



# **Training and Development and its Impact on Employees Performance and Productivity "A case Study of district Anantnag Private Sector companies located in the District Anantnag Jammu and Kashmir**

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## **ABSTRACT**

**This study is all about the training and development and to understand the affect of its need or necessity on the internal or external management of the organization, this is the only way to design or give framework of the new innovations or creativity and to implementing the new look over the management of the company we all know organization wants maximum out of the minimum efforts but it needs a proper mentoring of the management and for the same purpose the organization has to adopt the new trends of training sessions and development in the company for making performance better and better in the upcoming future competition for the research study we have to study about the factor of success for the organization and fulfilling the same objective of the research study we have selected 250 sample size for accessing their information about the training and development programs in their work place.**

**Keywords:** performance, training, development, job, success, strategy, programs

## **INTRODUCTION**

As we know that the world is growing very fastly in respect of the innovation and the creation policies and the growing countries are eager to adopt the same at their best level for competing themselves among the top countries this is all possible by the new trends of training and development for achieving the highest position in view of the developing countries for the ease life survival, competitive world demands new thoughts, planning, actions, executions and the development for carrying the day to day activates on their lives, in view of the same India is the growing country and developing mostly 60% as compared to the developed countries new innovations and creations are adopting at the every corner of the India, the industries and the companies are following the new challenges with the competence of their techniques and new technology for giving the ease to the lives of the Indian public as well the neighboring countries.

## **Objectives**

- ❖ To study about the training programs conducted by the organization
- ❖ To study about the perception of employees towards the training and development programs in the organization

## **Research Methodology**

Research methodology is all about the things what accordingly executed for the fulfilling the study objectives. This, research is based on mostly primary data which is collected through the primary survey via distributing the questionnaire among the respondents for getting their feedback on the specified open-ended questions and close-ended questions on the

questionnaire and secondary data is collected from the research papers and journals and in this research study sample size was specified 250 in the area of district Anantnag.

### Hypothesis

**Ho.** There is no significant difference between the perception of the people towards the training and development.

**Chi square table**

| variable                             | O   | E   | O-E | O-E <sup>2</sup> | O-E <sup>2</sup> / E |
|--------------------------------------|-----|-----|-----|------------------|----------------------|
| Time                                 | 50  | 55  | -5  | 25               | 0.455                |
| Money                                | 120 | 115 | 5   | 25               | 0.217                |
| Lack of interest by the staff        | 60  | 55  | 5   | 25               | 0.455                |
| Non availability of skilled trainer. | 20  | 25  | -5  | 25               | 1                    |
|                                      | 250 | 250 |     |                  | 2.127                |

Conclusion of the chi square table

Df = n - 1

4 - 1

3

significance level 0.05

The above chi square table is based on the data recovered from the sampling through the questionnaire and analyzed the perception of the respondents over the training and development as I had assumed hypothesis null as Ho. There is no significant difference between the perception of the people towards the training and development. Which is proved as rejected as the calculated value 2.127 is lesser than the table value 7.815 on base of the degree of freedom on base of the 0.05 level of significance

Hence,

Here I can say that there is a significant difference between the perception of the people towards the training and development and alternative hypothesis is accepted while null is rejected.

### Analysis of data

**1. Your organization considers training as a part of organizational strategy do you agree with it.**

| S.NO | Variable | Total | %    |
|------|----------|-------|------|
| 1    | Yes      | 200   | 80%  |
| 2    | No       | 50    | 20%  |
|      | Total    | 250   | 100% |

Source: primary survey

**Interpretation**

The above data table shows the training as a part of the organizational strategy as 200 respondents are those who said yes training is the part of the organizational strategy and their percentage is 80% and followed by the least number of respondents who said no and whose perception is regarding is the training is not a organizational strategy and their percentage is 20%.



