whole or industry could be assumed.

### **Employee Training And, Employee Productivity**

Training has been beneficial in increasing organizational productivity. It not only increases employees' resourcefulness but also enables them to practically learn their jobs and perform better. As a result, not only employee productivity but also organizational productivity must be increased. Various studies show that training has a positive impact on employee productivity. Training as a process is one of the most widely used strategies for increasing individual productivity and communicating organizational goals to employees (Ekaterini & Constantinos Vasilios, 2009). According to Rohan and Madhumita (2012), investing in employee training in decision-making, teamwork, problem-solving, and interpersonal connections has a positive impact on the organization's level of growth as well as employee performance. Training influences employees' behavior and working skills, resulting in improved performance as well as formative changes. Training is the most effective way for an organization to motivate and retain high-quality human resources. Training helps to increase employee commitment and maximize employee potential. Training is a tool that is fundamentally involved in the achievement of an organization's goals and objectives. However, the ultimate goal of any organization is to generate high revenue and maximize profit, and an important tool in achieving this is an efficient and effective workforce. As a result, a workforce is only efficient and effective if ethical training and development are provided, resulting in productivity.

### **Employee Development and the Employee Productivity.**

Development programs are worth investing heavily in because most profitable organizations assess the progress of their workforce and, as a result, invest throughout their training. This leads to an increase in skill and competence, which boosts morale and productivity. Employee

turnover has seemed to be reduced as a result of the development. As a result, advancement opportunities not only reduce absenteeism but then also increase employee obligation and satisfaction, which helps reduce turnover.

## **III. DISCUSSION**

Training and development must be designed and forwarded in such a way that it meets the needs of all employees, ensuring that they are not only profitable but also fulfilled. Employees can benefit from training and development because it improves their interpersonal and technical abilities, teamwork, job confidence, and work performance. Organizational training is the key to accessing opportunities for growth and development to achieve a competitive advantage. Organizations invest heavily in the training and development of their workforce to boost productivity. As a result, knowledge, skill, and abilities are determinants of employee achievement, which organizations must continually supplement wisely to improve their employees' productivity.

## **IV. REVIEW OF LITERATURE**

To be competitive and financially solvent in the turbulent dynamic market, organizations must place a strong emphasis on human capital. Other factors, however, influence organizational success; organizations must hire productive (i.e., effective and efficient) employees. Furthermore, organizations distinguished based on human capital due to their employees' intangible aspects such as knowledge, skills, and workforce motivation increasingly see it as invaluable to maintain a competitive advantage. As a result, organizations should have the capacity to respond to the immediate dynamic business environment. In an environment where there is a high level of uncertainty, a real understanding of business and market intelligence provides organizations with an accurate competitive advantage over those that do not have such. As a consequence, knowledge is trying to transform into basic capital, triggering development. Organizational success, on the other hand, is dependent on a knowledgeable, skilled, and experienced workforce. To focus on continuous improvement, organizations must value continuous employee training and development. Training and development are critical at all levels of employment because skills erode and become obsolete over time and must be stimulated.

### **RESEARCH GAP:**

The research is carried out outside of India. This study is being conducted in Hyderabad and focuses on the impact of training and development on employee productivity. All organizations must make investments in training and development to achieve their goals. Much research has been conducted in this area to better understand the significance of training and development. Training and development are a factor in improving the workforce's ability to meet organizational goals. Training is viewed as a useful means of dealing with changes brought about by technological innovation, market competition, and organizational restructuring, and it is especially important in improving employee performance. Thus, the purpose of this research is to demonstrate the effect of training and development on employee productivity.

**RESEARCH OBJECTIVE AND QUESTIONS.**

This study looks into the impact of training and development on employees. The study investigates the impact of training and development.

The objectives include

- To investigate the influence of training and development on organizational productivity.
- To assess an organization's need for employee training and development.
- To investigate employee satisfaction with the organization's training and development practices.

Questions:

- Occupation?
- Gender?
- What do you understand by training?
- Did you attend any training programs?
- Are you satisfied with the training program?
- Do you think feedback can evaluate the effectiveness of the training program?
- Do you think the training improves your skills, knowledge, and attitude?
- Does training lead to job satisfaction?
- Do training and Development have a positive impact on performance?

**SCOPE OF STUDY:**

The process of improving knowledge within an organization is widely recognized as training. Training focuses on preparing employees for their current jobs. Regardless, it prepares them for future roles and responsibilities. Furthermore, the scope of training and development is expanded to include cross-cultural training, a focus on individual employee development, and the use of contemporary organizational development plays to frame development programs. ... Cross-training

highlights training in the responsibilities of an associate.

