

# A STUDY ON THE IMPACT OF EMPLOYEE TRAINING AND DEVELOPMENT ON EMPLOYEE PRODUCTIVITY AT 20 MICRONS LTD.

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## Abstract

*This study investigates the influence of employee training and development programs on employee productivity within the context of 20 Microns Ltd., a leading industrial company. Through a mixed-method approach, data was collected from both qualitative interviews and quantitative surveys conducted among employees at various levels within the organization. The findings reveal a strong correlation between effective training and development initiatives and enhanced employee productivity. Additionally, the study identifies key factors contributing to successful training programs, including alignment with organizational goals, employee engagement, and continuous learning opportunities. Recommendations derived from the study emphasize the importance of investing in tailored training programs tailored to the specific needs of employees to optimize productivity and foster a culture of continuous improvement within the organization.*

*This study delves into the intricate relationship between employee training and development initiatives and their impact on employee productivity at 20 Microns Ltd., a prominent industrial firm. Employing a comprehensive research methodology, encompassing both qualitative interviews and quantitative surveys, the study analyzes the perceptions and experiences of employees across different hierarchical levels. Results demonstrate a clear positive association between effective training and development interventions and heightened levels of employee productivity. Moreover, the research uncovers critical elements that contribute to the success of such programs, such as alignment with organizational objectives, active employee involvement, and provision of continuous learning avenues. The study underscores the significance of tailored training programs tailored to the unique requirements of employees, advocating for strategic investments to optimize productivity and cultivate a culture of perpetual advancement within the company.*

## INTRODUCTION

The process of people acquiring skills that will help the organization achieve its goals. Training is the process of learning many behaviors. It is an application of knowledge

It is an application of knowledge. It makes people aware of the rules and procedures that will guide them to complete the desired tasks. Therefore, to ensure sustainability, organizations need to prioritize continuous employee training and development. Training and development are important at all levels of employees because skills fade and become obsolete over time and need to be renewed. Training should develop both individuality and competence. or training to improve a person's performance or to help him reach a certain level of knowledge or skill

Training is the teaching of work and knowledge through experience, skills and abilities acquired from certain sources. The specific purpose of training is to develop a person's talent, ability and performance. Training and development of the process by which people acquire knowledge. The ability and attitude to effectively manage orientation. Development is divided into two parts. The first is the development of management, the second is the development of personnel.

The performance of people, machines, factories, machines, etc. The conversion of materials into production is measured by dividing the average profit of a period by the total cost or the resulting resources (capital, energy, materials, people) consumed during this period. Efficiency is an important factor in determining expenditures. Efficiency itself is not a new concept. In fact, the concept of production has existed since the beginning of production and has been discussed since the day humanity first discovered how to plant seeds in the ground and produce products.

Training and Development

- Training is the development of the knowledge and skills of an employee to perform a specific job – Special Job –

According to Flippo, the main result of training is learning. Training provides and trains new habits, skills and information during training to help improve performance. Therefore, training is a program designed to improve performance and create changes in the knowledge, skills, attitudes and behavior of employees.

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employee behavior. Training in the ability to detect and correct errors. Training gives us the knowledge and skills that will be needed in the future to meet the needs of the organization. Training can be done on the job or in a simulated environment that is considered to be of similar importance, such as a hotel or training center, on-site or off-site. Respect for the workplace. Ultimately, students gain the knowledge and skills that will enable them to do their jobs better. Therefore, every management system creates an organization through human development. Employee training is an important aspect of human resource development. Employee training is a specific task and is one of the main tasks of human resource management of the current employee.

## REVIEW OF LITERATURE

Review of literature is an important aspect of any research as it helps the researcher to examine whether the problem selected or any aspect of the problem have been dealt with previously.

Kalaiselvan and Naachimuthu (2011): Education costs and economic benefits are shown on X and Y axes respectively. (i) Strategy (lower education costs and higher economic benefits), (ii) Reversal (higher education costs and again higher economic benefits), (iii) Consideration (lower tuition fees and higher economic benefits) (iv) Reduction (higher tuition fees and higher benefits to the economy).

