

Influence of Training and Development on Performance and Productivity of Employees

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Abstract

The study was being performed for comprehending the influence of training along with development on the performance and productivity level of the employees. In the current time period, training and development has been rapidly regarded as the most crucial accountabilities with a direct impact in the achievement of any organisation. The major objective of the current research paper was to discover the influence of Training & Development on the performance level and productivity of the employees. In this regard, around 60 workers have been selected as sampling and descriptive study has been used for describing the features of a population being studied. Further, sampling method such as simple random method was utilized in the study. The reliability test was also being performed through utilizing Cronbach's Alpha and the values were originated to be 0.907. Along with this, the current article also originated that near about half of the participants had a conception in regards with the advantages, outlooks and self-development of training and development. Moreover, better tools, techniques, software and equipment's should be offered for conducting their job responsibilities efficiently and inspire them to express their viewpoints along with opinions.

Keywords: Performance, Productivity, Motivation, Training, Development, Behavioural Changes, and Development of Self.

Introduction

The main aim of training and development is nothing but to enhance the efficiency of both the organisation and employees. At the one hand, development is concerned with the progress of extended term organisation as well as personal objectives, on the other hand, training is considered as tied to instantaneous alterations in the presentation of the firm with the help of structured coaching. In the present time, the most discussed hot topic or issue is related with training and development of the employees as it is advantageous to the firm in several manner. Most of the employees are also needs to implement the same in their day-to-day business activities along with maintenance. Further, this will be achieved only when correct training and development is being imparted to the employees. The outcome of an effective training and development will be unquestionably an enhanced level of employee performance. In addition to this, training and development is also considered as a marching shingle or

root for achievement (Awoniyi,2021). The capability of any company is majorly relied on the degree of quality of its employees and although it is recognized that education as well as training are important, questions continue in regards with a particular education as well as skill sets that result in success on the market of job. This kind of training more significantly, be quantifiable. The performance of individual needs to be backed by training for the purpose of having enduring as well as short term impact on production level of the organisation.

Generally speaking, training and development are intentional learning processes that get individuals ready for their current and future positions. What motivates it is the improvement of performance for individuals involved (Khan,2017). Since learning requires training and development, these programmes ought to be seen as organisational resources that support staff members' ability to absorb, process, and apply knowledge. The main objective of training is to improve an employee's capacity for both present and future duties and obligations.

Training is perceived as a useful strategy for adapting to shifts brought about by advancements in technology, competition in the market, organisational reorganisation, and—most importantly—it is essential for raising employee performance (San, 2019). The main aim of the current research paper is to illustrate the association amid employee performance and training and development. Training and development have become the most significant tasks in most of the organisation due to their capacity to generate excellent performance in the same sector and as they are perilous parts of the human resource department. Employee performance enhancements have a big influence on how successful an organisation is.

Acquiring information, skills, and behaviours is the primary goal of training and development. In actuality, one of the cornerstones of human resource management is training and development as it may improve performance at both individual and group growth. A study on the "Impact of Training and Development Programme to Employees Performance and Productivity" in Quick Service Restaurants was carried out by Habon et al. in 2019. This study aimed to assess training and development programmes in the quick service restaurant business. It employed a descriptive technique and created a customised survey that was distributed to 195 employees of Batangas City's fast-food establishments, McDonald's and Jollibee. The information was statistically evaluated using weighted mean, analysis of variance, and percentage and frequency. Most replies are male, between the ages of 18 and 29, unmarried, and have worked at Jollibee for one to three years. The respondents gave the fast-food businesses excellent marks for their initiatives in training and development. Following a course of study and training, the participants felt they could do their jobs to a high standard. They demonstrated a notable degree of productivity in the fast service restaurant (Chatterjee, 2018). There was no obvious change, indicating that the responses were similar regardless of the respondent's profile. A plan was released to enhance training and development for quick service restaurants. Research on "Training and development on employee productivity" of certain beverage firms in Southwest, Nigeria was carried out by Christiana et al. in 2021. Lack of information, abilities, and skills results in inefficiency and low productivity, frequently because there aren't enough organisations to provide upskilling. Training affects an employee's attitudes, abilities, and skills for their current and future careers.

The study examined the relationship between training and development and employee productivity in a few beverage companies in Southwest Nigeria. 306 employees of the 7up Bottling Company in Lagos and the International Breweries Company in Ilesa, both in the state of Osun, participated in the study. A descriptive study methodology was employed to investigate 1,267 personnel in the beverage business. The Taro Yamane formula was utilised for determining the size of the sample, which came out to be 317. A well-crafted questionnaire was used to collect data at random. Only 306 copies of the questionnaire were used in its implementation and data processing. Utilising basic linear regression, the variable was examined. The findings show that training and development at P0.05 has a favourable and considerable influence on staff productivity. The review arrived at the resolution that preparation and advancement increment worker and authoritative efficiency. It was exhorted that refreshment firms view preparing as an indispensable part of authoritative procedure and ensure it is appropriately thought out. The utilization of at work and off-the-work preparing techniques ought to be supported by drink firms.

