

# An explorative study of significant impact of training and development for better career and performance at workplace

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**Abstract:** Training is the knowledge of nuggets for betterment of skills and behavior. Training is the fuel for confidence and betterment of life as well as career. Training creates awareness and alertness amongst employees so it has crucial place in an organization. Training is the primary action and development is an outcome of that action. Training is action based term whereas development is transformation in behavior and skills. Training is for improvement of skills and behavior and then it automatically impacts on positive moves of performance of individual as well as team. Improvement in performance and efficiency is significant impact of training and development techniques. Manager has to go through proper need assessment for training before implementation of training because proper and suitable need assessment can improve the skills, behavior and efficiency of production in an organization.

**Keywords:** nuggets, confidence, career, skills and behavior, implementation

## I. CONCEPT

Training and development is a concept that encompasses the process of improving the skills, knowledge and abilities of employees in order to increase their value to the organization. Training and development includes a wide range of activities, from on-the-job training to formal classroom-based learning, as well as formal and informal learning. It is used to help an organization meet its business goals and objectives by improving the performance of its employees and developing the expertise of its staff. Training and development initiatives are designed to ensure the organization is able to respond to changes in the market, technology, and customer needs.

Training at the workplace is essential to ensure that employees understand their roles and responsibilities have the necessary knowledge and skills to do their jobs properly and are able to provide the highest quality service to customers and clients. Training also helps to create a culture of continuous learning and development, enabling employees to stay ahead of the competition, stay current on industry trends, and remain innovative. Training can help to increase employee satisfaction, engagement, and retention, as well as promote a positive work environment.

Training and development for performance improvement involve a variety of activities that help employees acquire new skills, knowledge, and abilities to improve their job performance. Training and development can include classroom instruction, on-the-job training, job rotation, mentoring, coaching, seminars, workshops, and e-learning. It can also include the development of systems, processes, and tools to help employees become more productive and efficient. Additionally, training and development can include team building and organizational development activities that help to foster a culture of collaboration and collective problem-solving. The goal of these activities is to enhance the performance of individuals and teams, as well as the organization as a whole.

Training can help improve behavior by teaching the person new skills and techniques for managing their behavior. Through training, people can learn how to identify triggers for their behavior and how to respond to them in a more positive and productive way. Training can also help individuals develop better problem-solving skills, communication skills, and coping strategies, as well as gain insight into their own behavior and how it affects others. Training can help to create an environment where people feel safe and supported, which can improve their behavior.

Training can improve an employee's knowledge, skills, and abilities (KSAV) by providing them with the resources and education to develop their capabilities. Training can provide employees with new and relevant information, help them to understand the importance of their job and the organization, and teach them more effective ways to complete their tasks.

Training can also help employees to stay up to date with changes in the industry and technology, as well as help them to develop their communication, problem-solving, and other soft skills. Regular training can help to improve an employee's KSAV, enabling them to perform their job more effectively and efficiently.

It can help improve skills and efficiency by providing employees with the necessary tools and knowledge to succeed in their jobs. Training can also help employees stay motivated and increase their productivity. Training can help employees learn new skills and develop existing ones, which can help them perform better and faster. Training can help employees stay up-to-date with current trends and technologies that can improve their efficiency. Finally, training can help employees build relationships and teamwork, which can help them work together more effectively and get more done in less time.

Training can improve effectiveness and culture at the workplace by helping to ensure employees are equipped with the knowledge and skills necessary to do their jobs. Training can also help to create a positive and productive workplace culture by teaching employees how to effectively communicate, collaborate, and problem solve.

