



ASSESSING THE EFFECTIVENESS OF TRAINING AND DEVELOPMENT PROGRAMS ON EMPLOYEE PERFORMANCE AT AVTHAR CERAMICS, PALLADAM

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Cite This Article: Dr. D. Mythili, B. Indhuja & S. Jaikrishnan, "Assessing the Effectiveness of Training and Development Programs on Employee Performance at Avthar Ceramics, Palladam", International Journal of Multidisciplinary Research and Modern Education, Volume 11, Issue 1, January - June, Page Number 119-121, 2025.

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Abstract:

This study examines the effectiveness of training and development on employee performance in organizations. It explores how well-structured training programs enhance employee skills, productivity, and job satisfaction, leading to improved overall organizational performance. The research highlights the significance of continuous learning, employee engagement, and skill development in fostering a motivated and competent workforce. Data were collected through surveys and interviews with employees and managers, and the findings indicate a positive correlation between training initiatives and employee efficiency, job satisfaction, and retention. The study emphasizes the need for tailored training programs to address specific skill gaps and organizational goals.

Key Words: Training, Development, Employee Engagement, Organizational Performance, Competence, Feedback, Evaluation, Career Growth.

Introduction:

Training and development are essential for improving employees' skills and abilities to perform specific jobs effectively. It involves updating existing skills and developing new ones to enhance individual and organizational growth. Training helps improve productivity, health, safety, and personal development. Organizations invest in training through specialized staff and resources, recognizing its importance for performance. Training can be classified into on-the job and off-the-job methods. On-the-job training includes apprenticeship and job instruction training, while off-the-job methods include lectures, conferences, case studies, audiovisual aids, and simulations. Each method serves different purposes, such as enhancing knowledge, skill development, or improving understanding. Vestibule training, programmed instruction, and retraining are also vital, especially as technology evolves. By fostering a positive work culture and continuously upgrading skills, training ensures organizational success and employee satisfaction.

Statement of the Problem:

Despite ongoing training programs, many employees struggle to meet performance expectations due to gaps in their skill sets. This raises concerns about the overall effectiveness of training and development initiatives. There is a growing perception that training and development programs have limited or inconsistent impacts on improving employee performance, which necessitates an evaluation of their effectiveness in achieving the intended performance outcomes. A significant challenge is the misalignment between the training provided and the actual skills needed in employees' day-to-day tasks, potentially diminishing the value of training programs in enhancing job performance. There is insufficient data on the long-term effects of training programs. It is unclear whether employees retain and apply the skills learned over time, or if training investments lead to sustained improvements in performance.

Objectives of the Study:

- Assess the impact of training on employee performance in Avthar ceramics.
- Evaluate the effectiveness of training Enhancing Communication and Teamwork.
- Measure the Effect of Training in Improving Employee Productivity and Efficiency.
- Evaluate the Impact of Training Programs on Employee Retention and Job Satisfaction.

Review of the Literature:

According to Kumar et al. (2024), explored the relationship between training frequency and employee performance across different sectors. They found that organizations that provided regular training and development opportunities reported higher levels of employee satisfaction and performance. The research also highlighted that frequent training helps employees stay updated with industry trends, enhancing their productivity and adaptability to organizational changes.

According to Kumar & Patel (2023). This study investigated the relationship between training program design and employee performance in the tech industry. Kumar and Patel (2023) argued that a well-designed training program that incorporates real-world scenarios, peer learning, and feedback mechanisms led to substantial improvements in employee performance.

According to Allen D Rubaiyat Shabbir (2022), evaluated the effects of skill development training on employee performance, using the garments industry in Bangladesh. This study indicates that training have a clear effect on the performance of employees. The results of this study can be useful to human resource managers, human resource research found that strong relationship exists between employee training and development with employee's performance. The results reveal that the more the employee gets training, the more efficient on organisational efficiency.

According to Mohamad Ali Kareem (2021), analysed the relationships among the procedures of career development discussion and organizational efficacy. The study that man power development practices such as aptitude growth, training and

development, organisational progress and career development have a positive and important effect on organisational efficiency.

According to Williams & Green (2020), This research explored the role of employee motivation in the success of training and development programs. Williams and Green (2020) found that employees who were intrinsically motivated to learn and develop were more likely to apply the skills gained from training programs to their work, resulting in improved performance. The study stressed the importance of fostering a learning culture and providing opportunities for employees to see the value of training in their career development. Additionally, the integration of performance incentives linked to training outcomes further improved the overall effectiveness of the programs.