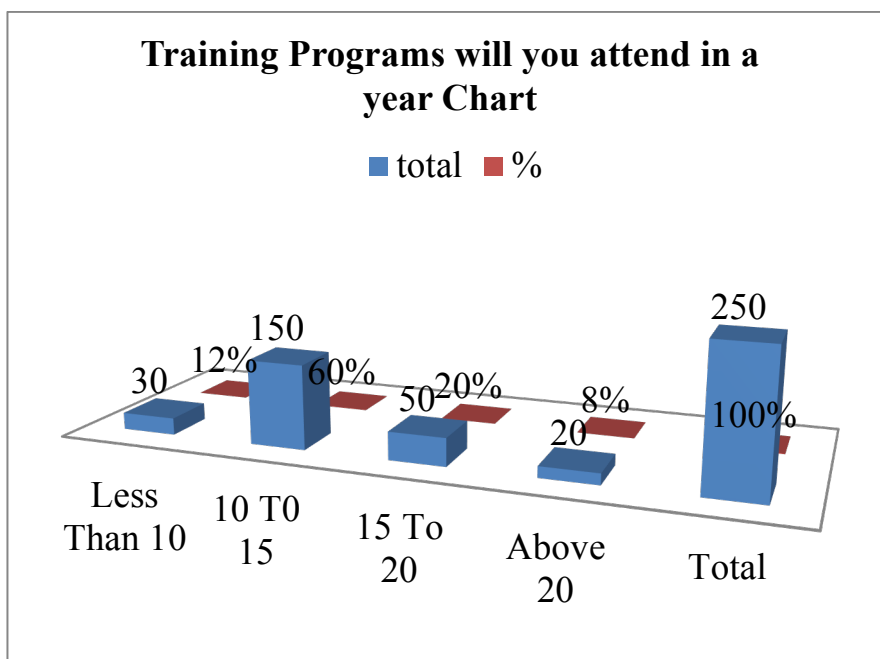
**How many training programs will you attend in a year?**

| S.NO | Variable     | Total | %    |
|------|--------------|-------|------|
| 1    | Less Than 10 | 30    | 12%  |
| 2    | 10 T0 15     | 150   | 60%  |
| 3    | 15 To 20     | 50    | 20%  |
| 4    | Above 20     | 20    | 8%   |
|      | Total        | 250   | 100% |

Source: primary survey

**Interpretation**

The above data table depicts the information about the training program in a year does respondents or employees attend in a year as less than 10 programs are attended by the 30 respondents and their percentage is 12%, 150 respondents are those who said they had attended 10 to 15 training programs in a single year, 50 respondents are those who said they attended 15 to 20 training programs in a single year and their percentage is 20% and followed by the 20 respondents who said they attended above 20 training programs in a single year and their percentage is 8%.



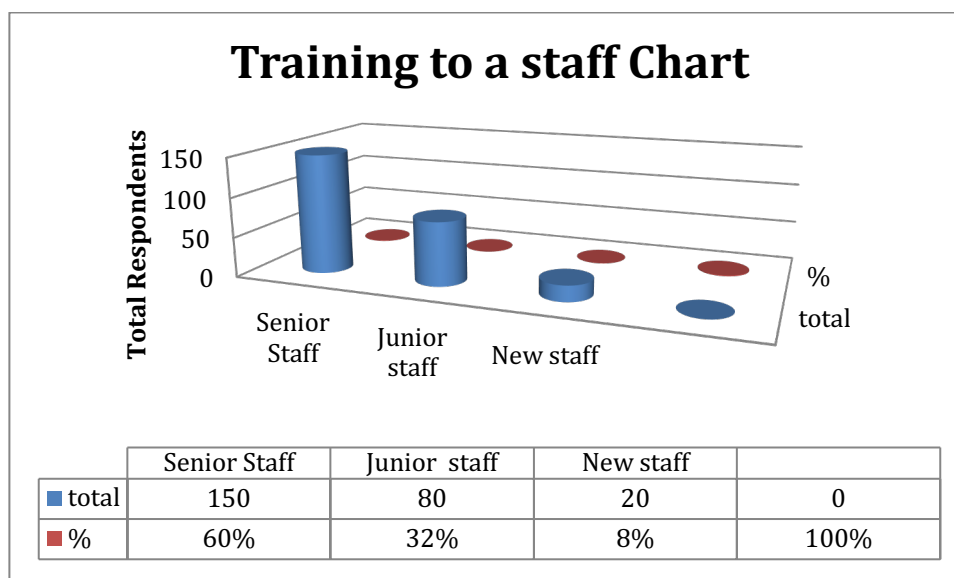
**To whom more training is given in an organization.**

| S. NO | variable     | total | %    |
|-------|--------------|-------|------|
| 1     | Senior Staff | 150   | 60%  |
| 2     | Junior staff | 80    | 32%  |
| 3     | New staff    | 20    | 8%   |
|       | total        |       | 100% |

Source: primary survey

**Interpretation**

The above data table explains the training is given to whom in an organization and the data is look like in this way as 150 respondents are those who said mostly training in an organization is given to the senior staff and their percentage is covered 60%, 80 respondents are those who are seen they said junior staff is the group to whom training is mostly given in an organization and their percentage is 32% and followed by the 20 respondents who said training is mostly given to the new staff and their percentage is recorded as 8%