Oatey (1970): Training improves a person's ability to complete a task. Training contributes to the social, intellectual and psychological development of employees and this is important not only for the increase in productivity but also for the development of the same people in every organization.

Akinpeju (1999): The training and development process is a continuous process. The need to do a job well and the need to know how to lead others are good reasons for training and development, while the organization's desire to achieve more production targets also makes it a necessity.

Tan, Hall and Boyce (2003): Companies are investing heavily in training to prepare for future needs. Researchers and experts continue to emphasize the importance of training due to its role and commitment.

Kuldeep Sing (2000) selected 84 organizations representing all major industries in the country and studied skill development using a questionnaire developed by Huselid (1993). The purpose of this study is to examine the relationship between skill development and organizational performance, which shows that Indian organizations still do not believe that Willingness to invest in people leads to better performance.

Natarajan and Deepasree (2002) conducted a study on Skill Development Environment in a public sector organization "Salem Burns Standards Limited". The questionnaire prepared was distributed to 145 employees. This result shows that the environment for skill development in the organization is average (50%). There is still much room for improvement.

Barnes and Kennard (2002), an Australian study, suggest that factors other than skill development are the main drivers of Australia's recent productivity growth. They also suggest that there is no relationship between employment growth and the transfer of skilled workers across the country. Some countries that contribute to skill transfer, such as France and the United Kingdom, do not see an increase in the number of jobs.

## RESEARCH METHODOLOGY

### Research

Research is a method by which the scientist hopes to find the end of the problem and cures to help you in future studies. Any kind of information.

### Research methodology

The methods used to conduct research to describe, explain and predict results are called Methodology, it includes the methods used to use the data text used for translation and the methods used to collect and evaluate the data.

The Most studies included

### Research Objectives

- 1 To improve the performance of the managers
- 2 To simulate Creative Thinking

### Sources of information

The researcher will make the use of both primary data and secondary data sources of information

### Primary data

The primary data was collected from the selected employees of 20 microns

### Research instrument

A structured non-disguise questionnaire was used to get the response from the employee of 20 microns.

### Sampling Decisions:

The data was collected the employee of 20 Microns Therefore, the information collected from the employee will be considered as the sampling frame.

### Sampling Frame

The employees of 20Microns were considered as the representative sample of the research study.

### Sample Size

The appropriate no of employees from the total strength of employees at representative Baroda plant were considered for collecting the primary data. The researcher personally administed the questionnaire to the respondents with a minimum of 100 representative sample.

### Sample Design and Non-probability Method

Non-probability sampling design based on convenient sampling method was used for the research study.

### Sampling Method

Convenient Sampling method was used for the research study.

### Sampling Media

Sampling media was questionnaire which was administed to the managerial employees of 20 Micron.

### Significance of the proposed research study

The significance of thestudy was to know the different factors affecting training and development at 20 microns.

