



## A STUDY ON THE IMPACT OF TRAINING ON EMPLOYEE PERFORMANCE

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### **Abstract:**

*Training has a critical impact on employee performance and also largely influences the success of an organization. The following research identifies a positive relationship between training and employee performance, supported by many research studies. In this essence, training in organizational development is instrumental to enhance the ability of employees in readiness for future needs of the organization. The paper considers several different kinds of training in HRM: on-the-job training, off-the-job training, simulation, and computer-based training. In so doing, it is important to assert that effective training nurtures the ability and capability of the employees, hence organizational performance. More importantly, the research also illuminates the role of needs assessment and the availability of training in predicting an impact on employee performance. The study aims at examining the various training methods in HRM and analyzing how the training has an impact on the performance of employees. For this research, in the process of research, the collection of primary data from 100 respondents by using a structured questionnaire, prepared by using Google Forms, is considered imperative. The need for the study is to ascertain how employees get the benefits through training. In conclusion, the study brings out the positive relationship between training and employee performance in the realization of organizational success. It also highlights other training methods within HRM, pointing out their benefits for employees and organizational development. The results for this study showed the impact of training in increasing the performance of employees by developing skills for organization success, customer satisfaction, innovation, and career advancements.*

**Key Words:** Training, Employee performance, Organizational success, HRM, on-the-job training, off-the-job training, computer-based training, skills enhancement, innovation, reputation, career advancement.

### **1.INTRODUCTION:**

Human Resource is a very important component of an organization. Human Resource is the management of an organization, taking care of everything concerning the people working there. Human Resource Management is all about taking care of people working in a firm. Human Resource is all about hiring, training, benefits, and payroll for employees. Human Resource manages conflicts and grievances and ensures an amicable working environment, hence promotes teamwork and cooperation. Human Resource ensures that the firm adheres to the labour laws, regulations, and ethical standards of the workforce. Mitigation of legal risks is also handled through Human Resource, such that HR strategies are aligned with business objectives through the growth of the organization to sustainability driven by management.



Employee training contributes a lot to an organization towards organization development and employee development. Training in an organization is a process of improving employees' abilities and their competencies in doing the jobs effectively. Some training methods in Human resources management include on-the job training, off-the job training, e-learning, etc. Training and employee performance hold a positive relationship. Training is the process of providing an employee with knowledge and skills that could make an employee adapt to technological, market, or organizational structural changes. Training ensures that employees understand and follow the needs of regulators, therefore reducing the chances of non-compliance and related penalties. Offering training facilities builds up the morale and confidence of the employees, leading to a good environment to work in and reduced rates of turnover.

## **2.OBJECTIVES OF THE STUDY**

- To study about various Training methods in HRM.
- To analyse the impact of Training on employee performance.

## **3.REVIEW OF LITERATURE**

- A S Arulsamy(2023); Employee Training and Development (ETD) is essential for improving performance, job satisfaction, and innovation within organizations. It encompasses activities that enhance skills and knowledge, aiming to optimize employee efficiency, productivity, and motivation. ETD also aids succession planning by identifying high-potential employees and fostering adaptability to change.
- Broos Maenhout(2024); This paper explores how to manage staff skills over time. They made a new model that adjusts workers' skills as they learn and forget things. It considers different types of training, which is important due to fast changes in technology and the world.
- Dr. Amir Elnaga(2013); Raining aims to improve employee performance. Businesses create ongoing training programs. Without clear goals, employees may not gain necessary skills. So, training should have clear objectives, considering both individual and company needs, to ensure it's effective.
- Dr Bhadrappa Haralayya (2022); The article explores how training helps workers do better. They asked workers about it and most knew it was good. They said giving tools and talking openly helps too. It's important to listen to workers and use good methods for training.



- Elantheraiyan.P(2023); The article talks about how training affects workers at the Tigray Regional Education Bureau. They found that checking what training is needed and having enough resources helps workers do better. They suggest the HR department should focus on these areas to improve training and worker performance.

#### 4.RESEARCH METHODOLOGY:

In this study, the data is obtained from primary sources. The primary data is collected from 115 respondents through a structured questionnaire which has been created using Google Forms and distributed among various employees who underwent training. The hypothesis is tested with linear regression

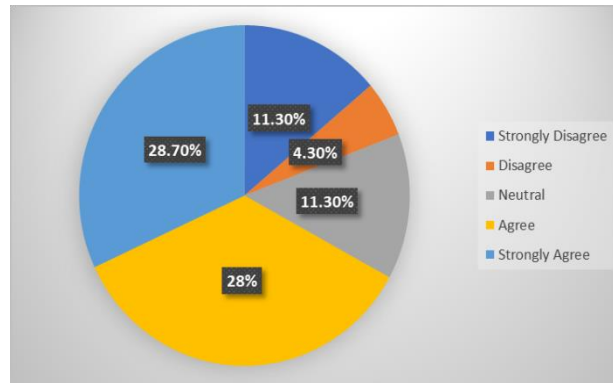
##### Hypothesis:

- **Null Hypothesis:** There is no significance between the training and performance of employees.
- **Alternative Hypothesis:** There is a significant relationship between training and performance of employees.

#### 5.DATA ANALYSIS:

5.1 On a scale of 1 to 5 rate the extent to which the training program corresponded with your job responsibilities and objectives.

