

“A study on impact of Training and Development on the employee performance of Gopal Snacks PVT. LTD.”

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Abstract: In the FMCG industry at global level, the business environment has changed with intense pressure on organizations, to become ‘Learning Organizations’ and stay ahead of their competitions by bringing innovation/reinvention in training and development strategy while emphasizing on planning, designing, implementing and evaluating the training programs. Carry out an analysis that the objective of training and development is to create learning organizations which ensure that employees through value addition can effectively perform their jobs, gain competitive advantage and seek self-growth: this measurable performance resulting from good training and development, shall enhance organizational performance.

Key Words: Training and Development, Employee performance, Satisfaction level of Employee.

INTRODUCTION

Training has the distinct role in the achievement of an organizational goal by incorporating the interests of organization and the workforce. Now a day’s training is the most important factor in the Industry because training increases effectiveness and efficiency of both employees and the organization. The employee performance depends on various factors. But the most important factor of employee performance is training.

The organizational performance depends on the employee performance because human resource capital of organization plays important role in the growth of organizational performance. So to improve the organizational performance and the employee performance, training is given to the employee of the

organization. Thus the purpose of this study is to show the impact of training and the design of training on the employee performance.

Training and development were the processes of investing in people so they are equipped to perform. These processes are part of an overall human resource management approach that hope fully will result in people being motivated to perform. It goes without saying therefore that the training and development of employees is an issue that has to be faced by every organization. However, the amount, quality and quantity of training carried out vary enormously from organization to organization. Organizations have to train their employees very well.

The main objective of our study is how the training increases the employee performance. A researcher said that training increase or develops the managerial skills. despite focusing on efficiency and cost control the spending on training should increase because organization get more efficiency , effectiveness out of the training and development. This shows that training increase the efficiency and the effectiveness of the organization.

LITERATURE REVIEW

(Franklin Dang Kim, Richard Cowden, & Anis Mahomed Karelia) In this report focus on the impact of training and development on employee performance in the organization. The success of any business/industry depends on the quality human capitals and recognizes training important role play. Training should be individual performance to impact positively on organization productivity. Organization spend millions upgrade their plant and machinery.

(Mthokozisi Pouf & Clifford Kendrick Hlatywayo, October 2015) In this study identify the Poor performance and corruption major problems in the efficient provision of basic services by municipalities. Service delivery by local municipal authorities has proven to be a major problem in South Africa. Municipalities must structure and manage their budgeting, administration, planning processes in the order. They need to development employee behaviour, Attitude, loyalty for government work so they fulfil the work timely. The municipalities ensure that according to government regulations and have skilled staff.

(Ampomah, 2016) Development is a systematic process of training and growth by which individuals gain and apply attitude, skills, knowledge to manage work organizations effectively. Training and Development were closely connected Training can be help developing skills and expertise to prevent problems from arising and

development used to create solutions to workplace issues, after they become identifiable problem or before they become concern.

(SILA, April 2014) These studies investigate the relationship between training and performance in the MFIs narrowing down to attitude, service delivery and job satisfaction. Recommend raining to develop positive attitudes at work place, to increase effectiveness and efficiency in service delivery and improve job satisfaction of the employees. Training is designed to change behaviour of the employee in the work place in order to stimulate efficiency and higher performance standards.

(Elfadni, OCTOBER 2019) Effective training is beneficial for the firm in variety of ways, such as, it plays a vital role in building and maintaining capabilities, both on individual and organizational level, and thus participates in the process of organizational change. Moreover, it enhances the retention capacity of talented workforce, hence decreasing the unintentional job rotation of the workers.

RESEARCH OBJECTIVE

- To evaluate the impact of training and development on employee performance.
- To evaluate the impact of training and development on employee effectiveness and efficiency in the work.
- To study the impact of training on productivity.
- To analyse impact of training on employees knowledge.

FORMULATION OF HYPOTHESIS

H0: There is no impact of training and development on employee performance.

H1: There is impact of training and development on employee performance.

HYPOTHESIS TESTING

Chi-Square Test

Particular	O	E	O-E	(O-E) ²	(O-E) ² /E
SA	39	20	19	361	18.05
A	4	20	-16	256	12.8
N	24	20	4	16	0.8
D	31	20	11	121	6.05
SD	2	20	-18	324	16.2

	100				53.9
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Signification level = $(n-1) (5-1) = 4$.

Table value = 9.49

Calculated value = 53.9

Calculated value is higher than table value so H_0 is rejected.

So we tell that there is impact of training and development on employee performance

CONCUTION

Training can improve employee work performance which in turn can improve the employee's career development as well. Company conduct training for employee will increase employee work performance and employees will be more motivated to work so that company goals can be achieved.

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