Arisha and Nasir (2018) directed a contextual investigation on "Effect of Preparing and Improvement Projects on Execution of Representatives" of State Bank in India. This study is basically a

causal examination of the connection between the free factor — preparing programs — and the reliant variable — worker execution. Representative execution is classed under task and context-oriented execution while the preparation program is separated into preparing approaches and preparing plan. 171 representatives of the State Bank of India from the city of Lucknow made up the respondents. The areas for information assortment were picked in view of comfort and the respondents were picked aimlessly. Inferential insights, connection, and numerous relapses have all been utilized to examine information. Cronbach alpha has been utilized to decide the steadfastness of the information. That's what the review's discoveries showed the undertaking as well as a logical execution, which are sub variables of representative execution, was essentially affected by the preparation plan and strategy, two sub variables of preparing and improvement programs.

Ghalawat et al. (2020), directed a concentrate on "Effect of Preparing and Improvement on Representatives Execution and Efficiency" DCM Materials in Haryana. At DCM Materials, the review was led. The significant objective of this study was to decide what preparing and advancement meant for the exhibition and result of the labour force. A survey was utilized to accumulate essential information from 100 representatives of DCM Materials in Hisar who worked the morning, night, and night shifts. The poll was separated into two areas: the primary segment included segment profiles, and the subsequent area had inquiries concerning the chance of finding work, the working environment climate, execution surveys, hierarchical responsibility, social investigation, execution checking, representative fulfilment and expanded efficiency, as well as private elements and business morals. By far most of respondents concurred that preparation and improvement fundamentally affected their efficiency and execution.

Importance of the Study

Preparing and Advancement drives are instructive exercises inside an association that are intended to further develop the work execution of an individual or gathering. These projects commonly include propelling a labourer's information and ranges of abilities and ingraining more prominent inspiration to upgrade work execution. Preparing and Advancement helps organizations gain and hold top ability, increment work fulfilment and confidence, further develop efficiency, and acquire more benefit. The acknowledgment of the prerequisite for executing the effect of preparing on worker execution in a perfect world fills in as the establishment for this review. Preparing is a deliberate method to work on a representative's capacity, information, and skill expected to take care of their responsibilities competently (Umesh and Foncaca, 2021). Preparing impacts, the exhibition, pay, and intensity of a business. The benefit of preparing and improvement to support representative efficiency, yet numerous organizations first hope to diminish their preparation costs when the economy eases back or when income falls. This will bring about a high pace of business turnover, which will raise the cost of recruiting new specialists and lessen hierarchical benefit.

Preparing and improvement is a term that alludes to a hierarchical pattern to upgrade individual and gathering execution in the working environment. HR improvement (HRD) is a thorough position that remembers HRD for request to keep up with market intensity (Habon, 2019). The achievement or disappointment of new ad not entirely set in stone by the viability of its human resources. The premise of such execution is believed to be knowledgeable and prepared HR. The examination's essential goal was to look at how preparing and development add to the accomplishment of hierarchical targets (Kishore and Foncaca, 2023). Analysing the job of preparing and improvement in authoritative achievement was the primary objective of this review and was pointed with the accompanying targets.

- To decide the degree of assumption towards preparing and improvement programs
- To feature the advantages of preparing and advancement programs
- To decide the effect of preparing and advancement on work execution
- To portray the effect of preparing and improvement on self-improvement
- To investigate the general effect of preparing and advancement on representative execution and efficiency.

The examination chose the creation and advertising which comprise of 150 representatives. The basic irregular inspecting procedure was taken on. 40% of the populace from the creation and showcasing has taken for the review. This brought about 60 workers been chosen as inspecting. These two divisions are taken on the grounds that these offices are the result or key branch of the association.

Materials and methods

- **Research Design:** Descriptive research design is undertaken to highlight the characteristics and significance of various parameters used in the study. Descriptive research is used to describe characteristics of a population or phenomenon being studied the same design would be adopted by the researcher to describe the various factors which correlate the impact of training and development on employee performance and productivity.
- **Universe and Sampling:** This study includes only 60 employees in Sangam University, Bhilwara (Rajasthan) which was selected with the help of convenient sampling. The total population of the University consists of 600 respondents.
- **Methods of Information Collection:** The Likert Scale is used by the scientist in the examination to figure out the effect of preparing and advancement on representative execution and efficiency. The respondent's considerations, perspectives, and discernments are resolved involving this scale as an estimating instrument or evaluating framework respects to the aspects.
 - Assumptions for the workers from preparing and improvement programs
 - Advantages of Preparing and Advancement Projects
 - Effect of Preparing and Advancement Projects on Conduct Changes
 - Effect of Preparing and Advancement Projects on Occupation Execution
 - Effect of preparing and advancement programs on self-improvement.

