



Promotion of Human Efficiency through Training and Development Programs: A Study

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ABSTRACT

In today's globalised and competitive era, world demands efficient and effective human resource. To being a competitive we must have to adopt up-to-date and sophisticated knowledge. To increase the potentiality of human resource for this environment there is need of some training programs.

The main objective sought by human resource department through the training programs is to provide employee by information, skills, knowledge, and different style of working as well as renewable energy to improve performance in the best way of knowledge in scientific manner. Here, the present study deals with public health sector of Sana'a, Yemen and Nanded, India which try to know the need of training programs in public health sector in both cities as well as the opinion of employees regarding the training program. Further, it tries to reveal the benefits of training program to employees.

Keywords : Human Resource Efficiency, Promotion, Training & Development Programs, Health Sector, etc

1. Introduction

The human being is an important element in organization which works as staff and administrators. This element is essential and basic to the success or failure of any organization. It is a key factor in gaining competitive experience and maintain in an era of economic challenges and changing experienced by the contemporary world. The interest in human resource and rehabilitation and training and development has led to the emergence of some economic organizations as a strong influential and effective at the local level and globally. It is therefore, essential that organizations seeking work on the development of this important human element to become the essence and the cornerstone in achieving the basic goals now and in the future. The man is already a real resource for any organization or enterprise large or small. Human with what he has the abilities, skills and mind limitless, with its desire to work is a crucial element to achieve production efficiency of the facility, bringing the human subject/ focus of attention Officials in organizations and Establishments where concentrating/ concerning in earnest on the development of this vital resource is located with and seek to maintain it. The rehabilitation of the individual and the promotion is to include a measure of the individual within the organization and the community and an option to raise the challenge and keep pace with technological advancement and dissemination of new professional cultures, the most important digital culture resulting from the scientific revolution and informatics.

The main objective sought by the training is to provide trainees with information and skills, knowledge and different styles and renewable energy to improve their performance in the best way of knowledge, scientific, and improve and develop their abilities and try to change their behavior and their attitudes positively towards the organization to which they belong and thus raise the level of performance and production efficiency.

The importance of training and development to the success of employees to perform their work as desired within the organizations, especially in areas connected/ relative with technical operations that need to be skilled and professional craft. So, some of interested people and researchers in the field of hu-

man resources have given some definitions of development as a specialty sub-specialties of the field of human resources who cares about the renewal and development of key competencies of resources with knowledge, skills and attitudes through the qualification and training scheme, which comes into contact with needs effective to enhance the individual's ability to perform the function of a particular allocation.

Training is a planned activity is designed to provide an employee with a range of information and skills that lead inevitably to an increase in performance for individuals in their work. The training is defined as a set of actions that allow members of the entity to be in a state of readiness and preparedness permanently and advanced for their current and future within the framework of their organization and its environment. The ability to perform the job is important, and that was the important target during the selection process to the employee, but it is not enough it must be to know how to perform this function efficiently and effectively in the framework of existing regulatory climate within the organization. Acquisition of theoretical knowledge and practical prerequisite for success. But it alone is not sufficient since they must also availability of the desire and determination in working humans or does not function alone, but working with others, and this point may arise exposures and contradictions between the goals or purposes and objectives of the organization as a whole. That is he must to know how everyone works in the framework of cooperation and team spirit.

It has been recognized that training and development is related with the successful performance of workers, organizations and nations. The nations which spend significantly on training and development are relatively more developed (Khattak, M.A. et al., 2010).

2. Objectives

1. To study the need of training and development programs for the employees in Public Health Departments from Nanded, India and Sana'a, Yemen.
2. To know the emerging areas of training & development.
3. To reveal the problems facing by employees in Public Health Department.

3. Data and methodology

The following methods were used to carry out this study:

3.1 Primary data

For the present study primary data was collected through field survey. A suitable questionnaire has been designed as an instrument technique and administered for the employees in the health organizations. The Employees (Non-Managerial positions) which include regular employee such as Doctor, Pharmacist, Lab. Technicians, Nurse, Clark, Accountant, Secretaries and Paramedical/ Compounder, etc.

3.2 Secondary data

In addition to primary data, secondary data from important contributions in the subject through published sources like important books, researches of human resource development specially on training and development aspect and also journals, magazines, annual reports, survey materials in the health sector and statistical statement relating to the public health sector. Further brochures, handouts issued by health training institute and health management and training centers as well as websites network.

3.1 Selection of sample:

- Selection of Health Organizations: from Sana'a city out of 69 Health organizations, 17 Health organizations have been selected by systematic method. Whereas, from Nanded city 17 Health organizations have been selected by census method due to its small group.
- Selection of Employees: The total employees at the selected Health Organization (HO) in Sana'a city about 1200, of which 240 (as 20% sample) have been selected by random method and only 230 employees have been responded. Whereas, the total employees in Nanded city are about 590, of which 236 (as 40% sample) have been selected by random method, but only 230 employees from Nanded city have responded to the questionnaires.

