

# A Study on Impact Training and Development on Employee Performance at Weavetech

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**Abstract:** This study presents a literature review on the significant of training and development on employees' productivity. The main objective of this research study is to study the impact of training and development on an employee's performance. To explore different methods of training and development that affects employee's performance. To Examine how training and development contribute to the individual performance and productivity. Employees tend to become absolute, and therefore making the need to adapt to the continuous learning and updating of the skill and knowledge invaluable, due to the organizational, technological and social dynamics. This research study is mainly for identifying the effectiveness of the training and development of the company. A simple random sample is a sample of 100 employees drawn from a population of size 128 of the company in such a way that sample size 100 has the same chance of being selected.

**Keywords:** Employee Training, Employees Development, Employee.

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## 1. INTRODUCTION

Employees training and development implies a programme in which specific knowledge, skills and abilities are imparted to the employees, with the aim of raising their performance level, in their existing roles, as well as providing them learning opportunities, to further their growth. Thus, organization should have employees that have capability of adjusting to swift dynamic business environment. Therefore, in order to maintain sustainability, organizations must see continuous employees training and development as invaluable. Training and development are very essential at all employee's level, due to the reason that skills erode and become obsolete over a period of time and has to be replenished.

## 2. REVIEW OF LITERATURE

Mohammad Raja Salah (2016) This study concludes that training and development has a positive relationship and strong positive impact on employee performance and productivity. Respondents across studied companies showed high agreement on the statement that the use of different methods of training and developments is beneficial not only to them but also for the organization as well. Eunice Jane Amadi (2014) From the results of the study, it can be concluded that Safaricom certainly has a well-established policy to invest in the training and development of employees, however, the processes involved are not being duly followed. Employees who realized the need for change of attitude and want to develop themselves through formal education in order to be abreast with modern technological advances sponsored have themselves to acquire these skills. Neelam Tahir, Israr Khan & Dr. Shahid Jan Hassim April, 2014 employees are the resources and assets of an organization if they are skilled and trained would perform better than those who are unskilled and untrained. Therefore, the purpose of this study was to find out the relationship between Training and Development and Employees' performance and Productivity. Anam Amin, Rashid Saeed, Mr. Rab Nawaz Lodhi, Mizna, Simra (2013) This research has focused on the relationship between liking a training program (positive reactions) and employee learning or subsequent performance, but has paid less attention to relationships between affective states during training and learning. Atif Anis, Ijaz-Ur-Rehman, Abdul Nasir and Nadeem Safwan (2011) analyzed that these variables are positively related to each other, and it means that when training is provided to the employees, it has a positive effect on employee compensation packages.

### 3. RESEARCH METHODOLOGY

The research design of this study considering its objective is exploratory as well as descriptive nature. To determine the appropriate data for research mainly two kinds of data was collected primary & secondary data. Questionnaire, Informal Interviews, Observation. A simple random sample is a sample of 100 employees drawn from a population of size 128 of the company in such a way that sample size 100 has the same chance of being selected. Random sampling technique use for this study and frequency, T-Test are the main statistical tools used for the collection and analysed of data in the project.

#### Objectives:

- To study the impact of training and development on employee performance.
- To explore different methods of training and development that affects employee performance.
- To examine how training and development contribute to the individual performance and productivity.

### 4. DATA ANALYSIS

#### 1. Statistics:

##### *Organization provide training for new employees*

N	<u>Valid</u>	100
	<u>Missing</u>	0
Mean		1.2200
Median		1.0000
Mode		1.00

##### *Organization provide training for new employees*

	Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<u>Yes</u>	78	78.0	78.0
	<u>No</u>	22	22.0	100.0
	<u>Total</u>	100	100.0	100.0

#### Interpretation:

From the about table and chart it can interpreted that out of 100 respondents, 78% respondents say yes that organization provide training for new employees and 22% respondents say no that organization do not provide training for new employees.

#### 2. Statistics:

##### *Instructor response to trainees doubts*

N	<u>Valid</u>	100
	<u>Missing</u>	0
Mean		2.1600
Median		2.0000
Mode		1.00

*Instructor response to trainees doubts*

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Stringly Agree	44	44.0	44.0	44.0
Neither Agree nor Disagree	23	23.0	23.0	67.0
Strongly Disagree	7	7.0	7.0	74.0
Agree	25	25.0	25.0	99.0
Disagree	1	1.0	1.0	100.0
Total	100	100.0	100.0	

**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents, 44.00% is strongly Agree instructor responses to trainees doubts, 23.00% is Neither Agree nor Disagree instructor responses to trainees doubts, 7.00% Strongly Disagree instructor response to trains doubts, 25.00% Agree instructor responses to trainees doubts, 1.00% Disagree instructor responses to trainees doubts.

