

Impact of Training on Employee Performance

Susmitha .M

MBA, Department of Management Studies
Bharath Institute of Science and Technology,
Selaiyur, Chennai, Tamil Nadu 600 073
Bharath Institute of Higher Education and Research

ABSTRACT

The Aim of the study was to determine the factors that most significantly influence employees' decisions to remain employed at a particular organization and possible reasons for choosing to leave². In addition, the study sought to describe the importance of training and development programs to enhance the employees' standard and performance⁴. The importance of this issue is demonstrated by the finding that 86% of employers experience difficulty in giving training and enhancing the employees' standard and performance. This is paper is clearly explain about the process of training and also how it create the impact on the employee performance.

Keywords: - Training and development, Training need analysis

1. INTRODUCTION

Training refers to the imparting of specific skill abilities and knowledge of the staff. A standard definition of training and development is "it is a process to improve current performed by increasing an employee ability to perform through learning, usually by changing the employee's attitude or increasing his per her skill and knowledge. The need of training is determined by the employee's performance deficiency. Training, as a Development aspects , While it is understood and accepted that training methodology if it is not implemented properly it will affect the organizational performance and limit goal achievement, the study was carried in Celebrity Fashions Ltd to find how training create bridge between employee performance The objective of the training process is

- To know the Training and Development Process of The Celebrity Fashions Ltd' Chennai.
- To study the effectiveness of the Training and development department of The Celebrity Fashions Ltd' Chennai .
- To know the types of the training provided in Celebrity Fashions Ltd' Chennai,.

2. RESEARCH DESIGN

Descriptive research design was used for find the impact level of training and the employee productivity **it** includes survey and fact finding enquires of different kinds. The purpose of descriptive research is the description of the current state affairs as it exists present. Characteristics are that he/she can only report what is happening.

SAMPLING TECHINQUES

Here the Sampling technique was simple random sampling.

METHOD OF DATA COLLECTION

The data were collected from the employee of the **Celebrity Fashions Ltd**

PRIMARY DATA

Primary data are collected through the survey taken with the employees of the hotel and interviews with various officials in all departments.

SECONDARY DATA

Most of the information is collected from the books, websites and journals.

DATE ANALYSIS AND INTERPRETATION

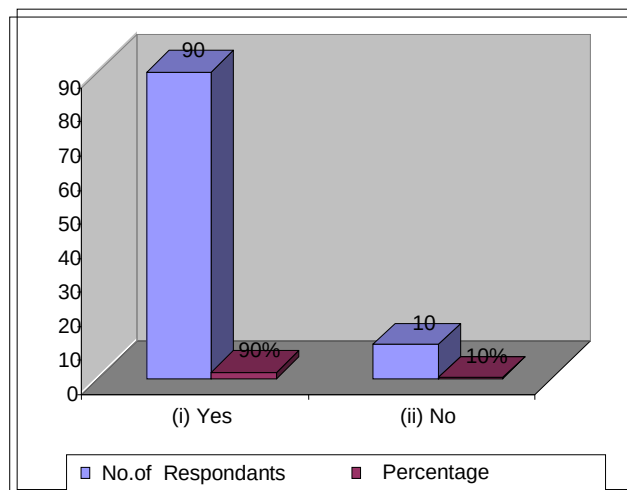
Do you feel that you are in continuous learning environment?

OPINION	NO. OF RESPONDENTS	PERCENTAGE
(i) Yes	90	90%
(ii) No	10	10%

TABLE NO 1

INTERPRETATION

The above response shows clearly that most of the employees are in the continuous learning environment. In this study 90% of the employees told that they are in good continuous learning environment and only 10% of the employees said negatively. This shows how the company is caring about the career of the employees.

**IS TRAINING PROVIDED IN YOUR COMPANY**

OPINION	NO. OF RESPONDENTS	PERCENTAGE
(i) Yes	94	94%
(ii) No	6	6%

TABLE NO 2**INTERPRETATION**

The above question checks that whether the training is provided in that company or not. For this 94% of the employees said positively and only 6% of the employees said negatively.