### Limitations

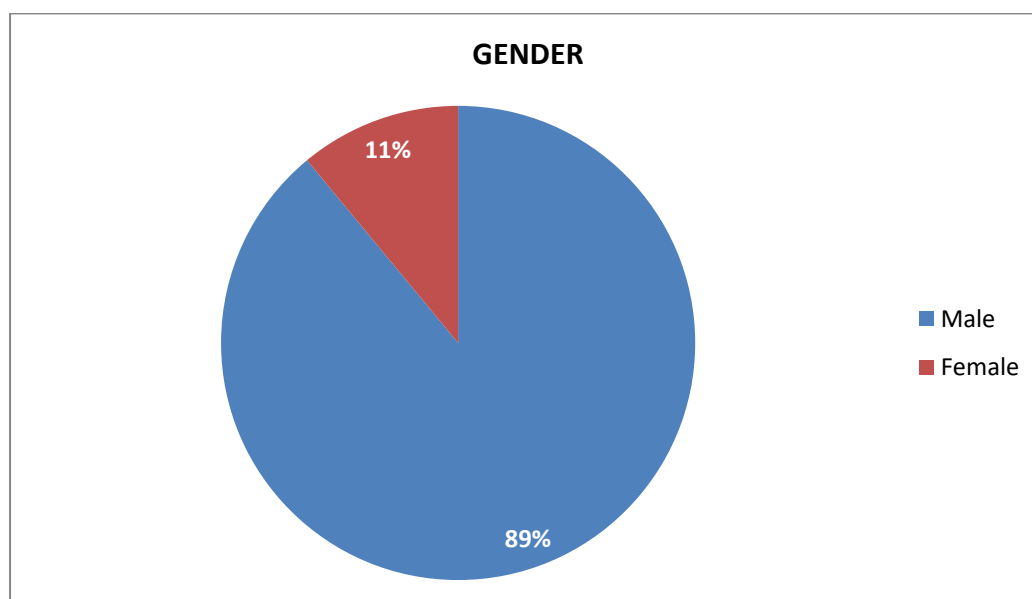
1. The data collected in the form of response was subjective in nature.
2. Due to time constrain the sample size was restricted to 100 employees.
3. Since the study deal with the sensitive area of the organization it was difficult to extract accurate information from the employees.

### Data Analysis and Interpretation

**TABLE 1**

**Distribution of respondents with reference to GENDER**

Gender	Frequency	Percentage
Male	89	89
Female	11	11
<b>Total</b>	<b>100</b>	<b>100</b>



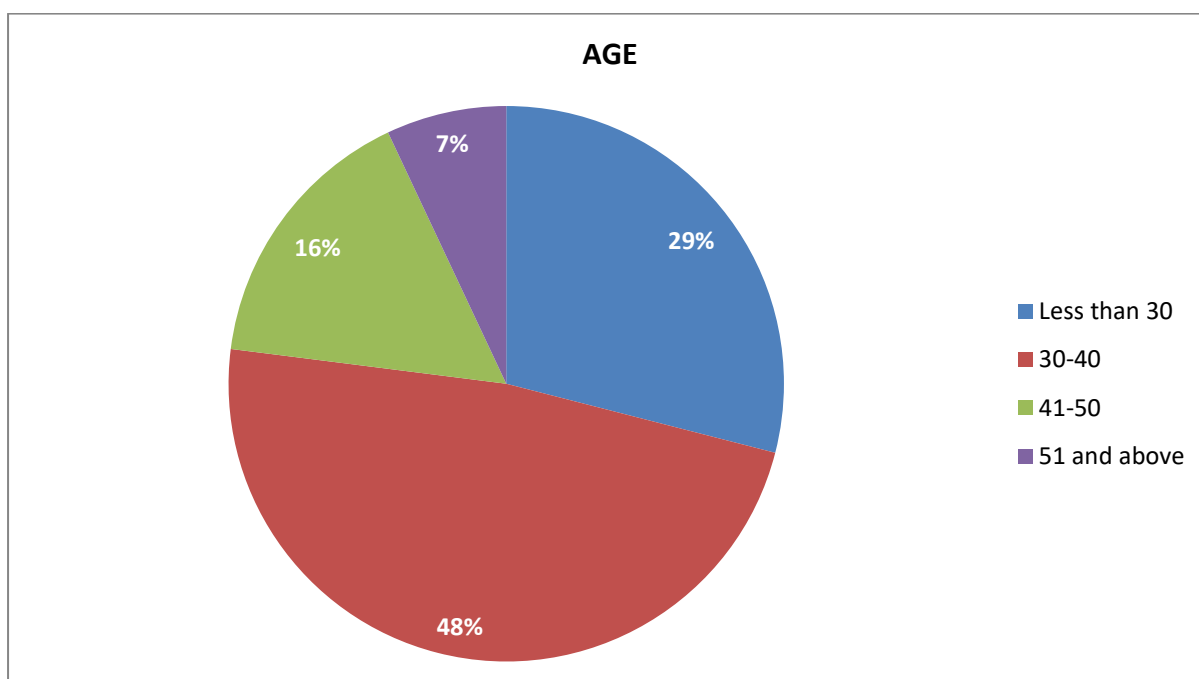
**INTERPRETATION:**

- From the above chart, we can analyze that out of 100 respondent's majority of the respondents are male i.e., 89%, whereas remaining of the respondents are female i.e. 11%

