

The Impact of Training and Development on the Efficiency of Organizations

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Abstract

The purpose of this research is to look into the relationship between training and development and the efficiency of an organisation. The data is gathered through the development of a questionnaire, and the study employs a qualitative approach that focuses on the quality of things rather than simply collecting numerical data. The questionnaire is divided into two sections, the first of which collects personal data, and the second of which sheds light on topics such as (training, development, and organisational effectiveness). The data was obtained at private universities using a random sample of 120 questioners distributed to employees at various levels of the institution, and 106 of those employees responded. The analysis was performed using SPSS. In this study, researchers sought to shed light on the importance of training and development to an organization's success by distributing my questionnaire to private institutions and then getting the responses after they had completed it. The first thing that researchers have discovered is a connection between education and advancement, and the second thing that researchers have discovered is that development programmes have a direct impact on the efficiency of organisations, and that progress and advancement are necessary for an effective organisation.

Introduction

An employee's training is defined as instruction and education that is given at any time to improve the employee's current level of skills and knowledge, for a better outcome (Anwar & Abd Zebari, 2015). They cannot run their businesses in an efficient manner if they don't have the proper training. There are many ways to describe training, but the most common is that it is a series of activities that are designed to change the employee's current way of thinking and their current knowledge about a specific issue. A well-structured training programme is essential for the development of the skills needed to perform a wide range of tasks and the motivation of employees (Anwar, 2015). Human resource management techniques should be incorporated into the training programme by including those with direct managerial responsibility, who should be included in the process of providing the training as needed.

Material, social, intellectual, and mental training can all help an organization's workforce and productivity soar. This means that training must be tailored to the needs of those who will be working with school administrators (Anwar & Balcioglu, 2014). In order to carry out one's responsibilities in a productive manner one must have the ability, skill, understanding, and information to do so. The importance of machines, materials, and funds cannot be overstated; however, no action can be taken without human involvement. Employees require the development of the knowledge, skills, and attitudes that come from systematic training in order to accomplish a given task or job. A variety of methods, both inside and outside the confines of the office, are available for carrying this out. Staff training and development can improve an organization's overall effectiveness and profitability. A systematic approach to training which encloses the main elements of training. Members of an association are the driving force behind the organization's success and effectiveness. As a result, the achievement of the organization's goals will be dependent on the knowledge and abilities of the organization's employees. Taking this into consideration, organisations design training programmes for different levels of manpower. Individual and organisational assessments are frequently used to identify training needs before formal training or development efforts are made. After the training and development programmes have finished, an evaluation is conducted to see if the goal has been met in accordance with the needs that were identified (Abdullah & Rahman, 2015). It's worth noting that the development of the individual who founded the organisation coincides with the development of the organisation. It's clear that the success of an organisation depends on the abilities and knowledge of its employees.

Literature Review

In terms of human resource management, training and development go hand-in-hand because they are fundamental to each other and complement one another; they are mutually reinforcing, which means that both can be offered to an employee at the same time with the goal of increasing products (Anwar & Shukur, 2015). Training and development can be offered together or separately, and it isn't necessary that they occur at the same time to be successful (Anwar & Surarchith, 2015).

In other words, training entails making plans for teaching employee's new ways to learn in order to help them achieve their goals. In contrast to training, which focuses on the present and deals with every single employee's role, development focuses on the long-term and seeks to anticipate future needs, which is why it takes place over a longer period of time than training (Anwar & Ghafoor, 2014).

Development theory focuses on the current issues, situations, and efforts to rectify them if a defect exists, or if there is no defect, to improve and support the staff working quality to reach the aimed goal as planned for, or if there is a current problem detected during this development process, then efforts are made to return them to a state of normalcy while also seeking improved performance and incorporating a series of new strategies (Anwar & Qadir, 2015).

Trainers must participate in repeated courses on effective instruction and advice distribution in order to address this issue (Anwar & Shukur, 2015). Regarding on-the-job training, which existed many years before other types of training, here a person or employee with experience instructs and guides others in the organisation in the workplace, the trainer provides specific advice and topics, and the one receiving training must respond appropriately and be reflected in his actions.

Organizational effectiveness is a commonly used term in academic circles and in the real world. Research in this area has its roots in the industrial revolution and scientific management eras. Before, productivity and/or profit might be gauged by looking at an organization's overall efficacy (Abdulla et al. 2013). In order to discover how well an organisation is doing in terms of reaching its goals, the structural measure of effectiveness is examined. From the 1960s to the 1980s, a large number of research papers and books were produced; however, in the 1990s, the number of articles produced decreased. While this is the case large-scale empirical investigations were developed and recommended in the areas of productivity and safety by Goodman, Atkin and Schoorman (1983). The researchers and scientists could not agree on a concept, structure, or assessment method for measuring organisational effectiveness, which led to the current proposal and execution.