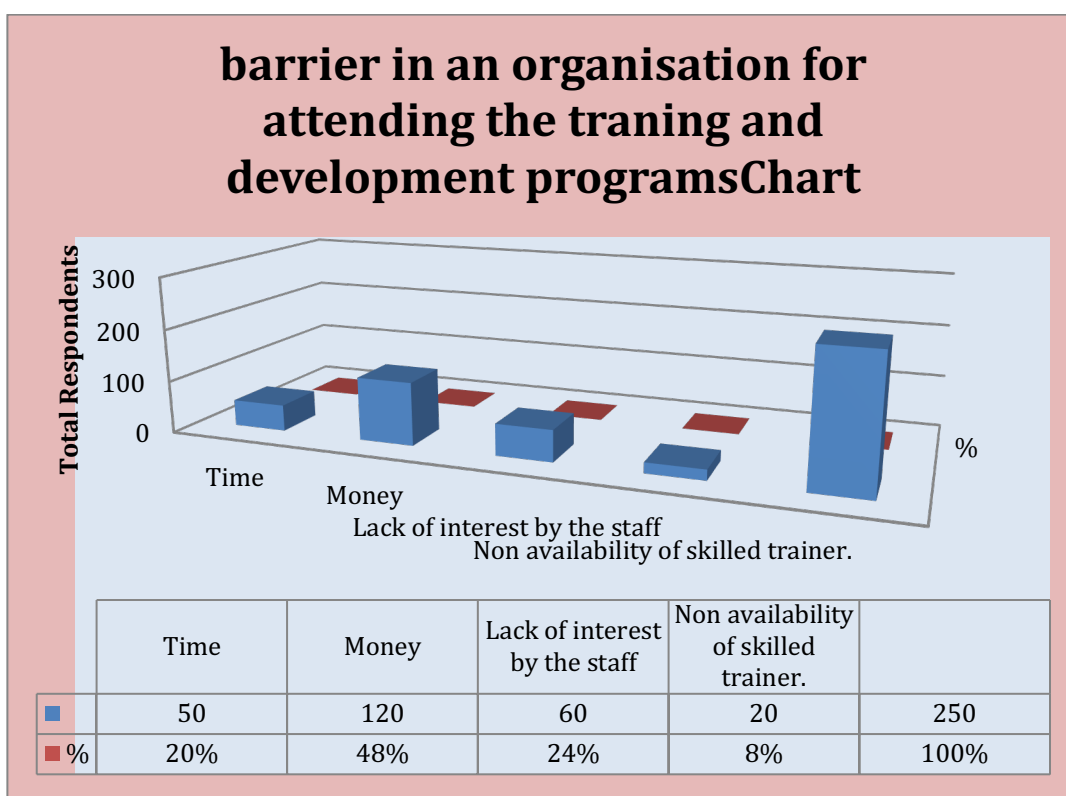
**What are the important barriers to training and development in your organization?**

| s. no. | Variable                             | Total | %    |
|--------|--------------------------------------|-------|------|
| 1      | Time                                 | 50    | 20%  |
| 2      | Money                                | 120   | 48%  |
| 3      | Lack of interest by the staff        | 60    | 24%  |
| 4      | Non availability of skilled trainer. | 20    | 8%   |
|        |                                      | 250   | 100% |

Source: primary survey

**Interpretation**

The above data table shows the important barriers to training and development in the organization as 50 respondents are those who said time is barrier while they attend the training and development programs in an organization and their percentage is 20%, money is the barriers among the barriers who mostly selected by the respondents while they responding the questionnaire and their percentage is recorded 48% with 120 respondents, lack of interest by the staff is also the barrier among the barriers which is selected by the 60 respondents while they attend the training and development programs in an organization and their percentage is 24% and followed by the lower percentage of respondents with the 8%,