**TABLE 2**

**Distribution of respondents with reference to AGE**

Age	Frequency	Percentage
Less than 30	29	29
30-40	48	48
41-50	16	16
51 and above	7	7
<b>Total</b>	<b>100</b>	<b>100</b>



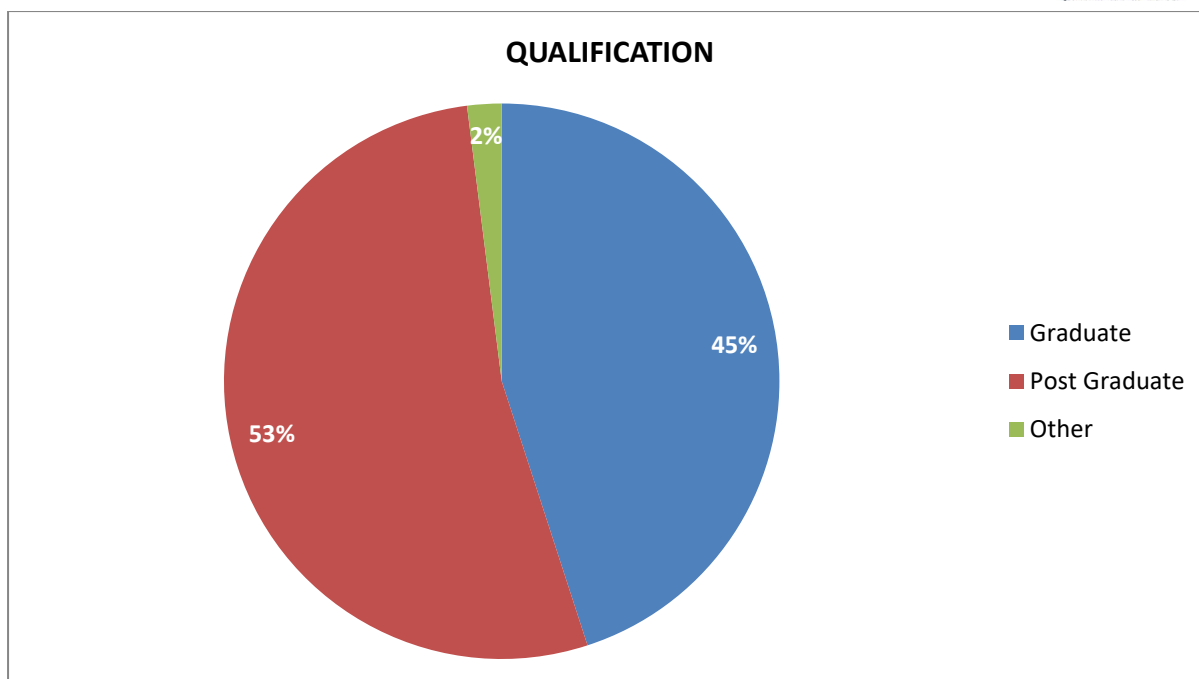
**INTERPRETATION:**

- As we can see, 29% employees fall in the age range of less than 30 and 16% in 41-50. A majority of portion of employees belong to the age range of 30-40 i.e. 48% while a small portion is in 51 and above.