Training is an essential part of a person's growth. Human development is the means by which people's options are expanded. These decisions are subject to change indefinitely, as a general rule (Anwar & Louis, 2013). There are three essential requirements for the personnel: a long and healthy life; the acquisition of knowledge and skills; and the availability of resources for a decent existence. Only human development income can advance human personnel in line with human concepts. The development of income and wealth necessitates the expansion of both (Khan & Abdullah, 2014). This includes the design and maintenance of a high-quality work environment, and it is clear that administrators need to be well-trained and skilled in order to achieve their goals.

Methodology

A quantitative technique utilised to collect pertinent data regarding the relationship between training and development and organisational effectiveness in Bhubaneshwar's small and medium-sized businesses. Methods consist of data generation, collection, and evaluation procedures. The researchers collected primary data for the study by distributing questionnaires.

A questionnaire was developed and delivered to employees of several small and medium-sized businesses in the Bhubaneshwar region. Recent academic articles, books, and past studies pertaining to the relationship between training and development and organisational effectiveness were required for conducting research. 106 employees from various small and medium-sized businesses in Bhubaneshwar participated in the present study. The sampling approach will be a random sample, with all employees of small and medium-sized businesses having an equal chance of being included in the sample.

Finding and discussion

Descriptive statistics Table 1.1 (N=106)

SI. No	Questions	N	Min	Max	Mean	Standard deviation
1	Our firm provides staff with intensive training in all facets of quality.	106	1	5	3.30	1.382
2	Typically, each position's employees will participate in training programmes annually.	106	1	5	2.87	.9813
3	Training needs are identified through a formal performance appraisal mechanism.	106	1	5	3.24	.9634
4	There are formal training programs to teach new employees the skills they need to perform their jobs.	106	1	5	3.49	1.291
5	The determined training needs are practical and based on the business plan of the organisation.	106	1	5	2.89	1.442
6	Job security and stability are guaranteed to employees	106	1	5	2.29	1.487
7	Development focuses on problem solving and decision making	106	1	5	3.27	1.213
8	A trainee has been given the chance to demonstrate acquired skills.	106	1	5	3.09	1.028
9	Self-confidence is built through feedback and positive reinforcement	106	1	5	3.02	1.297
10	Employees are assisted in planning their career advancement	106	1	5	3.29	1.764
11	Career progression is based on individual work performance	106	1	5	2.76	1.065
12	A trainee is encouraged to raise questions during development	106	1	5	3.09	1.187
13	Training and development, in my perspective, assist me boost organisational effectiveness.	106	1	5	2.98	1.214
14	The training I received helped me to enhance high quality of product/service effectively	106	1	5	3.32	1.321
15	I believe that the development allows me to increase my skills, knowledge, and new abilities.	106	1	5	3.43	1.287
16	I have a strong sense of belonging to this organization, and the training has helped me increase my efficiency.	106	1	5	3.26	1.247
17	According to my opinion, training and growth enabled me to decrease the frequency of supervision, which in turn increased my efficiency.	106	1	5	3.58	1.032
18	Training and development, in my perspective, helps me to boost my job satisfaction, which increases my effectiveness.	106	1	5	3.62	1.068
19	Training and development decrease tardiness and absenteeism.	106	1	5	3.29	1.031
20	The training provided by my company enabled me to efficiently increase productivity.	106	1	5	3.08	1.043

In this study, the researchers sought to shed light on the impact of training and development on an organization's effectiveness. To this end, they selected private institutions to distribute and collect the questionnaires once they were completed. The answer to the first research question is that there is a relationship between training and development, and the answer to the second research question is that development programmes have a direct impact on organisational effectiveness and that progress and development are essential for an effective organisation. The researchers believe that especially for older workers, there should be revised guidelines and training programmes. Regarding organisational

effectiveness, it is when every person is occupied with the right required information, allowing him or her to achieve the organization's goals with minimal effort and acceptable resources. Organizational development involves a number of long-term activities aimed at promoting healthy behaviour inside the business and the collaborative participation of managers and employees. Without a healthy growth programme, there could be no effective organisation.

Conclusion

Training is concerned with the numerous teaching tools and prestigious advice offered to employees in order to assess their present skills and knowledge and simultaneously enhance them for the success of the firm. Training and development consist of established strategies and methods for assisting the individual in enhancing their existing abilities, behaviours, and work environment conduct. Both are necessary for the production of valuable goods and professional employees.

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