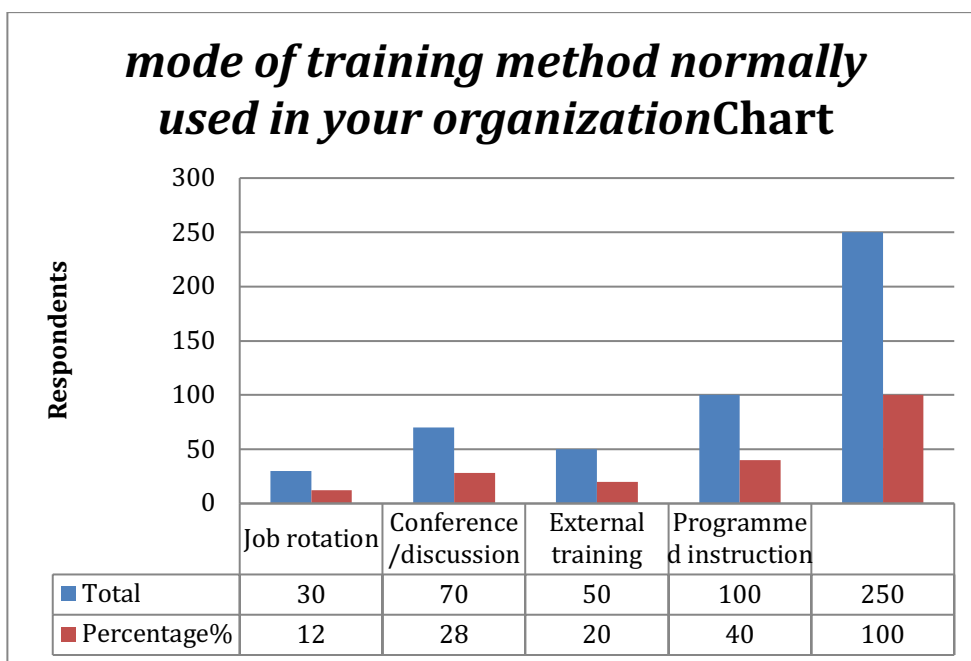
**What mode of training method normally used in your organization.**

| s. no. | Variable               | Total | Percentage% |
|--------|------------------------|-------|-------------|
| 1      | Job rotation           | 30    | 12%         |
| 2      | Conference /discussion | 70    | 28%         |
| 3      | External training      | 50    | 20%         |
| 4      | Programmed instruction | 100   | 40%         |
|        |                        | 250   | 100%        |

Source: primary survey

### Interpretation

The above data table shows the mode of training method normally used by the organization as 30 respondents are those who said job rotation is the basic reason for the training and development method is applied in an organization and their percentage is 12%, conference and discussion is the other mode of training and development method is used by the organization and it is said by the 70 respondents and 28% percentage is recorded, external training is the other method or mode for organizing the training and development and the respondents are recorded as 50 and their percentage is 20% and followed by the 100 respondents with 40 respondents who said programmed instruction.



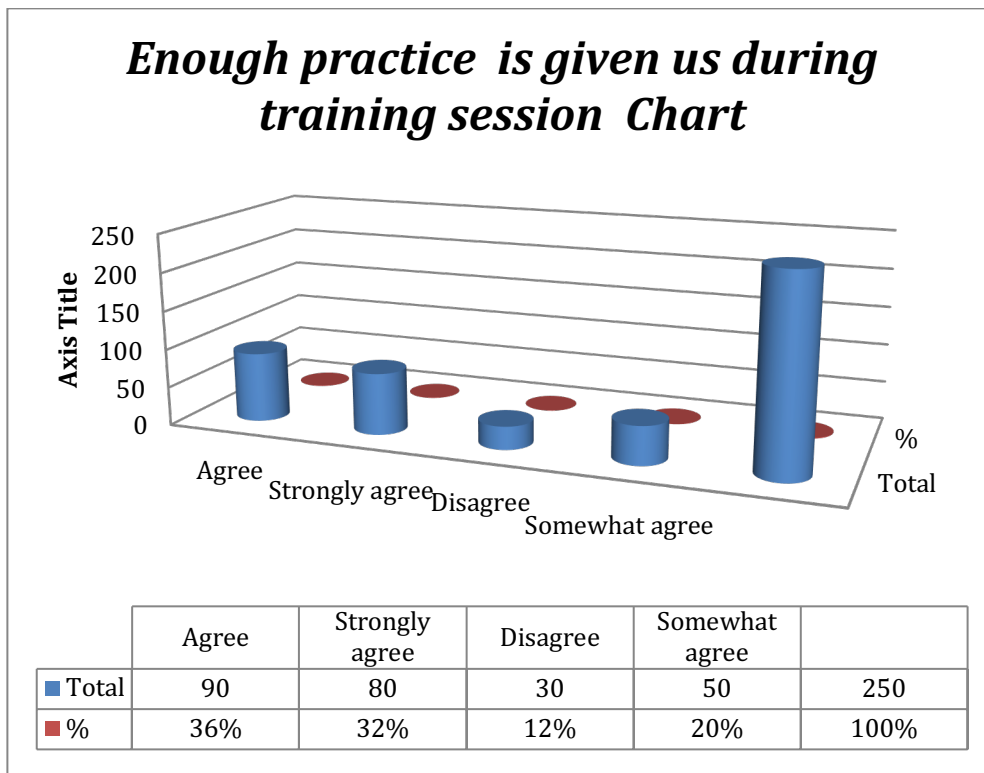
### Enough practice is given us during training session, do you agree with this statement

| s. no. | Variable       | Total | %    |
|--------|----------------|-------|------|
| 1      | Agree          | 90    | 36%  |
| 2      | Strongly agree | 80    | 32%  |
| 3      | Disagree       | 30    | 12%  |
| 4      | Somewhat agree | 50    | 20%  |
|        |                | 250   | 100% |

