

# **The Effect of Employee Training and Development on Employee Productivity**

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**ABSTRACT:** *Training has become the trendy expression in the dynamic competitive market environment. Human resources differentiates a great organization from a good one. Organizations investing in effective training and development for human resource tend to achieve both short and long term benefits. This study presents a literature review on the significant of training and development on employee productivity. Employees tends to become absolute, and therefore making the need to adapt to the continuous learning and refreshing of the ability and knowledge invaluable, due to the organizational, technological and social elements. Thus, in order for organizations to obtain the returns from their investment, there is important to coordinating training and development programmes. However, the most crucial resources of every organization under firm and dynamic competition is its human resources. Training and development is an instrument that guide human resource in investigating their aptitude. In this way, training and development is fundamental to the productivity of organization's workforce.*

**KEY WORD:** *Employee Training, Employee Development, Employee Productivity.*

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## **I. INTRODUCTION**

Employee training is probably the most significant investment an employer can make. Unfortunately, a lot of money is wasted on ineffective training. Hence, it is basic that a deliberate methodology be utilized when coordinating training programmes. As organizations try to survive in the turbulent dynamic market, strong emphasis must be laid on human resources in order to be competitive and financially solvent. Nonetheless, there are different components that influence organizations' success; organizations must have productive employees. Also, organizations differentiating based on human resources because of its intangible characteristics such knowledge, skills and motivation of workforce progressively considers it to be important to feasible on the lookout. In this way, organizations ought to have employees that have capability of changing in accordance with quick unique business environment. The knowledge is turning to fundamental capital that trigger development. The achievement of organizations is however dependent on its knowledgeable, skilled as well as experienced workforce. Therefore in order to maintain sustainability, organizations must see continuous employee training and development as invaluable. Training and development is exceptionally at all employee levels, because of the explanation that abilities disintegrate and get old throughout some stretch of time and must be recharged.

## **II. EMPLOYEE TRAINING**

Training is the coordinated manner by which organizations provide development and upgrade quality of new and existing employees. Training is seen as an orderly methodology of learning and development that improve individual, group and organization (Goldstein & Ford, 2002) in Khawaja & Nadeem (2013). Thus it is the arrangement of activities set out upon by organization that leads to knowledge or abilities procurement for developing purposes. Thereby, contributing to the wellbeing and performance of human resources, organization, as well as the society at large. According to Manju & Suresh (2011), training serves as an acts of intervention to improve organization's goods services quality in stiff the competition by upgrades in technical skills of employees.

## **III. EMPLOYEE DEVELOPMENT**

Developments refers to activities leading to the acquisition of new knowledge or skills for purposes of growing. Organizations provide employees with development programmes in order to upgrade their abilities. Employee development is gaining an increasingly critical and strategies imperative in organizations in the current business environment (Sheri-lynn 2007) in Abdul Hameed (2011). In this way, organizations need to invest in continuous employee development in order to maintain employees as well as the organization achievement (Khawaja & Nadeem 2013).

#### **IV. EMPLOYEE PRODUCTIVITY**

Productivity as defined in dictionary is the effectiveness with which things are being delivered. Employee productivity however is the measure of the output per unit of input economically. It is the log of net sales over total employees (Rohan & Madhumita 2012). Subsequently, employee productivity of an economy as entire or industry could be resolved.

#### **V. EMPLOYEE TRAINING AND EMPLOYEE DEVELOPMENT**

Training has been invaluable in expanding productivity of organizations. It doesn't just improve creatively, yet additionally furnishes them with an occasion to basically gain proficiency with their positions and perform all the more skilfully. Subsequently, expanding employees efficiency as well as organizations' productivity. Different researches show the positive effect of training on employees' productivity. Training as a process is one of the most inescapable strategies to upgrade the productivity of individuals and communicating organizational goals to personnel (Ekaterini & Constantinos-Vasilios, 2009). Rohan & Madhumita (2012) also supported that investing in training employees on decision making. Collaboration, critical thinking and interpersonal relations has helpful effect on the organizations' level of growth, as well as impacting on employees' performance. Training influences employees' behaviour and their working skills which results into employees upgrades performance as well as constructive changes (Satterfield & Hughes, 2007). Training is best method of motivating holding high quality in human resources within an organization (Kate Hutchings, Cherrie J.Zhu, Brain K, Cooper, Yiming Zhang & Sijun Shao,2009). Likewise added by Lowry, Simon & Kimberley (2002), training is a method of improving employee commitment and maximizing employee potential. As indicated by Konings & Vanormelingen (2009), Colombo & Stanca (2008) and Sepulveda (2005) training is an instruments that generally influences the effective achievement of organizations' goals and objectives. In any case, the ideal objective of each organization is to produce high revenue and maximize profit and a vital tool to realize this is an efficient and effective workforce. Hence, a workforce is just proficient and viable if the appropriate and development is accommodated such and in this way prompting productivity.

**Figure 1 : Relationship Cycle**



**Source: Rohan & Madhumita (2012)**

## **VI. EMPLOYEE DEVELOPMENT AND EMPLOYEE PRODUCTIVITY**

Development programs worth investing so much into, as most successful organization consider the progress of workforce and therefore invest in their training. This outcomes to increment in skill and competence that improve morale and productivity. Developments seems to diminish the turnover rate of employees. Thus advancements oppurtunities don't just reduce absenteeism, however it expands employee's commitment and satisfaction that helps reduce turnover.

## **VII. DISCUSSION**

Training and development must be planned and conveyed to address the issues of all employees in such a way that the employees will not be only productive but also be satisfied. Training and development has a positively affects the employees to complete their work more effectively, increasing their interpersonal and technical abilities, collaboration, job confidence and work and work motivation.

Training in organizations holds the way to open the possible development to accomplish a competitive edge. Organizations train and develop their workforce to the fullest to enhance their productivity. Hence, knowledge, skill and abilities are determinants of employees' performance which organizations need to continuously invest in wisely to improve their employees' productivity. As upheld by (Noe, 2006), organizations spend an enormous amount of money and time on training to help employee's learning of job-related competencies.

## **VIII. CONCLUSION**

Training and development upgrade not only the productivity of employees but also of the organization. It has appropriately been stated, employee development is the way to authoritative practical turn of events. Organizations must have employees who can quickly adapt to an ever-changing world market. Organizations need to invest into on-going employee training and development in order to both keep employees and be effective. The 21<sup>st</sup> century will be good for those organizations, which can learn quicker and also adapt to changes than their competitors. Training upgrades employees' initiative and quality of work, subsequently helping them to be more dedicated to accomplishing the authoritative objectives and targets and thusly improving employees' effectiveness within the organization.

In conclusion, training and development affecting on employee productivity has improve the wellbeing of organizations, but also help the prosperity of most countries that has placed into consideration the plan and delivery of training and development of workforce at public level. As the public strategies intend to improve country's human resources, this optimally in turn results to the economic growth of the country. In any case, it is recommend for management of organizations to provide training and development of employees a priority in order to get the best out workforce as well as improving the organization's productivity. Further research studies is additionally suggested on the training and development of employees to have a more extensive comprehension of its important effects.

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