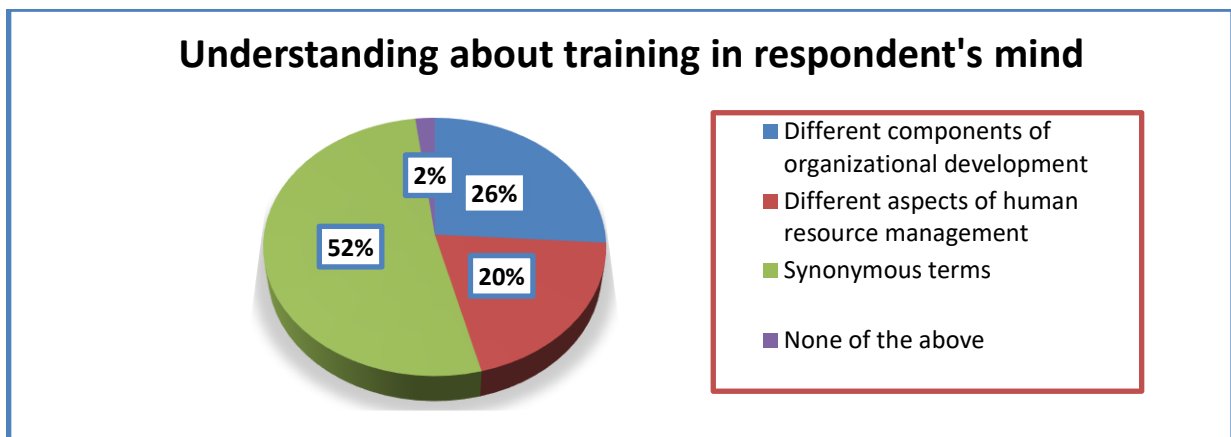
Training can also help to promote a sense of belonging and inclusion by teaching employees how to value and respect one another's perspectives. Additionally, training can help to create a more positive and productive working environment by teaching employees how to handle conflicts and disagreements in a constructive manner.

## II. RESEARCH METHODOLOGY

Sample Unit is MBA fresher and sampling techniques is quota sampling. Data collected through questionnaire method. The plan of data collection and design of questionnaire on the basis of nature and profile of the respondents. The problem identified is less interest in training and human resource should involve in training for betterment of performance as well as career. The conclusion and analysis is on the base of descriptive research.

### Questionnaire for training and development

#### 1. Essence of training and development in respondent's mind



**Chart No.1- Indicating 'understanding about training in respondent's mind'**

**Data Analysis-** Before jump into training trainee must understand the purposes and objectives of training programs. Respondents should understand the significant impact of training. As per the above chart majority of respondents not differentiate the training and development terms.

Training is primary action and development is an outcomes of training but respondents responded that training and development is synonymous terms. It shows that there is need of awareness about training concept and it techniques in skill development program. Only some respondents known about the real meaning of training and development with its differentiation.