Source: primary survey

### Interpretation

The above data explains the information about the data related to the respondents about the Enough practice is given us during training session, do you agree with this statement as 90 respondents said yes we are agree upon the same statement and followed by the 32% of respondents whose numbers are 80 and they said they are strongly agree and the least percentage of respondents are those who said they are disagree about the Enough practice is given us during training session and their percentage is recorded as 12% while somewhat is the other response is recorded on the 50 respondents whose percentage is 20%.



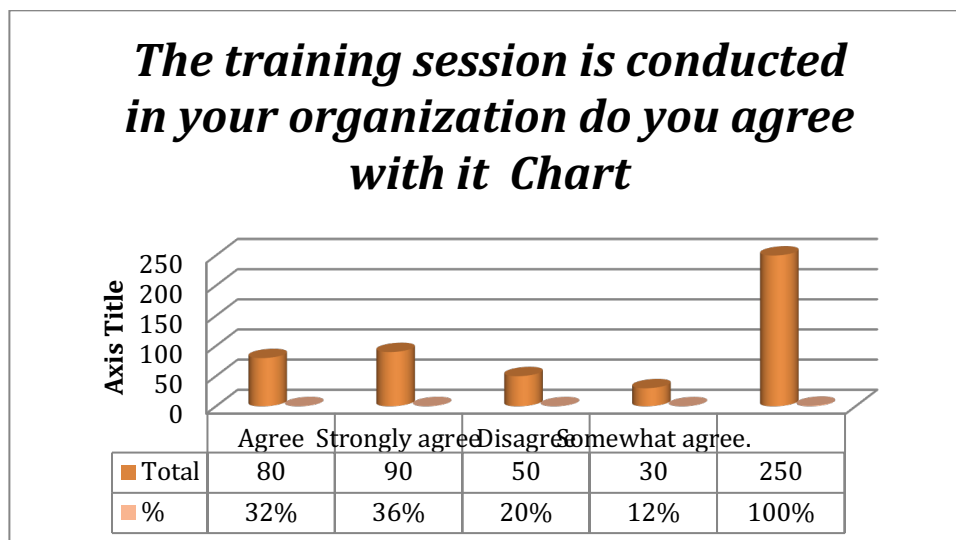
**The training session is conducted in your organization do you agree with it.**

| S.no | variable        | Total | %    |
|------|-----------------|-------|------|
| 1    | Agree           | 80    | 32%  |
| 2    | Strongly agree  | 90    | 36%  |
| 3    | Disagree        | 50    | 20%  |
| 4    | Somewhat agree. | 30    | 12%  |
|      |                 | 250   | 100% |

**Source: primary survey**

**Interpretation**

The above data is related to the training session is conducted in your organization do you agree with it as, 80 and 90 respondents separately are those who said they are agree and strongly agree with the same statement and followed by the 50 and 30 respondents who said disagree and somewhat agree with the same statement and their percentage is 20% and 12% separately.



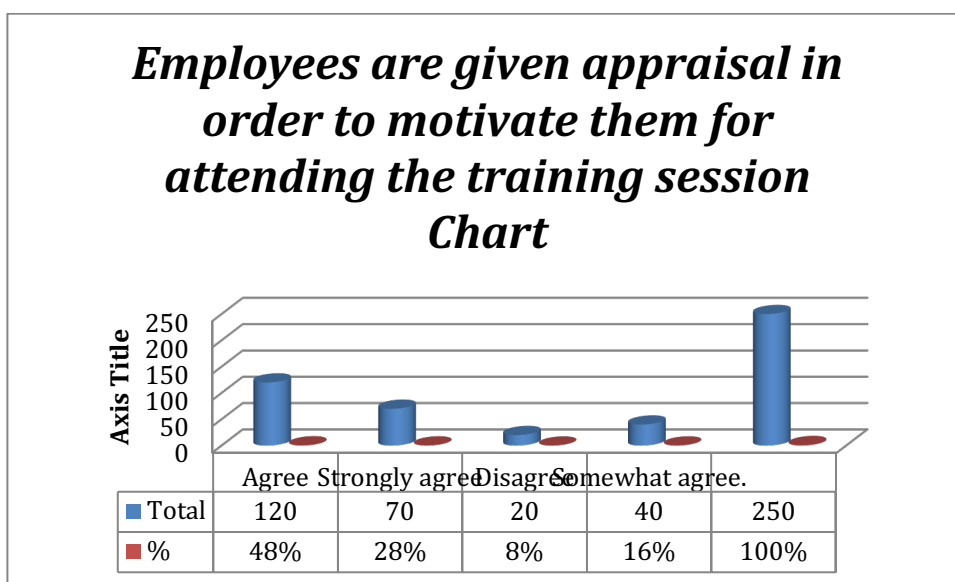
**Employees are given appraisal in order to motivate them for attending the training session.**