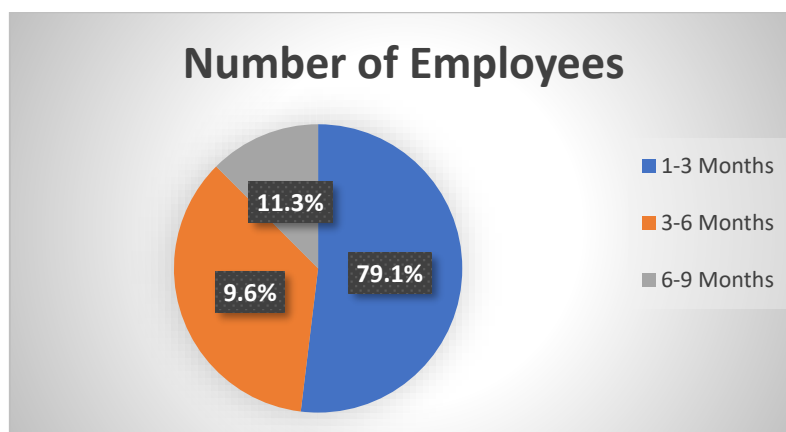
Particulars	Number of Employees	% of Employees
Strongly Disagree	13	11.3%
Disagree	5	4.3%
Neutral	13	11.3%
Agree	33	28%
Strongly Agree	30	28.7%
<b>Total</b>	<b>115</b>	<b>100%</b>



The analysis of Employees rating for the extent to which the training program corresponded with employees' job responsibilities and objectives where 28.7% of the employees strongly agree ; 28% of the employees Agree ; 4.3% of the employees disagree and 11.3% of the employees strongly agree that training helps employees to correspond with employee's job responsibilities and objectives.

5.2 Did the training program help you acquire new skills or knowledge relevant to your role.

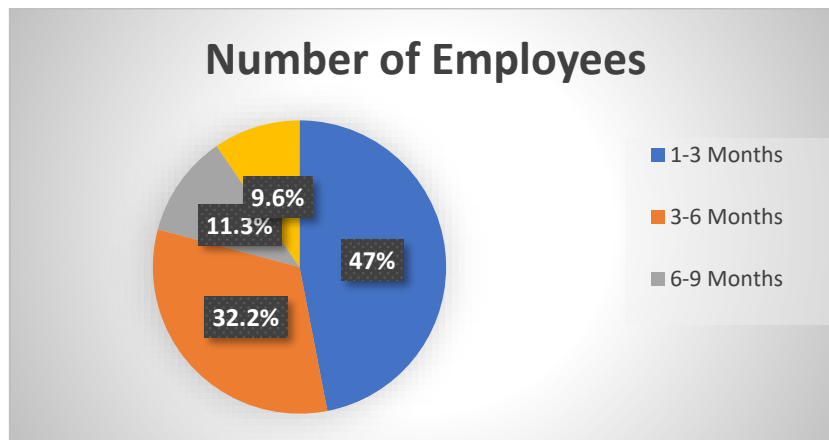
Particulars	Number of Employees	% Of Employees
Yes	91	79.1%
No	11	9.6%
To some Extent	13	11.3%
<b>Total</b>	<b>115</b>	<b>100%</b>



The analysis of how did the training program help employees acquire new skills or knowledge relevant to their role 79.1% of the employees, majority of the employees agree that training program helps employees to acquire new skills and knowledge related to their job role;11.3% of employees responded that training program helped them to some extent, 9.6% of the employees responded that training program did not help them to acquire new skills or knowledge.

### 5.3 Training period of the employee

<b>Training Period</b>	<b>Number of Employees</b>	<b>% of Employees</b>
1-3 Months	54	47%
3-6 Months	37	32.2%
6-9 Months	13	11.3%
9 Months and More	11	9.6%
<b>Total</b>	<b>115</b>	<b>100%</b>



The analysis of Training period of the employee was 47% of employees training period was 1-3 Months ; 32.2% employees training period was 3-6 Months ; 11.3% of employees training period was 6-9 Months and 9.6% of employees training period was more than 9 Months. From this we can understand that the majority of the employee's training period was 1-3 Months and very few employees training period was more than 9 Months.

### 5.4 Testing of hypothesis:



<i>Regression Statistics</i>	
Multiple R	0.408866062
R Square	0.167171456
Adjusted R Square	0.159735487
Standard Error	0.27185124
Observations	114

Source : Primary Data

	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>
X	1.540545925	0.080674049	19.09593	0.00
Y	0.097130903	0.020485433	4.741462	0.00

From the above analysis Independent Variable is On a Scale of 1 to 5 rate the extent to which the Training Program Corresponds with your job responsibilities and objectives. Dependent Variable is Did the Training Program help you acquire new skills or knowledge relevant to your role.

According to the analysis the r value is 0.40886 it shows the positive relation between the variables. The Regression Analysis aimed to investigate the relationship between Independent and Dependent variables. The overall model was statistically significant (p<0.05).

## 6. CONCLUSION:

Training programs are vital for companies to enhance employee skills and job performance. They vary from classes to online courses, fostering employee satisfaction, engagement, and proficiency. Effective training drives profitability and competitive edge. Investing in training reflects a company's commitment to employee success, crucial for staying competitive in today's business landscape.

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