*One-Sample Test*

	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
					Instructor response to trainees Doubts	5.284

H0: Easy availability of the attribute which is not mostly liked by the employees in training

H1: Easy availability of the attribute which is mostly` liked by the employees in training

Significant p value is 0.000 which is more than 0.05 therefore null hypotheses are rejected and alternative hypotheses are accepted it means easy availability of the attribute which is mostly liked by the instructor responses to trainees' doubts.

**3. Statistics:**

*Training is well planned*

N	<u>Valid</u>	100
	<u>Missing</u>	0
Mean		1.9000
Median		1.0000
Mode		1.00

*Training is well planned*

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	55	55.0	55.0	55.0
Neither Agree nor Disagree	20	20.0	20.0	75.0
Strongly Disagree	7	7.0	7.0	82.0
Agree	16	16.0	16.0	98.0
Disagree	2	2.0	2.0	100.0
Total	100	100.0	100.0	

**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents,55.00% is strongly Agree with training is well planned,20.00%is Neither Agree nor Disagree with training is well planned,7.00%Strongly Disagree with training is well planned,16.00%Agree with training well planned, 2.00% Agree with training is well planned.

**One-Sample Test**

	Test Value = 2					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
<b>Training is well planned</b>	3.069	99	.003	.35000	.1237	.5763

H0: Easy availability of the attribute which is not mostly liked by the employees in training

H1: Easy availability of the attribute which is mostly` liked by the employees in training

Significant p value is 0.003 which is more than 0.05 therefore null hypotheses are rejected and alternative hypotheses are accepted it means easy availability of the attribute which is mostly liked by the training is well planned.

**4. Statistics:**

**Training is sufficient duration**

N	<b>Valid</b>	100
	<b>Missing</b>	0
Mean		2.3500
Median		2.0000
Mode		2.00

**Training is sufficient duration**

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	Strongly Agree	28	28.0	28.0	28.0
	Neither Agree nor Disagree	33	33.0	33.0	61.0
	Strongly Disagree	16	16.0	16.0	77.0
	Agree	22	22.0	22.0	99.0
	Disagree	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents,28.00% is strongly Agree with training is of sufficient duration,33.00%is Neither Agree nor Disagree with training is of sufficient duration,16.00%Strongly Disagree with training is of sufficient duration,22.00%Agree with training is of sufficient duration, 1.00% Agree with training is of sufficient duration.

**One-Sample Test**

	Test Value = 1					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
<b>Training is sufficient duration</b>	4.819	99	.000	.19000	.1118	.2682

H0: Easy availability of the attribute which is not mostly liked by the employees in training

H1: Easy availability of the attribute which is mostly` liked by the employees in training

Significant p value is 0.000 which is more than 0.05 therefore null hypotheses are rejected and alternative hypotheses are accepted it means easy availability of the attribute which is mostly liked by the training is of sufficient duration.

**5. Statistics:**

*Training program helpful in personal growth*

N	<b>Valid</b>	100
	<b>Missing</b>	0
Mean		1.1900
Median		1.0000
Mode		1.00

*Training program helpful in personal growth*

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Yes</b>	81	81.0	81.0	81.0
	<b>No</b>	19	19.0	19.0	100.0
	<b>Total</b>	100	100.0	100.0	

**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents,81.00% is respondents that training program helpful in personal growth and 19.00% said that training program is not helpful in personal growth.

*One-Sample Test*

	Test Value = 2					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
<b>Training program helpful in personal growth</b>	1.601	99	.113	.13000	-.0312	.2912

H0: Easy availability of the attribute which is mostly liked by the employees in training

H1: Easy availability of the attribute which is not mostly` liked by the employees in training

Significant p value is 0.113 which is more than 0.05 therefore null hypotheses are rejected and alternative hypotheses are accepted it means easy availability of the attribute which is mostly liked by the training program helpful in personal growth.