**TABLE 3**

**Distribution of respondents with reference to QUALIFICATION**

Qualification	Frequency	Percentage
Graduate	45	45
Post Graduate	53	53
Other	2	2
<b>Total</b>	<b>100</b>	<b>100</b>



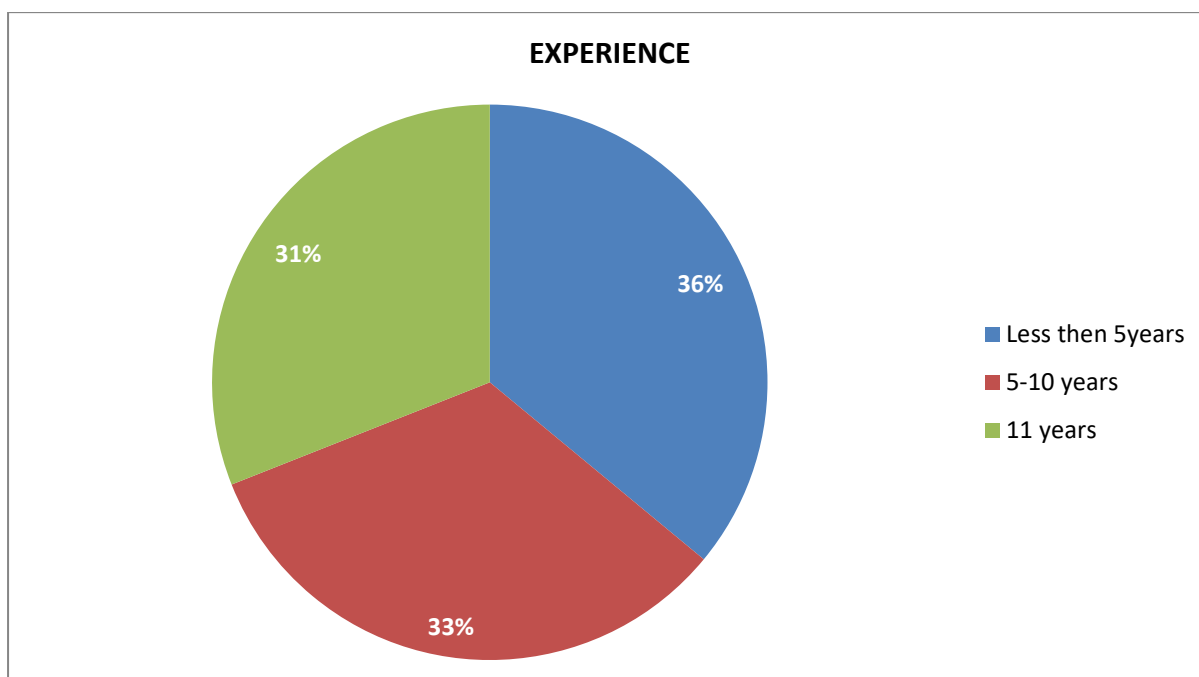
**INTERPRETATION:**

- From the above table we conclude that most of the employees are post graduate from 100 respondents i.e. 53% post graduate, 45% graduate, remaining 2% others.

**TABLE 4**

**Distribution of respondents with reference to EXPERIENCE**

Experience in years	Frequency	Percentage
Less then 5years	36	36
5-10 years	33	33
11 years	31	31
<b>Total</b>	<b>100</b>	<b>100</b>