| S no. | Variable        | Total | %    |
|-------|-----------------|-------|------|
| 1     | Agree           | 120   | 48%  |
| 2     | Strongly agree  | 70    | 28%  |
| 3     | Disagree        | 20    | 8%   |
| 4     | Somewhat agree. | 40    | 16%  |
|       |                 | 250   | 100% |

Source: primary survey

**Interpretation**

The above data explains the Employees are given appraisal in order to motivate them for attending the training session as 120 and their percentage is recorded as 48% who said they agree with the mentioned statement Employees are given appraisal in order to motivate them for attending the training session and followed by the 70 respondents who said they are strongly agree whose percentage is 28% and 20 and 40 respondents are those who are disagree and somewhat agree upon the Employees are given appraisal in order to motivate them for attending the training session with the different percentages as 8% and 16%.



**What type of training being imparted for new recruitments in your organization?**

| S no. | variable            | Total | %    |
|-------|---------------------|-------|------|
| 1s    | Technical training  | 100   | 40%  |
| 2     | Management training | 70    | 28%  |
| 3     | presentation skill  | 50    | 20%  |
| 4     | other               | 30    | 12%  |
|       |                     | 250   | 100% |

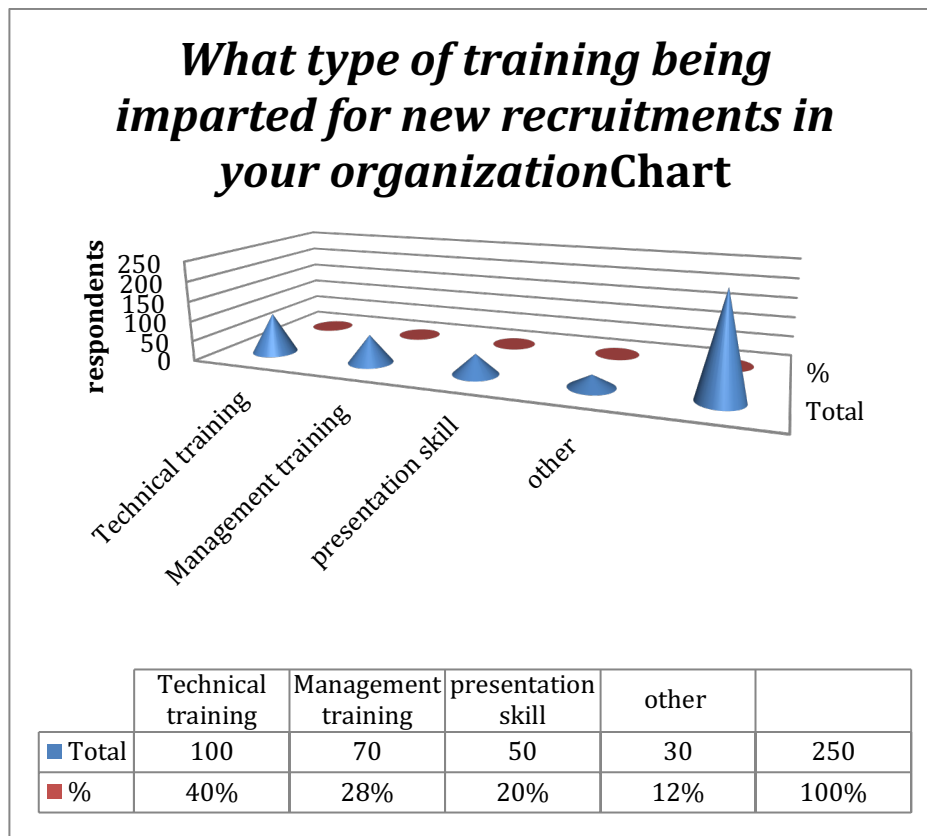
Source: primary survey

**Interpretation**

The above data table explains the type of training being imparted for new recruitments in your organization as 100 respondents are those who said Technical Training is being imparted for new recruitment in an organization and their percentage is 40% and followed the 70 respondents who percept as management training purpose is the and their percentage is 28% and 50 respondents are those who said presentation skill is the purpose of the training being imparted for the new recruitment in an organization other 30 respondents are those who said



other reason of the same training imparted for the new recruitments in an organization and their percentage is 12%.