**6. Statistics:**

*Opinion about Present training system*

N	<b>Valid</b>	100
	<b>Missing</b>	0
Mean		2.1300
Median		2.0000
Mode		2.00

*Opinion about Present training system*

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	Excellent	24	24.0	24.0	24.0
	Good	42	42.0	42.0	66.0
	Average	31	31.0	31.0	97.0
	Below Average	3	3.0	3.0	100.0
	Total	100	100.0	100.0	

**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents,24.00% respondents say that present training system is Excellent ,42.00% said that present training system is Good,31.00% said that present training system is average 3.00% respondents say that present training system is Below Average.

*One-Sample Test*

	Test Value = 2					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
<b>Training program helpful in personal growth</b>	1.269	99	.208	.16000	-.0902	.4102

H0: Easy availability of the attribute which is mostly liked by the employees in training

H1: Easy availability of the attribute which is not mostly` liked by the employees in training

Significant p value is 0.208 which is more than 0.05 therefore null hypotheses are rejected and alternative hypotheses are accepted it means easy availability of the attribute which is mostly liked by the opinion about present training system.

**7. Statistics:**

*Industry provide gloves during production*

<b>N</b>	<b>Valid</b>	100
	<b>Missing</b>	0
Mean		1.9200
Median		2.0000
Mode		2.00

*Industry provide gloves during production*

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Yes</b>	8	8.0	8.0	8.0
	<b>No</b>	92	92.0	92.0	100.0
	<b>Total</b>	100	100.0	100.0	

**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents, 8% respondents say yes that industry provide gloves during production and 92% respondents say no that industry do not provide gloves during production.

**8. Statistics:**

*Training helps to do the job with more commitment*

N	<u>Valid</u>	100
	<u>Missing</u>	0
Mean		1.9300
Median		2.0000
Mode		1.00

*Training helps to do the job with more commitment*

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	Strongly Agree	38	38.0	38.0	38.0
	Neither Agree nor Disagree	33	33.0	33.0	71.0
	Agree	27	27.0	27.0	98.0
	Disagree	2	2.0	2.0	100.0
	Total	100	100.0	100.0	

**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents,38% respondent is strongly Agree that training helps to do the job with more commitment, 33% respondent is neither agree nor disagree that training helps to do job or to do not job with more commitment,27% respondent is agree that training helps to do the job with more commitment, 2% respondent disagree that training do not help the job with more commitment.

**One-Sample Test**

	Test Value = 1					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
<b>Training helps to do the job with more commitment</b>	6.205	99	.000	.28000	.1905	.3695

H0: Easy availability of the attribute which is not mostly liked by the employees in training

H1: Easy availability of the attribute which is mostly` liked by the employees in training

Significant p value is 0.00 which is more than 0.05 therefore null hypotheses are rejected and alternative hypotheses are accepted it means easy availability of the attribute which is mostly liked by the training helps to do the job with more commitment.

**9. Statistics:**

*Accept the new technologies taught in your training program*

N	<u>Valid</u>	100
	<u>Missing</u>	0
Mean		1.2800
Median		1.0000
Mode		1.00

*Accept the new technologies taught in your training program*

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Yes</b>	72	72.0	72.0	72.0
	<b>No</b>	28	28.0	28.0	100.0
	<b>Total</b>	100	100.0	100.0	

**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents, 72% respondent accept the new technologies taught in your training program and 28% respondents do not accept the new technologies taught in your training program.

**10. Statistics:**

*Method according to you must be used identify training needs*

<b>N</b>	<b>Valid</b>	100
	<b>Missing</b>	0
Mean		2.0800
Median		2.0000
Mode		2.00

*Method according to you must be used identify training needs*

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	Interview	33	33.0	33.0	33.0
	Group Discussion	34	34.0	34.0	67.0
	Other	32	32.0	32.0	99.0
	11	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents, 33% respondent agree with the interview method that it is identify training need 35% respondent agree with the group discussion method that it is identify training need 32% respondent agree with the other method that it is identify training need.

**11. Statistics:**

*Training reduces constant supervision do you agree with this statement*

<b>N</b>	<b>Valid</b>	100
	<b>Missing</b>	0
Mean		2.1600
Median		2.0000
Mode		2.00

*Training reduces constant supervision do you agree with this statement*

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	Strongly Agree	24	24.0	24.0	24.0
	Neither Agree nor Disagree	42	42.0	42.0	66.0
	Agree	28	28.0	28.0	94.0
	Disagree	6	6.0	6.0	100.0
	Total	100	100.0	100.0	



**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents, 24% respondent strongly agree that training reduces constant supervision, 42% neither agree nor disagree that training reduces constant supervision, 28% respondent agree that training reduces constant, 6% respondent disagree that training reduces constant supervision.