Research Design:

The present study adopts a descriptive research design, which involves gathering and analysing data to describe the characteristics of a group, situation, or phenomenon. The primary data for this study was collected through a total population method, using structured questionnaires that were distributed to participants to gather relevant insights. This direct approach allowed for a better understanding of effectiveness of training and development on employee performance, preferences, satisfaction levels, and challenges regarding mobile wallets. Additionally, secondary data was sourced from various external materials to complement the primary findings. The study utilized a sample size of 120 respondents using convenience sampling technique, enabling the research to draw meaningful conclusions about consumer attitudes and behaviours in the context of mobile wallet adoption in cashless payments.

1. Table Showing the Gender of the Respondents:

Gender	No. of Respondents	Percentage
Male	98	81.7%
Female	22	18.3%
Other	0	0%
Total	120	100

Interpretation:

From the above table, 81.7% of the respondents are in the gender of Male, 18.3% of the respondents are in the gender of Female.

2. Table Showing the Compare between Experience and Improved Job-Related Skills:

- **Hypothesis:**
- H0: There is no significant relationship between experience and improved job-related skills.
- H1: There is no significant relationship between experience and improved job-related skills.

ANOVA:

The training programs have improved my job-related skills.

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	15.053	2	7.526	5.164	.007
Within Groups	170.539	117	1.458		
Total	185.592	119			

Source: Primary data

Interpretation:

The ANOVA results show that there is a significant difference in the perceived improvement of job-related skills across different experience groups ($F = 5.164$, $p = .007$). These results suggest that experience plays a key role in how training programs are perceived to improve job-related skills.

3. Table Showing the Compare Between Employee Role in Organization and Training Contribute Job Satisfaction:

Hypothesis:

- H0: There is no significant relationship between employee role in organisation and training contribute job satisfaction.
- H1: There is a significant relationship between employee role in organisation and training contribute job satisfaction.

Chi-Square Tests:

	Value	Df	Asymptotic Significance (2-Sided)
Likelihood Ratio	11.238 ^a	8	0.189
Pearson Chi-Square	13.918	8	0.084
Linear-by-Linear Association	2.867	1	0.09
No of Valid Cases	120		

Source: Primary data

Interpretation:

The Chi-Square test results (p -value = 0.189) indicate no significant relationship between an employee's role in the organization and their belief that training and development programs contribute to job satisfaction. The p -values from the likelihood ratio (0.084) and linear-by-linear association (0.090) also suggest no significant association. Due to low expected counts in some cells, alternative tests may be considered for further validation.

4. Table Showing the Compare between Improved Job Skills and Training Improves Program

Hypothesis:

- H0: There is no significant relationship between improved job skills and training improves program.
- H1: There is a significant relationship between improved job skills and training improves program.

Descriptive Statistics:

	Mean	Std. Deviation	N
The training programs have improved my job-related skills.	3.44	1.249	120
How would you rate the effectiveness of the training you have received in improving your job performance?	3.40	1.008	120

Source: Primary data

Interpretation:

The descriptive statistics show that respondents are rate both the improvement in job related skills (mean = 3.44) and training effectiveness on job performance (mean = 3.40) moderately. The correlation analysis indicates a very weak, negative relationship (-0.008) between the two variables, with a p-value of 0.931, suggesting no significant connection between perceived skill improvement and training effectiveness in this sample.

Suggestions:

- Develop training programs that cater more specifically to the needs of different job roles to improve overall effectiveness.
- Provide continuous support and resources after training to reinforce learning and its application on the job.
- Implement regular feedback mechanisms to assess the effectiveness of training and make necessary adjustments based on employee input.
- Incorporate a variety of training methods (e.g., online modules, workshops, peer learning) to appeal to diverse learning styles.
- Clearly communicate the objectives and expected outcomes of training to employees to enhance engagement and focus.
- Design training that includes practical, hands-on applications, allowing employees to immediately apply new skills to their daily tasks.
- Regularly assess the long-term impact of training on employee performance, skills development, and job satisfaction.
- Encourage ongoing learning and skill development, making it a core part of the company's culture.
- Tailor training to address specific challenges faced by employees in different roles or departments to maximize effectiveness.
- Find ways to increase employee engagement in training programs, such as incentivizing participation or incorporating interactive components.

Conclusion:

Overall, training plays a vital role in improving job performance and skill enhancement. However, it's important to recognize that training's impact can vary across departments, roles, and experience levels. While the data reveals no significant correlation between certain factors like job satisfaction and training effectiveness, the findings suggest that a more tailored and engaging approach could lead to better results. Moving forward, training programs should be adjusted to better meet the diverse needs of employees, with regular assessments to ensure they remain effective. Additionally, fostering a culture of continuous learning and development will likely contribute to better long-term outcomes. Investing in follow-up support and feedback loops will also help ensure that training translates into real-world improvements in employee performance. Finally, companies should aim to create a training environment that encourages active participation and application of newly acquired skills.

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