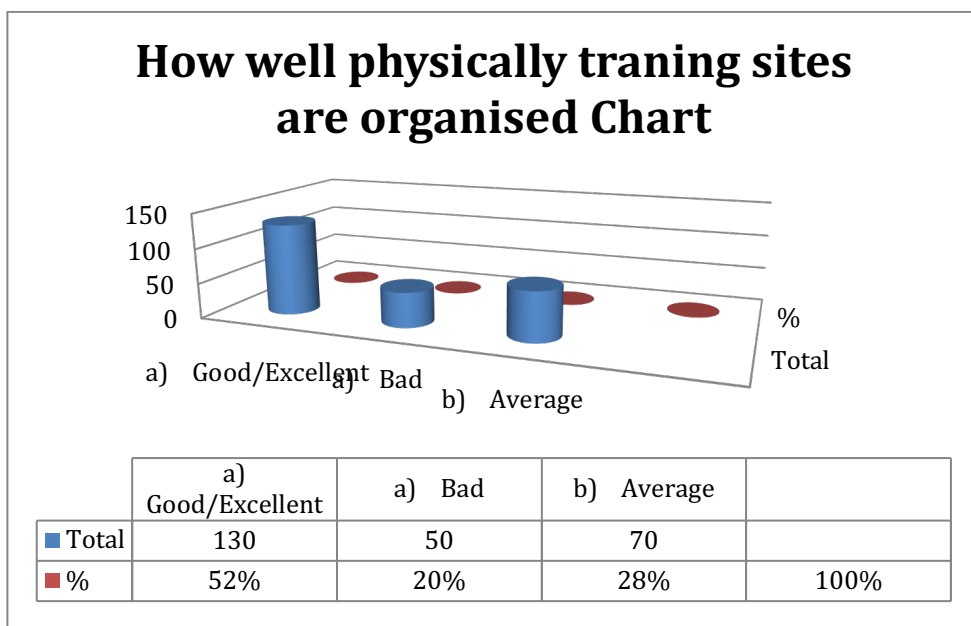
**How well workplace of the training is physically organized.**

| s. no. | Variable       | Total | %    |
|--------|----------------|-------|------|
| 1      | Good/Excellent | 130   | 52%  |
| 2      | Bad            | 50    | 20%  |
| 3      | Average        | 70    | 28%  |
|        |                |       | 100% |

Source: primary survey

**Interpretation**

The above table depicts the information about how well workplace of the training is physically organized and we had got data from the employees who said good and excellent with 130 respondents and 52% while followed by the 50 and 70 respondents separately with percentage of 20% and 28%.



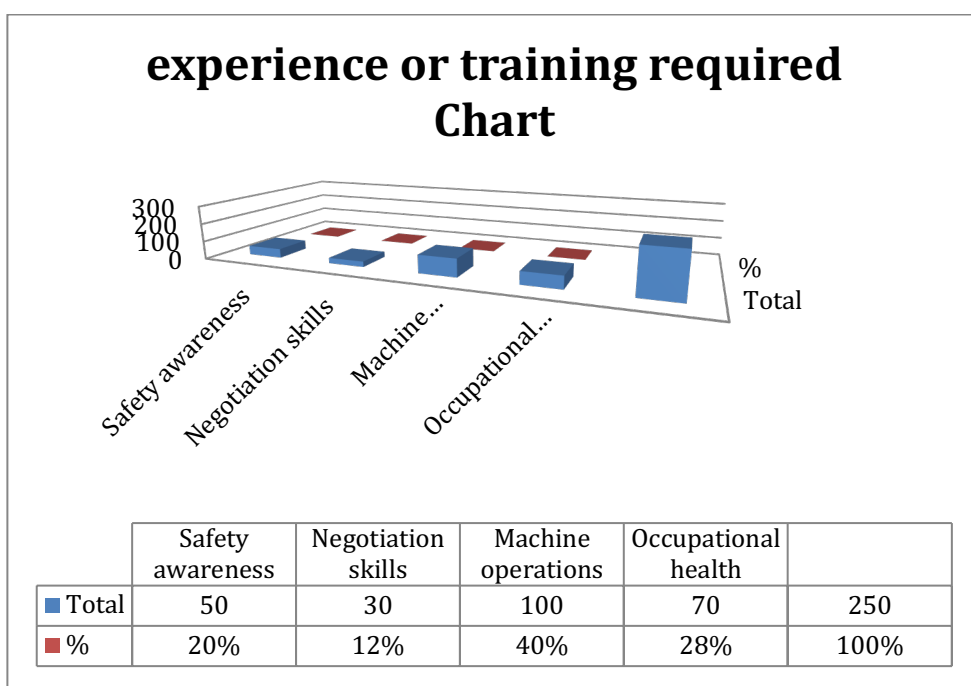
**To perform other work in your organization what type of experience or training would you required.**