**One-Sample Test**

	Test Value = 1					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
<b>Training reduces constant supervision do you agree with this statement</b>	4.975	99	.000	.20000	.1202	.2798

H0: Easy availability of the attribute which is not mostly liked by the employees in training

H1: Easy availability of the attribute which is mostly` liked by the employees in training

Significant p value is 0.000 which is more than 0.05 therefore null hypotheses are rejected and alternative hypotheses are accepted it means easy availability of the attribute which is mostly liked by the Training reduces constant supervision do you agree with this statement.

**12. Statistics:**

*Training help you to achieve short term and long term goals.*

N	<u>Valid</u>	100
	<u>Missing</u>	0
Mean		1.2000
Median		1.0000
Mode		1.00

*Training help you to achieve short term and long term goals*

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<u>Yes</u>	80	80.0	80.0	80.0
	<u>No</u>	20	20.0	20.0	100.0
	<u>Total</u>	100	100.0	100.0	

**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents, 80% respondent said that training help you to achieve short term and long-term goals, 20% respondent said that training do not help to achieve short term and long-term goals.

**13. Statistics:**

*Training has helped in motivating employees and giving them job security*

N	<u>Valid</u>	100
	<u>Missing</u>	0
Mean		2.1700
Median		2.0000
Mode		2.00

*Training has helped in motivating employees and giving them job security*

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	Strongly Agree	27	27.0	27.0	27.0
	Neither Agree nor Disagree	44	44.0	44.0	71.0
	Strongly Disagree	15	15.0	15.0	86.0
	Agree	13	13.0	13.0	99.0
	Disagree	1	1.0	1.0	100.0
	<b>Total</b>	100	100.0	100.0	

**Interpretation:**

From the above table and chart it can be interpreted that out of 100 respondents, 27% respondents strongly agree that training has helped in motivating employees and giving them job security 44% neither agree nor disagree that training has helped in motivating employees and giving them job security 15% respondents agree that training has helped in motivating employees and giving them job security 13% respondents disagree that training has helped in motivating employees and giving them job security.

*One-Sample Test*

	Test Value = 1					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
<b>Training has helped in motivating employees and giving them job security</b>	5.130	99	.000	.21000	.1288	.2912

H0: Easy availability of the attribute which is not mostly liked by the employees in training

H1: Easy availability of the attribute which is mostly liked by the employees in training

Significant p value is 0.000 which is more than 0.05 therefore null hypotheses are rejected and alternative hypotheses are accepted it means easy availability of the attribute which is mostly liked by the training has helped in motivating employees and giving them job security

**14. Statistics:**

*Training program help to acquire new skills and technology*

<b>N</b>	<b>Valid</b>	100
	<b>Missing</b>	0
Mean		1.2100
Median		1.0000
Mode		1.00

*Training program help to acquire new skills and technology*

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<b>Yes</b>	79	79.0	79.0	79.0
	<b>No</b>	21	21.0	21.0	100.0
	<b>Total</b>	100	100.0	100.0	

**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents, 79%% respondent said that training program help to acquire new skills and technology, 21% respondent said that training program do not help to acquire new skills and technology.

**15. Statistics:**

*Management feedback after the training program*

N	<u>Valid</u>	100
	<u>Missing</u>	0
Mean		1.1700
Median		1.0000
Mode		1.00

*Management feedback after the training program*

		Frequency	Percent	Valid Percent	Cumulative Percent
<b>Valid</b>	<u>Yes</u>	83	83.0	83.0	83.0
	<u>No</u>	17	17.0	17.0	100.0
	<u>Total</u>	100	100.0	100.0	

**Interpretation:**

From the about table and chart it can interpreted that out of 100 respondents, 83% respondent said that yes management provide feedback after training program, 17% respondent said that management do not provide feedback after training program.

**5. CONCLUSION**

From the search it is concluded that overall the respondents are satisfied with the training and development of employee’s performance method. It also increases the effectiveness and productivity of employees and organization as a whole. Employees strength and weakness is known and is communication in a well-maintained way to them.

Overall the training and development of employer’s performanse method is designed well and is benefice for the employees as it helps to know the training needs of an individual in the organization.

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