4. Data Analysis and Interpretation

The data has been analyzed with help of percentile method as per the objectives of the study.

4.1 Need of Training and Development in PHD.

The World Health Report 2000 called attention to the importance of efficiency in all functions of a health system and in ultimately achieving the goals of health improvement, responsiveness and fairness in financing (WHO, 2000). The present study tries to know the need of training and development program for the employees in public health sectors from Nanded, India and Sana'a, Yemen. The table 4.1 represents the need of training and development programs for the employees in public health sector of Nanded, India and Sana'a, Yemen.

Table 4.1
Need of training and development

Sr. No.	Respondents Opinion	Nanded, India	Sana'a, Yemen
1	Yes	175 (70.08%)	189 (82.02%)
2	No	55 (23.92%)	41 (17.08%)
Total		230 (100%)	230 (100%)

Source: Compiled by Researchers through field survey

The table 4.1 reveals that, the majority (70.08%) employees from the Nanded city-India responded that there is a need of training & development programs for to improve their skills and abilities, where as approximately 82% employees from Sana'a city – Yemen have responded the same opinion. Hence, there is an urgent need of training & development programs in public health department in both the cities.

4.2 Emerging areas of training and development.

It is being clear that, the employees from both cities strongly

recommended the need of training and development. The researchers are interested to know the emerging areas preferred by employees for training and development which is presented in table 4.2.

Table 4.2
Emerging areas of Training and Development

Sr. No.	Respondents Opinion	Nanded, India	Sana'a, Yemen
1	Professional Training	68 (29.57%)	34 (14.78%)
2	Computer Training	35 (15.21%)	76 (33.04%)
3	Software Training	20 (8.7%)	18 (7.83%)
4	Above All	52 (22.61%)	61 (26.52%)
5	Not Responded	55 (23.91%)	41 (17.83%)
Total		230 (100%)	230 (100%)

Source: Compiled by Researchers through field survey

It's come to know from the table 4.2 that maximum employees (29.57%) from Nanded, India represented that, they need a professional training and from Sana'a, Yemen, only 14.78% preferred it. Where as, 33.04% employees from Sana'a, Yemen represented that, they need computer training and 15.21% employees from Nanded, India represented the same. Approximately, 8% employees from both cities opined that, they require software training. As well as 22.61% & 26.52% employees from Nanded, India and Sana'a, Yemen respectively presented that, they need training in above all aspect.

4.3 Problems Faced by the Employees.

It is seen from the table 4.1 that, there is need of training and development programs, thought the employees of PHD are not joining the training and development programs. Here, the table 4.3 reveals the causes or problems which are faced by employees for joining the training and development programs.

The table 4.3 presents that; maximum employees from both cities are not going for training and development programs due to work load. Followed to this, 21.73% employees from Sana'a (Yemen) facing interpersonal problems in offices where as, 5.65% employees from Nanded (India) facing the same problem. The data presents that employees from both cities are facing same problem. Besides, 62.06% & 30.43% employees respectively from Nanded (India) & Sana'a (Yemen) have not represented their views.

Table 4.3 Problems faced by the employees

Sr. No.	Respondents Opinion	Nanded, India	Sana'a, Yemen
1	Personal Problems	08 (03.05%)	04 (01.73%)
2	Family Problems	16 (07%)	23 (10%)
3	Work Load	45 (19.06%)	63 (27.39%)
4	Inter Personal Problem in Office	13 (05.65%)	50 (21.73%)
4	Above All	04 (01.73%)	20 (08.69%)
5	Not Answered	144 (62.06%)	70 (30.43%)
Total		230 (100%)	230 (100%)

Source: Compiled by Researchers through field survey

5. Conclusions and Suggestions

Conclusions

The current study is the first of its kind which study "Training and Development Practice" in the Public Health Sector (Public Health Department) in Yemen and in India. The conclusions enumerated herein are based on the analysis of primary data as well as secondary data used in the present work. However, important and main conclusions have been drawn from the analysis of the primary data more particularly derived from the responses of the employees of the selected sample health organizations in Nanded and Sana'a cities. Oral discussions with the concerned persons and general observations have

also helped to arrive at certain important conclusions;

- The both cities employees need training and development for to increase their abilities and work efficiency.
- The employees from Nanded, India requires professional training whereas, employees Sana'a, Yemen requires computer training.
- The employees from both cities not going for training due to more work load and personal as well as family problems.
- In Sana'a, Yemen employees have more inter-personal problems in office compare to Nanded, India due to this; employees form Sana'a, Yemen not going form training and development program as compare to Nanded, India.

Suggestions

Finally, the suggestions have been given with the pure intention of bringing more improvement in the Health organi-

zations' services in both the countries according to the data analysis and conclusions as follows;

- The public health sectors from both the cities need to pay attention towards employees' enhancement through proper training and development programs.
- Professional and technical training programs should be provided to employees for their better improvement.
- The work load of the employees should be justified, which will help to them to go for training and development program.
- The inter-personal problems in office should be removed while sending employees for training and development programs..

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