2. Comparative discussion on purposes of training and development.

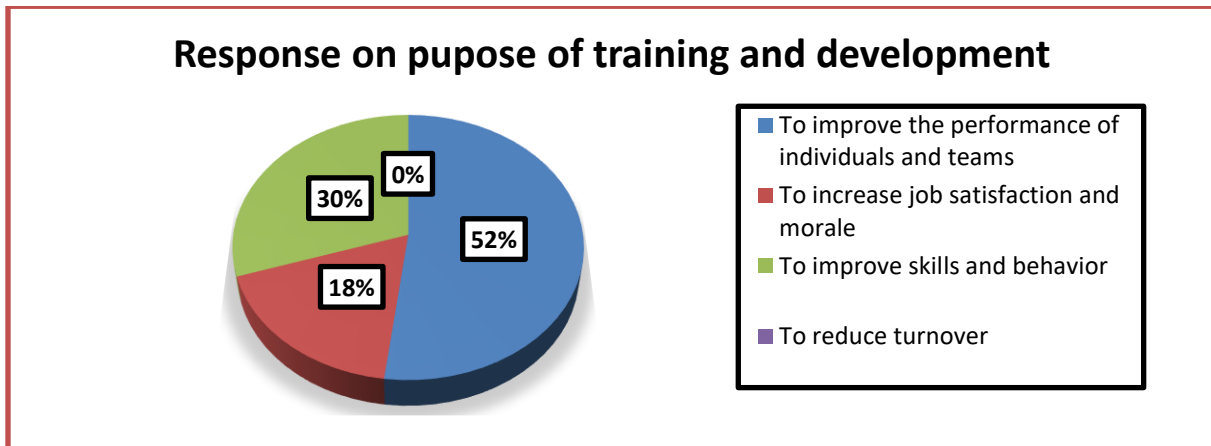


Chart No.2- Indicating response on purposes of training and development

**Data Analysis-** As per above chart majority of respondents pointed on major purpose is for training is improvement of performance of individual and team. Some employees also pointed on improvement in skills and behavior and very few linked it with satisfaction. The reality is training is for improvement of skills and behavior then automatically it can raise the performance. There is misconception about the real purpose of training and development tin respondent’s mind.

3. Significant place of training and development

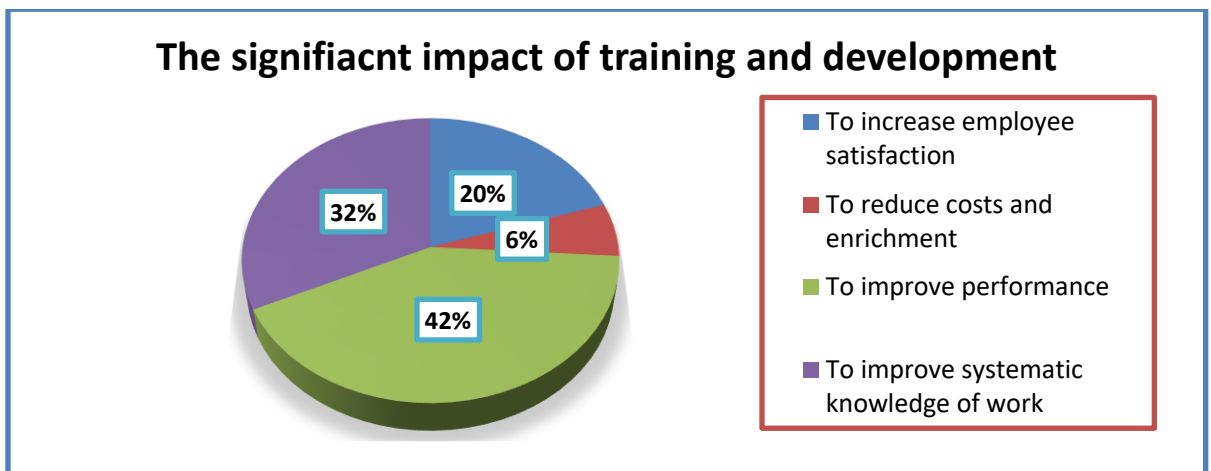


Chart No.3- Showing significant impact of training and development

**Data Analysis –** As per the above chart the major significant impact of training and development is improvement in performance and knowledge. Very few respondents pointed out satisfaction and cost effectiveness as a significant impact of training and development.

