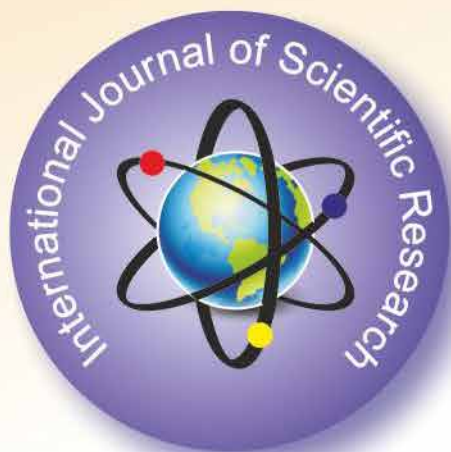


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## The Essence of Employees Training and its Impact on the Work Force in an Industry



### Organization Behavior

**KEYWORDS :** Employees, Training, Impact, Workforce

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### ABSTRACT

*Training is an important component of HRD it not only enhances the skills of employee but also improves their efficiency. An organization can accomplish its objectives by organizing needy training to its employee. Here is an attempt made to assess the essence of employee training and its impact on their work force. The present study is based on primary data collected by social work trainee with the help of an interview schedule from 100 respondents in an organization as part of their study curriculum. It was found that majority of respondents were technically and educationally low qualified but had rich experience in their job. It was also revealed that, the low qualified employees who had less experience in their previous job have expressed their need in training. The study found significant relationships between training and job performance, training and output, and training and behavioral changes.*

### Introduction:

The training is an important component of the human resource management and which can be enhanced the knowledge and skills of the employees to accomplish the organizational goal. Training is not only helpful to the individual, but also to the organization to reach its desired objectives (Das Gupth, 1976). In other words, training not only improves the conditions of the organization but also moulds the behavior and personality of the individual employees. It also enhances the knowledge; develop the skills, changes the aptitude as well as attitudes of the employees towards the requirement of the job in the organization. Training is also an important technique of human resource development and means for human resource management.

The new trends in the organizational changes, improving technology, automations and other factors have forced the employees to up date their skills and knowledge through training to sustain in the employment market (Rudrabasavaraj, 1969).

Aronoff (1970) said in his report that, the training and development programme foster the initiatives and creativity among employees and it helps to prevent manpower obsolescence which may be due to the inability of a person to adapt him to technological change. Scott clothier and Spiegel (1961) emphasized in their study that, the training was the corner stone of sound management, which makes employees more effective and productive. The Bass Bernard and Vaughn's (1966) reported that, the trainees were more eager to undergo their training which meets their desired objectives in the studied organizations. The Fine Sydney's (1968) study shows that, very few industries were assessing the reactions of their trainees and unable to provide what the workers actually needed in the training. The Bass and Vaughan (1969) said in another study as the organizations should train their employees to enrich them in the areas of changing technical skills and knowledge from time to time. Scott (1970) has rightly said in his study as the training instructions may help the employees to increase their level of performance in their professional career. The George (1977) has openly reported that, every organization needs to have career development programmes and they also need to integrate the functions of all employees with the HR executives through the training.

**Methodology:** The content of methodology explains the whole process of the study adopted by the researcher.

**Aim of the study:** The present study is aimed at to understand the essence of training and its impact on workforce in the organizations.

**Objectives of the study:** To meet the aim of the study, the following objectives have been laid;

1. To study the socio-demographic profile of the employee.
2. To gaze the needs of training in the organization.
3. To understand the relation between employee training and their performance.
4. To overview the relation between training and output of the

organization.

5. To observe the behavioral changes in the employees due to the training.

**Research design:** Since, the present study is a preliminary study of an unfamiliar problem, the exploratory research design was found appropriate to adopt.

**Universe or Population of the study:** The coverage of study is all the employees who are working in Primacy Industry including permanent and contract employees. Though, the present study has focused only on one organization but the results of the study are to be generalized to all the workmen working in other industries, organizations or any other establishments.

**Sample size and method:** An estimated number of employees who are working in Primacy are 1600 and in which the researcher has selected 100 employees for the study as a sample size on the basis of simple random method.

**Sources of data collection:** In the present study the data has gathered from both primary as well as secondary sources. The primary data collected from the employees directly by conducting interview with them with the help of an interview schedule. To collect the primary data, the tools and techniques such as; interview schedule, Interview method, Observation, Listening and Focus Group Discussion were used. In addition to primary data, the secondary data from various sources such as; books, training manuals, personnel diaries, registers, magazines, journals and compendiums have been compiled and extensively used in the study.

**Time bond:** The present study has conducted in the academic year 2011-12 and the duration of time taken for data collection, tabulation and interpretation including report writing is approximately 9 months.