HOW DO YOU RATE THE EFFICIENCY OF TRAINING PROVIDED IN THIS COMPANY

EFFICIENCY OF TRAINING	NO. OF RESPONDENTS	PERCENTAGE
(i) Excellent	20	20%
(ii) Very good	50	50%
(iii) Average	20	20%
(iv) Fair	10	10%

TABLE NO 3**INTERPRETATION**

The above study checks the efficiency of the training provided in the company. The response shows that 50% of the employees tell that efficiency of the training is very good. 20% of the employees told that efficiency is excellent, 20% of employees told that efficiency is average. 10% of the employees told that efficiency is fair.

HAVE YOU BEEN SENT TO CROSS EXPOSURE TRAINING TO ANY OTHER BRANCHES OF OUR COMPANY?

OPINION	NO. OF RESPONDENTS	PERCENTAGES
(i) Yes	40	40%
(ii) No	60	60%

TABLE NO 4**INTERPRETATION**

This question checks that the employees are sent to cross exposure training to any other branches of their celebrity group. In response, 40% of the employees agreed that they are sent to different branches for exposure. 60% of the employees disagree that they have never been sent to exposure to any other branches of their company.

The Duration of the Training is fair.

OPINION	NO. OF RESPONDENTS	PERCENTAGES
(i) Strongly Agree	10	10%
(ii) Agree	50	50%
(iv) Disagree	20	20%
(v) Neutral	20	20%
(vi)) Strongly Disagree	0	0%

TABLE NO 5

INTERPRETATION

This question checks duration of the training. In response, 50% of the employee agree that the duration of the training is fair, 50% of the employee disagree. 50% of the employee stays neutral about the duration of training given. 20% of the employees disagrees that the duration is not fair and none of them strongly disagrees. This shows that the duration is not so long and this can be continued.

TRAINING PROGRAM LEADS TO HIGH EMPLOYEE MORALE

OPINION	NO. OF RESPONDENTS	PERCENTAGES
(i) Strongly Agree	40	40%
(ii) Agree	20	20%
(iii) Neutral	10	10%
(iv) Disagree	20	20%
(v) Strongly Disagree	10	10%

TABLE NO 6**INTERPRETATION**

This study checks whether this training program leads to high employee morale. In response 40% of the employees strongly agree that it leads to high employee morale. 20% of the employees agree, 10% of the employees stay neutral, 20% of the employee disagrees and 10% of the employee strongly disagrees that it does not lead to any high employee morale. The survey shows there is 20% of people are working below one year in this company, 30% of people are working more than a year but less than 3 years, 20% of people are working more than 3 years and less than 5 years and 30% of people are working more than 5 years.

3. FINDINGS

- In this study 90% of the employees told that they are in good continuous learning environment and only 10% of the employees said negatively. This shows how the company is caring about the career of the employees.
- It is found that 94% of employees are accepting that training is providing in the company and only 6% employees are denying.
- Results show that mostly the training is given on the basis of the business requirement and career development

4. SUGGESTIONS

- The Celebrity Fashions Ltd, employees have to update themselves at every time proper schedule to be for providing the training program
- The trainer has to analyse whether the training provided is properly implemented
- To obtain the feedback information from the employees to check out the productivity of training provided
- To evaluate what change the employee has attained after providing the training programs
- To conduct some exams to evaluate at what extend they concentrate in the training activity

- To invite more experts from the outside to give them a quality information
- To analysis the training program provided by the other competitive company and provide the quality training
- To make the training programs more interactive
- To build up an informal relationship between the employees and the employer
- To take suggestion from the employees to improve the training program

5. CONCLUSIONS

Based on the findings of the study it can be concluded that the organization has to provide more qualitative training and development program to extract the quality result from the employees. Human resources are the biggest asset of the company mainly the hospitality sector they have to be maintained properly. They have to be trained properly and updated them to perform their level best.

6. REFERENCES

- [1] <http://www.hr-guide.com/data/G510.htm>
- [2] http://wdr.doleta.gov/opr/fulltext/00-jc_model2.pdf
- [3] <http://www.brightstar.co.nz/nz/communicating-with-diplomacy-impact-and-influence.html>
- [4] Handbook of human resource management practice : Armstrong Michael
- [5] The Economies of training with respect of the firm, *British Journal of Industrial Relations* Vol.8, No.1:6 (4): Oatey, M (1970).
- [6] Human Resources Management, A Strategic Approval," Human Resources Management: Oribabor, P.E. (2000)
- [7] Impact of Training Practices on Employee Productivity: A Comparative Study, *Interscience Management Review (IMR)* ISSN: 2231-1513 Volume-2, Issue-2, 2012