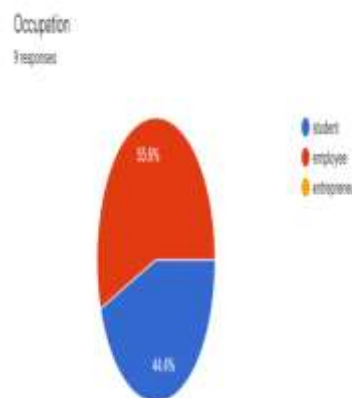
**RESEARCH METHODOLOGY:**

The questionnaire was distributed to employees and students of a specific organization, and the questionnaire was filled out with the necessary information. The method of convenience sampling was used for this study, which resulted in an acceptable response rate. The data was gathered through a self-administered questionnaire and was provided knowingly and willingly.

**RESEARCH DESIGN:**

A descriptive survey research method was used to conduct the study. To collect primary data, questionnaires with closed-ended questions were used. The data gathered was both quantitative and qualitative. The statistical analyses were performed using quantitative techniques, which included the use of descriptive and inferential statistics such as percentages, mean scores, and standard deviations. This method enables comparisons to ascertain whether it converged or diverged in specific locations. The findings were presented using tables, graphs, and charts.

**Data analysis and interpretation:** A questionnaire was utilized to gather the necessary data.



<b>Students</b>	<b>44%</b>
<b>Employees</b>	<b>56%</b>
<b>Entrepreneur</b>	<b>0</b>

**Interpretation**

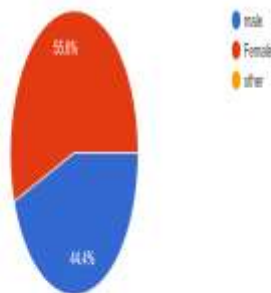
The occupations of the respondents are depicted in the pie chart above. Where there are 56% of

employees and 44% of students, employees outnumber students. who responded to the questionnaire

**Finding:** According to the study, there are more employees, both male, and female, than students.

Male	44%
Female	55%
Others	0

Gender  
9 responses



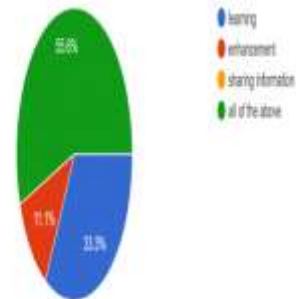
**Interpretation:**

The gender of the respondents is depicted in the pie chart above. Whereas women make up 55% of the population, men make up 44.4%.

**Finding:** According to the research, women outnumber men who responded to the questionnaire. And% of women are employed.

Learning	33%
Enhancement	11%
Sharing information	0
All of the above	55%

What do you understand by training?  
9 responses



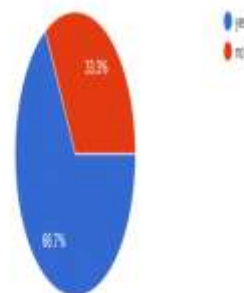
**Interpretation**

The above pie chart demonstrates the understanding of training and development. Where the percentage of men and women, students and employees responded to what they understand by training and development

**Finding:** What I discovered is that 33% of a sample of the population believes that training is for learning, 11% believe that training is for enhancement, 0% believe that training is for sharing information, and 55% believe that training is for learning, enhancement, and sharing information.

Yes	66%
No	34%

Did you attend any training programs?  
9 responses



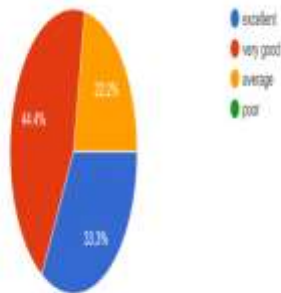
**Interpretation:** The pie chart above shows how many% of the sample have attended any training program, with 66% having attended the training

program and the remaining 34% not yet attended any training program.

**Finding:** The training program was attended by 66% of the total sample, which included both men and women.

Excellent	33%
Very good	44%
Average	22%
Poor	0

Are you satisfied with the effectiveness of the training program?  
 9 responses

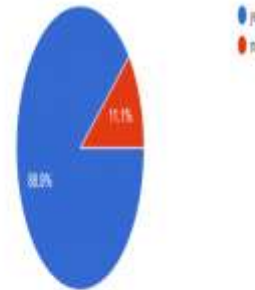


**Interpretation:** The percentage of the sample who are satisfied with employee training and development is shown above. Men and women were among those who responded.

