

## A STUDY ON IMPACT OF EMPLOYEE DEVELOPMENT AND TRAINING ON EMPLOYEE PRODUCTIVITY

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### Abstract

Human capital is the most important asset an organization can have under constant competition. Training and development are tools that help employees improve their dexterity. They also help the workforce perform at their best. Due to the increasing number of employees, the need for continuous learning and the evolution of skills and knowledge is becoming more prevalent. This is why it is important that organizations thoroughly manage their training programs. The word "training" has gained widespread attention in today's competitive environment due to its ability to differentiate great organizations from mediocre ones. Training and development can help organizations achieve both short and long-term goals. This study aims to analyze the literature about the importance of such investments.

**Key words:** Employee Training, Employee Development, employee Productivity

### INTRODUCTION

As companies struggle to adapt to the current market volatility, they need to prioritize human capital in an effort to remain competitive and financially stable. But, successful organizations also need productive staff members. Human capital is becoming more important to organizations as they look to remain competitive in the market. Various factors, such as knowledge and motivation, help employees adapt to changes brought about by rapid business developments. According to Paradise's report, \$126 billion annually is spent by organizations in the US on employee training and development. In an environment with high uncertainty, companies can gain a competitive edge by having the necessary knowledge and market intelligence to manage their risks. The key to success is

having the right knowledge and skills. Without these, an organization will not be able to sustain itself. This is why it is important that companies continuously train and develop their staff members. According to a study conducted by Amit and Nishtha, training and development are very important for employees. They noted that skills can erode over time, which means that workers have to be retrained.

## **EMPLOYEE TRAINING**

To ensure that employees are competent and equipped to perform their duties, training initiatives are undertaken. According to Goldstein & Ford, in 2002, training is a systematic approach that aims to improve the overall organization and individual performance. Nadeem & Khawaja (2013) believe that it is the multiple activities that an organization carries out that lead to the development of new knowledge and skills. In addition to improving the performance of employees, training also contributes to the overall well-being of organizations and society as a whole. In 2011, Manju and Suresh noted that training can help improve the quality of services and goods by developing the workers' technical capabilities.

## **EMPLOYEE DEVELOPMENT**

In order to improve their capabilities, employees are required to undergo development activities. These are usually carried out in order to acquire new knowledge and skills. According to Sheri-lynn in 2007, employee development is becoming a vital part of organizations' operations in the current economic climate. According to Nadeem and Khawaja, in order to maintain their employees, organizations need to continuously invest in their workforce development.

## **EMPLOYEE PRODUCTIVITY**

Productivity is defined by Oxford as an organization's ability to produce something efficiently. But, employee productivity is a measure of how much output is generated by its workers. This can be used to determine the overall productivity of an economy.

## **EMPLOYEE TRAINING AND EMPLOYEE PRODUCTIVITY**

Training is an important factor that businesses should take into account when trying to improve their output. It can help workers enhance their abilities and knowledge and improve their job performance. According to various studies, training can help employees improve their

productivity. It can be done as a process that involves communicating the organization's goals and objectives to the workers. In 2012, a study conducted by Rohan and Madhumita revealed that investing in the development of employees' skills related to teamwork, decision-making, interpersonal relations, and problem-solving can help boost the company's level of growth. According to Staffordfield and Hughes, training can improve employees' performance and develop their skills. It can also motivate them and retain them in an organization. In 2009, a number of experts, including Yiming Zhang, Kate Hutchings and Cherrie Zhu, stated that training was the most effective method of motivating and retaining a high-quality workforce. Training is an integral part of an organization's strategy to improve employee performance and maximize their potential, stated Lowry, Simon, and Kimberley in 2002. According to other researchers such as Vanormelingen, Konings, Stanca, and Sepulveda, it is an effective tool that can significantly affect an organization's success. The goal of every company is to maximize its profit and generate high revenue. Workforce efficiency can only be achieved through proper training and development. This means that a company's workforce must undergo developmental and training programs in order to become more productive.

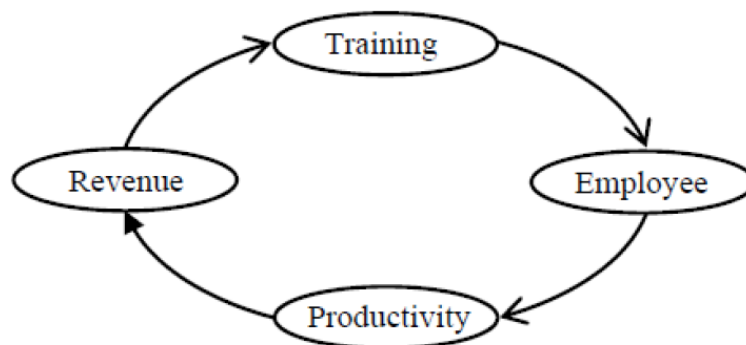


Fig1:Relationship cycle

Source: Rohan & Madhumita (2012)

## EMPLOYEE DEVELOPMENT AND EMPLOYEE PRODUCTIVITY

Businesses place a premium on investing in their workforce, particularly when it comes to competence and skill development. This can lead to higher productivity and morale, as well as reduce the turnover rate. According to Sheeba, in 2011, development programs can help improve employee's commitment and satisfaction.

## DISCUSSION

The design and delivery of training and development programs must meet the needs of every employee in order to ensure that they are both productive and satisfied. According to Kate Hutchings and colleagues, effective training can help employees carry out their work more efficiently by increasing their technical and interpersonal abilities.

The key to achieving a competitive edge is training, as it can help organizations develop their staff and increase their productivity. In order to enhance the performance of its employees, organizations have to take into account the knowledge and skills of its workers. According to Noé, an organization can spend a lot of money and time training its employees so that they can improve their abilities related to their jobs, which is why it is important for them. It is therefore important that they provide the necessary results of their efforts.

## CONCLUSION

Employee development is very important to an organization's sustainable growth. It can help boost the productivity of staff members and improve the company's competitive advantage. Companies must have the necessary knowledge and skills to keep up with the changes brought by the global market. The 21st Century provides them with the ability to learn faster, allowing them to remain competitive and improve the quality of their work. In addition to this, training also helps employees become more committed to their organizations.

The growth of the country's economy and the productivity of companies can be attributed to the increasing number of workers who have been trained and developed. This is because this helps improve the country's labor force and develop its skills. In addition to this, various initiatives are also being carried out to improve the human capital of the nation. It is important for companies to prioritize efforts toward developing and training their employees, as these can help them excel and contribute to the firm's output. Further studies should be carried out to gain a better understanding of how such initiatives can be beneficial.

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