| s. no | variable            | Total | %    |
|-------|---------------------|-------|------|
| 1     | Safety awareness    | 50    | 20%  |
| 2     | Negotiation skills  | 30    | 12%  |
| 3     | Machine operations  | 100   | 40%  |
| 4     | Occupational health | 70    | 28%  |
|       |                     | 250   | 100% |

Source: primary survey

### Interpretation

The data table explains the information about to perform other work in your organization what type of experience or training would you required as 50 respondents, 30 respondents, 100 respondents, 70 respondents and their percentage is separately 20%,12%,40%,28%



**Have you ever face any kind o problem while conducted the training session**

| s. no | variable | total | %    |
|-------|----------|-------|------|
| 1     | Yes      | 100   | 40%  |
| 2     | No       | 150   | 60%  |
|       |          | total | 100% |

Source: primary survey



| s. no | Variable           | o   | e   | o- e | o-e2/e |
|-------|--------------------|-----|-----|------|--------|
|       | agree              | 80  | 90  |      |        |
|       | Strongly agree     | 90  | 100 |      |        |
|       | Dis agree          | 50  | 40  |      |        |
|       | Strongly dis agree | 30  | 20  |      |        |
|       |                    | 250 | 250 |      |        |
|       |                    |     |     |      |        |

**FINDINGS**

- ❖ Regarding the training as a part of the organizational strategy and for this related we found the most of the respondents said yes training is the part of the organizational strategy and their percentage is 80% and followed by 20% with no option.
- ❖ Regarding the attending the programs by the different employees at their work place and we had recorded higher percentage of respondents as 150, 50, 30 separately who said they attend the training programs differently as 10 to 15, 15 to 20 and 10 training programs in a single year and we had also recorded the lower percentage of respondents who are attending the training programs as above 20 training programs in a year.
- ❖ Regarding the training is given to who in an organization ad we had recorded the higher percentage of respondents who said training and development is given to the senior staff and followed by the junior and their percentage is calculated separately as 60% and 32% and followed by the other employees who think it is given to new recruited staff.
- ❖ Related to the most important barriers to training and development in the organization while attending by the respondents and we have found the higher percentage of respondents time, money and lack of interest are the employees perception over these

three factors separately and we have also seen the lower percentage of respondents who said non availability of the skilled trainer at the organization.

- ❖ Regarding the problem and we have found that most of the respondents have seen who said they did not feel any kind of barrier or problem while they attending the training and development programs and followed by the 100 respondents who said yes they did feel problem while attending programs.
- ❖ Regarding how well workplace of the training is physically organized and most of the respondents have seen who said good and excellent with a percentage of 52% and followed by the 20% and 28% respectively.
- ❖ Details related to the perform the activities while working in company is the experience most necessary or training and we have that most of the respondents seen that they said to operating the machines which is covered by the 100 respondents and followed by the occupational health and safety of awareness and lower percentage of respondents seen said negotiation skills.

## CONCLUSION

This research or study is all about the training and development as we know training and development are the backbones of the corporate sectors either the private or public, even this is that source of techniques and tools which impacts very drastically on the outcome and performance of the sectors, discussion is all about the data analysis which is performed on base of the data collection through questionnaire on base of the sample size 250 and investigate them separately and generate their responses and record their responses as we have found that mostly employees seen they prefer the training programs they know these kinds of sessions will improve the quality of work either their individual performance and organizations too. Secondly, incentives are given properly to the employees as this research seen this after meeting with the employees. Thirdly, the main weapon on the hands of the employee is the authority and we have recorded that employees said sometimes they are given task delegation of work along with the authority this would be the best example of the companies if this kind of work they does.

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