**Data analyses:** The primary data collected from the respondents are fed into the computer with the help of a computer software called 'Statistical Package for Social Science' (SPSS) and analyzed by using the appropriate statistical methods like; simple percentile, mean, graphs and theories. But, in the present article the author has precised the original work and skipped the tables, graphs and other irrelevant diagrams.

**Interpretation and analysis of data:** In the present study an overwhelming majority (88.00 %) of the respondents belonged to the Hindu community and majority of them were unmarried youths whose age fell between 20 to 25 years. It was also found that the unmarried youths were actively participated in the training conducted by the organization and they were more satisfied about the training compared to their counterparts. In the Primacy Industry majority of the respondents found technically and educationally low qualified, however, nearly half (42%) of the respondents had enough working experience in their job and the employees who had no job experience have expressed the essence of training for them. It was also found

that, an overwhelming majority (98%) of the respondents was unskilled in their job and because of that their income was less than 4000/- per month. As they report there is an essence of training for them to improve their knowledge and skills in the job and which will help them to increase their earning capacity.

A substantial number (98%) of respondents was aware about the training conducted in their organization, as they said 26% of them have undergone the work performance training, 12% have undergone skill development training, 22% have undergone personality development training, 20% have attended fire fighting training and 18% were attended the first-aid training. It was revealed that, 64% of the respondents expressed their aspiration to have more training on the relevant of their job such as; training on work performance (26 %), skill development (18 %), behavioral change(14 %) and rest of 6% expected training on motivation and attitudinal changes. However there was no unanimous opinion among the workers about the frequency of training as a large number of respondents said their organization should conduct training at least once in six month, 24% respondents said to have training once in a year, 20% have reported that they need it once in quarter and about 16% have recommended it for once in a month.

The employees who have been inducted the training, of which 44% has accepted that, they were lacking in one or the other kind of skills, 24 % have reported that, before the induction of training, there was some sought of insecurity feeling prevailing in the job, 20 % have honestly agreed that, their performance level was very low before attending the training and remaining 12 percent of the respondents have reported that, they had a adjustment problem without the training programme. Altogether, 66% of the employees have unanimously agreed that, without training their work couldn't be perfect. As a result of training, they could able to work in a team to accomplish the desired objectives of the organization and it has also brought a tremendous change in their working environment. As they said, because of the training, their knowledge has improved lot,

their behaviour has positively changed, it also has laid an impact on their personality and the interpersonal relations have improved. The organization was also happy with the improved quality in the production as a result of training and it has also increased the profit of organization. Thus it is evident that, there is a positive correlation between employee training and the profit of the organization

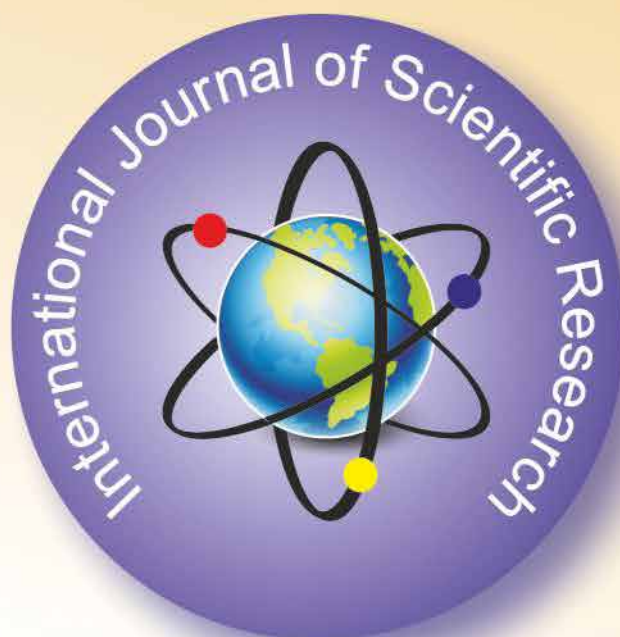
Suggestions: Based on the experience and results of the present study, one can suggest the following things which would be helpful for any organization who hires the employees;

- The training contents have to be made more practical and relevant to the job to motivate the employees during training period.
- A well planned training calendar has to be prepared for every calendar year to maintain continuity in the training.
- The organization should identify the experienced and potential employees to train them to train the newly recruited employees.
- The study has suggested that, the frequent trainings for employees on the issues such as; fire fighting, safety measures and first aid are to be given.
- The design of the training should be based on the needs and requirements of the employee.

Summary and Conclusion: The present study obviously shown that, there is a direct interlink between employee training, behavioral and attitudinal changes, quality work life and output of the organization. The changing systems in the organizational structure due to the industrialization, modernization and globalizations have strongly demanded the competent employees in any kind of organizations. The organization can update and strengthen their employee's knowledge by the means of training and also can make them to sustain in the changing scenario.

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