The dependability test was led utilizing Cronbach's Alpha and the worth was viewed as 0.907. In this review Cronbach's Alpha as an action was utilized to evaluate the dependability of a bunch of qualities or test things. The basic guideline of thumb is that a Cronbach's alpha of 0.60 or more is great, 0.70 or more is better, and .90 or more is ideal. The above table construes that each and everything being utilized in the review have an alpha worth of above 0.90, gathering a best dependability of the surveys embraced for the review.

Result and Discussion

According to Table 1, which is displayed below, 53.3% of the defendants uttered that they had higher level of prospects for training and development initiatives. Majority of the respondents, namely over two-fifths (46.6%), indicate that they have low expectations for training and development initiatives. Majority of respondents, as this table demonstrates, have high expectations for training and development programmes that will enhance their product knowledge, organisational knowledge, work skills, and professional development. Additionally, it results in the respondent's promotion.

Table 1: Dispersal of participants on the basis of expectations in regards with training and development programs

Expectation towards T&D	Frequency (60)	Percentage
High	32	53.3
Low	28	46.6
Total	60	100

Table 2 below shows that majority of respondents (53.3%) indicate that T&D programmes have a high degree of benefits. The majority of respondents—more than two-fifths (46.6%)—said that only somewhat benefitted them. The majority of respondents indicate in this table that T&D programmes provide a high degree of advantages. This might be because workers have faith that these inventiveness will enhance their capacity, effectiveness, experience, expertise, and understanding.

Table 2: Dispersal of participants based on the advantages of training and development programs

Advantages of T&D	Frequency (60)	Percentage
High	32	53.3
Low	28	46.6
Total	60	100

According to Table 3, which is displayed below, 58.3% of the respondents believe that training and development have a significant influence on their ability to do their jobs. The majority of respondents—41.7%—state that training and development have little to no effect on their ability to do their jobs. It enhances a person's ability to make decisions and assists staff in completing organisational duties and objectives.

Table 3: Dispersion of respondents in view of effect of T&D on work execution

Influence of T&D on the performance of job	Frequency (60)	Percentage
High	35	58.3
Low	25	41.7
Total	60	100

According to Table 4, which is displayed below, a majority of the respondents (51.7%) indicate that training and development have a significant influence on their personal growth. Of the respondents, less than half (48.3%) concluded that training and development had little effect on personal growth. The majority of respondents indicate in this table that training and development have a significant influence on self-development. As a result, this aids people in realising their own objectives as well as the vision and purpose of their organisations. It fulfils obligations to one's family, enhances one's knowledge and skills, and lessens stress.

Table 4: Appropriation of respondents in light of effect of T&D on self-advancement

Influence of T&D on self-advancement	Frequency (60)	Percentage
High	32	53.3
Low	28	46.6
Total	60	100

According to Table 5, which is displayed, 50% of the participants deduce that training and development have a significant influence on the productivity and performance of their employees. The majority of respondents (50%) indicate that staff performance and productivity are not significantly impacted by training and development. The chart indicates that there is a similar proportion of high and low levels of influence that training and development have on worker productivity and performance, according to the respondents. This demonstrates a varied reaction, and it is further implied that employee performance and productivity are significantly impacted by training and development programmes.

Table 5: Respondents were distributed according to how training and development generally affected worker productivity and performance.

Overall Influence of Training and Development	Frequency (60)	Percentage
High	30	50
Low	30	50
Total	60	100

Suggestions

Establish unambiguous goals and expectations to ensure that employees know what is expected of them and what they are aiming for. If they have clear goals, they will be more driven to succeed. Enough resources and training should be provided to guarantee that employees have the skills and knowledge necessary to carry out their duties effectively. Give them the tools, software, and equipment they require to perform their duties properly. Encourage the ideas and thoughts of your employees to be shared. Consistently provide feedback and suggestions for enhancements. Give staff members opportunities to advance their careers, learn new skills, and take on challenging assignments.

Conclusion

Training and development and employee performance are intertwined. After conducting a thorough investigation, we have come to the conclusion that employee performance is positively impacted by training and development. Every one of our theories has shown to be true. It has been demonstrated that employee performance improves with training. Since development results in better employee performance, training and development both positively affect employee performance. Effective training and development programmes should align with the goals and objectives of the company,

consider the needs of each individual employee, and incorporate assessments and feedback to determine the efficacy of the training. Businesses that invest in training, education, and motivation for their employees may reap the benefits of having a team that is knowledgeable, skilled, and driven.

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