4. Analysis of significance of training and development

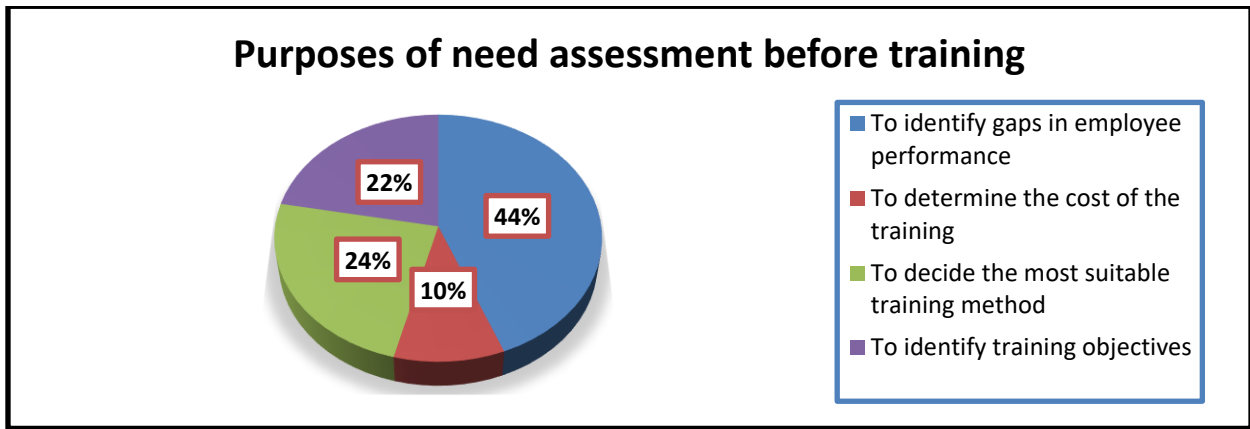


Chart No.4 - Showing purposes of need assessment before training

**Data Analysis-** Need assessment is deep requirement analysis before action of training and development. Identification of gaps in skills and behavior is the main purpose of need assessment before training. Selection new training techniques is wholly depending upon the need assessment report.

5. Analysis on primary objective of Training and Development.

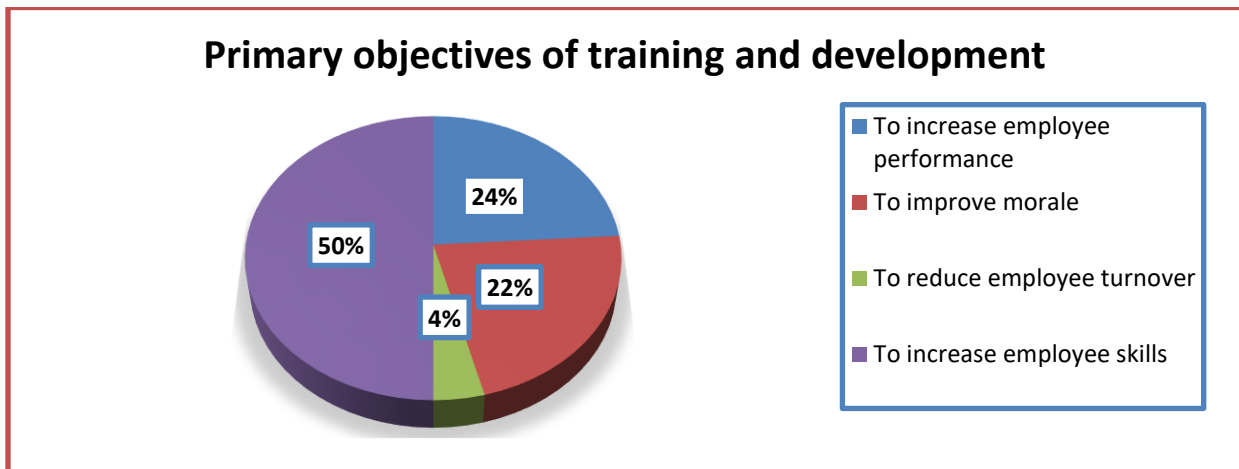


Chart No.5- Showing comparison of objectives of training and development

**Data Analysis-** As per responses in above chart improvement of skills and performance and morale are some major objectives of training and development. Training and development has some holistic objectives for overall growth of the organization.

III. CONCLUSION

It is concluding that majority of respondents don't know the real meaning and purposes of training and development. There is need to enhance the knowledge with action plan amongst manpower. Most of the respondents not understand the real purposes of training, the real purpose is improvement in skills but majority of respondent misconception that training is for improvement in performance. Improvement in performance automatically happen after development in skills and behavior. Training and development techniques is for creation of positive impact in output and outcome of company. It is also concluding that need assessment is major milestone in process of training and development. Proper need assessment can foster the efficiency of effective training program in an organization. Training and development has a holistic objective of oveal development of the company.

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