**Finding:** The satisfaction level is rated as 33% excellent, 44% very good, 22% average, and 0% in this study.

Yes	88%
No	12%

Do you think feedback can evaluate the effectiveness training program?  
 9 responses

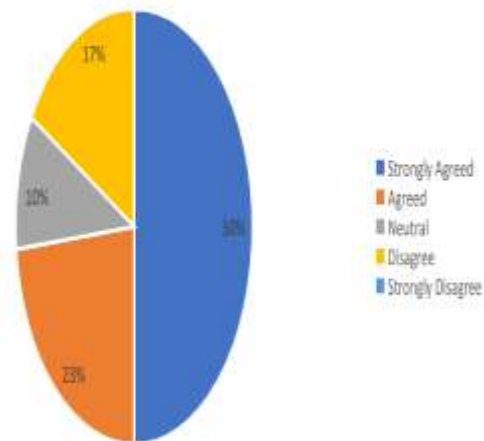


**Interpretation:** The pie chart above depicts the respondents' feedback on the training program. Whereas 88% of the sample said yes to the question of providing feedback on the effectiveness of the training initiative.

**Finding:** Feedback can evaluate the effectiveness of the training program, with 88% of the sample agreeing and 12% asserting no feedback cannot evaluate the program's effectiveness.

Strongly agreed	50%
Agreed	23%
Neutral	10%
Disagree	17%
Strongly disagree	0%

Do you think the training improves your skills, knowledge, and attitude?



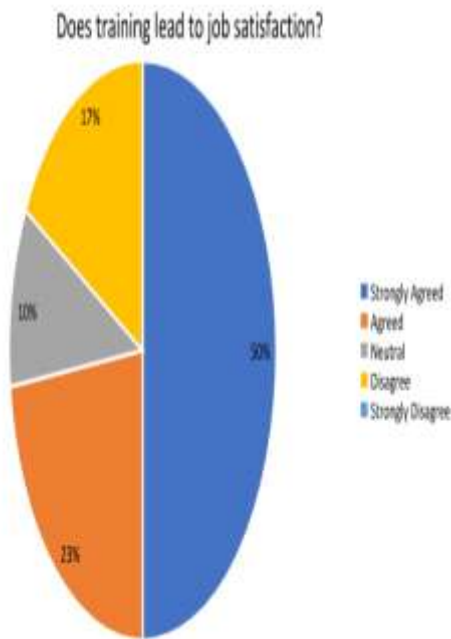
**Interpretation:**



The above pie chart depicts the questions about training and development, where it is stated that training improves your skills, knowledge, and attitude.

The sample strongly agrees by 50% that the training improves skills, knowledge, and attitude, with 23% agreeing, 10% neutral, 17% disagreeing, and 0% strongly disagreeing with the question that the training improves skills, knowledge, and attitude.

Strongly agreed	50%
Agreed	23%
Neutral	10%
Disagreed	17%
Strongly disagreed	0%

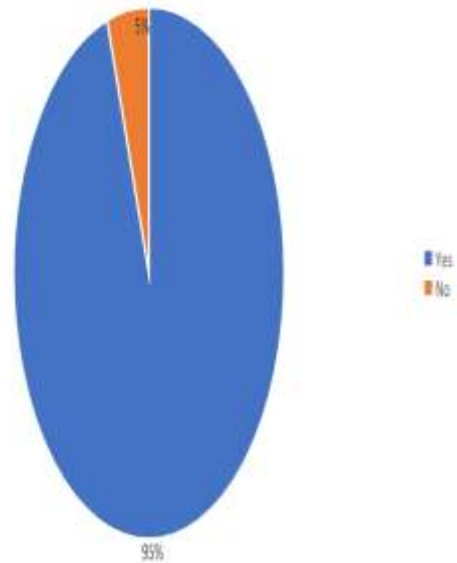


**Interpretation:** The pie chart above depicts the satisfactory measure of training that leads to job satisfaction. Where 50% of people strongly agreed. 23% agreed, 10% were neutral, and 17% disagreed.

**Finding:** According to the research, training can increase employee job satisfaction, and 50% of the sample agreed.

Yes	95%
No	5%

Training and Development has a positive impact on performance?



**Interpretation:** The pie chart above depicts the percentage of the impact of training and development on performance, with 95% of the sample agreeing.

**Finding:** In this study, 95% of men and women agreed that training and development had a positive impact on employee performance.

### V. SUGGESTIONS:

1. Making learning more accessible and adaptable.
2. Encourage your managers to participate.
3. Find out what your employees want.
4. Highlight soft skills.
5. Effectively turn your managers into coaches.

### VI. CONCLUSION:

Training and development ultimately promote not only employee productivity but also the effectiveness of the organization. Employee advancement, it has been said, is the key to long-term organizational development. Employees must be able to adapt to an ever-changing community market. Companies must invest in ongoing employee training and development to retain employees and win. The twenty-first century will favor organizations that can understand and adapt to changes faster than their competitors. Training increases employees' initiative and work quality, allowing them to be more committed to meeting the goals of the organization and continuing to increase employees' effectiveness within the organization.

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