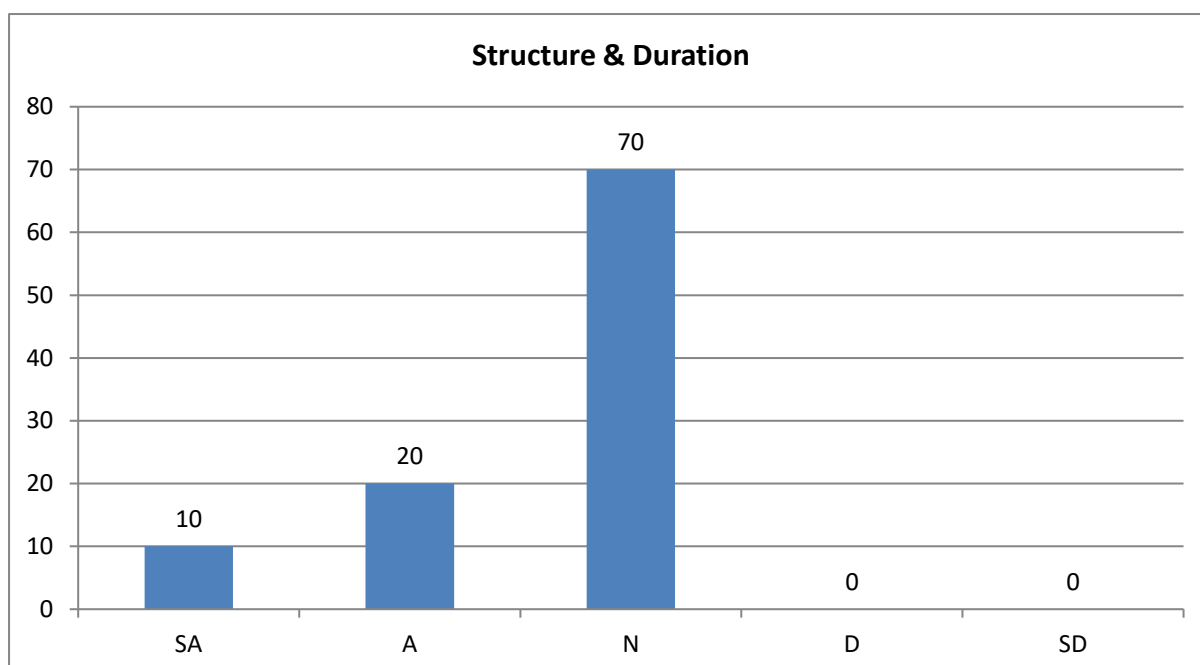
#### INTERPRETATION:

- From the above table we analyzed that out of 100 respondents majority are having experience of less than 5 years. Similarly 33% of the respondents are having 5-10 years experienced and 31% of the respondents are having 10 years or more experienced.

**TABLE 5**

This table shows training programs are well structured and of sufficient duration.

CLASSIFICATION	Frequency	Percentage
SA	10	10
A	20	20
N	70	70
D	0	0
SD	0	0
Total	100	100



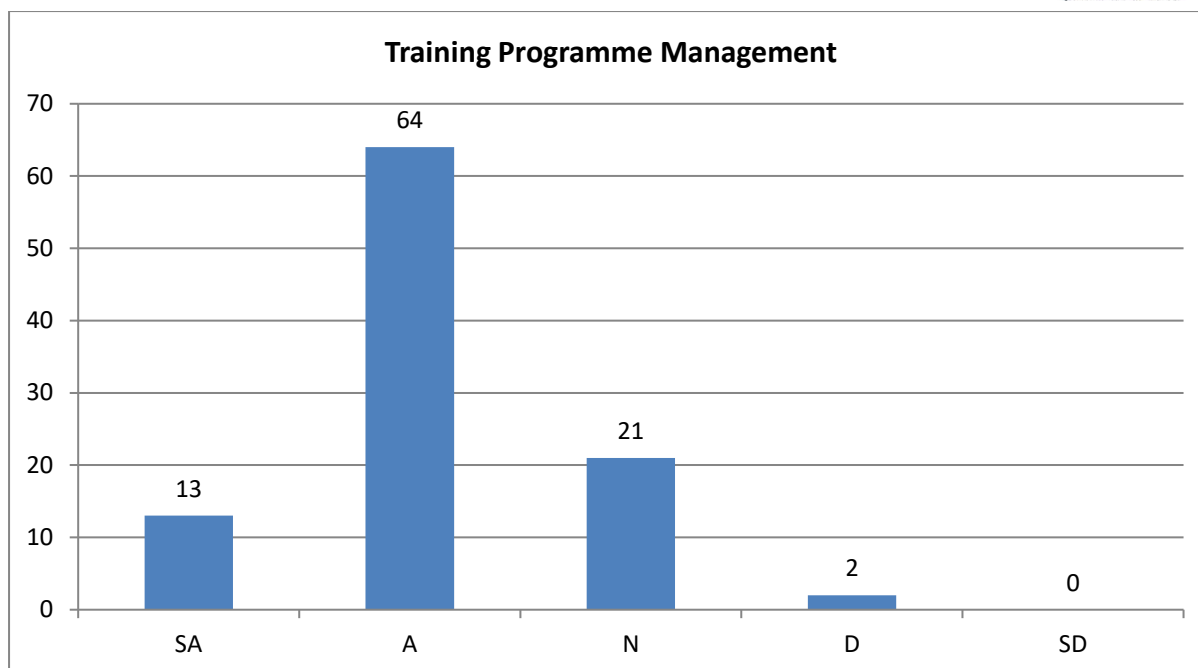
#### INTERPRETATION:

From the above mentioned chart we can realize that out of 100 respondents almost all 70% are Neutral, 20% are agree and remaining 10% are strongly agree.

**TABLE 6**

Training Program Management

CLASSIFICATION	Frequency	Percentage
SA	13	13
A	64	64
N	21	21
D	2	2
SD	0	0
Total	100	100

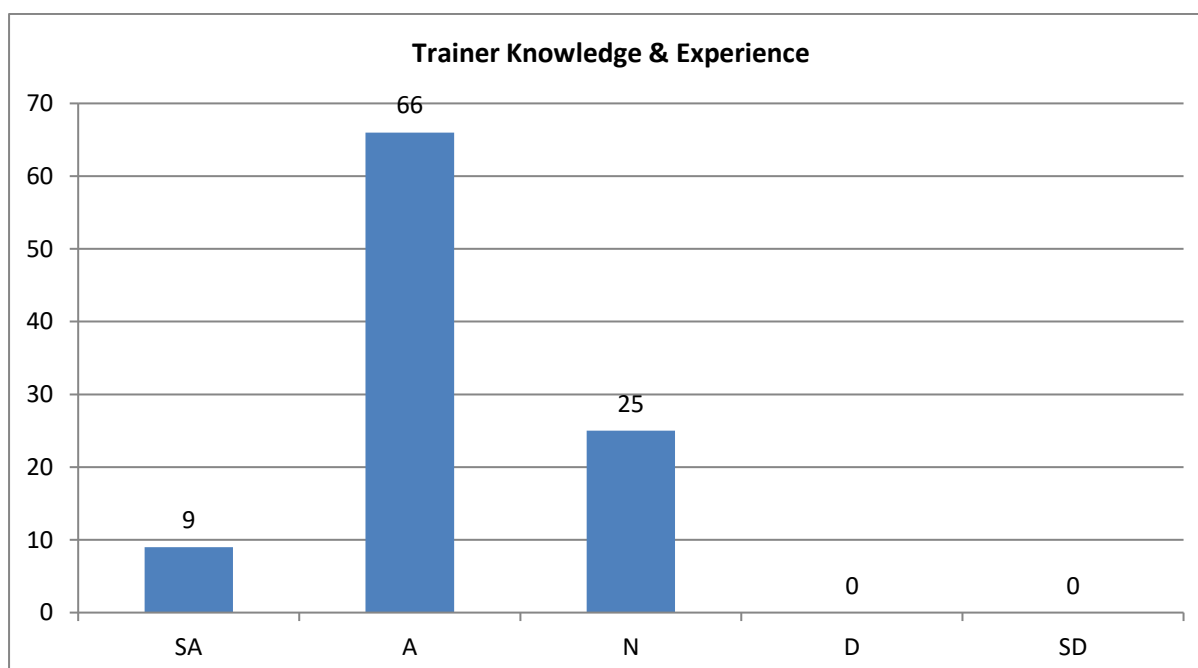


**INTERPRETATION:**

From the above mentioned chart we can realized that out of 100 respondent almost all 21% are Neutral, 64% are agree and remaining 13% are strongly agree. And 2% are Disagree.

**TABLE 12**  
**Trainer Knowledge & Experience**

CLASSIFICATION	Frequency	Percentage
SA	9	9
A	66	66
N	25	25
D	0	0
SD	0	0
Total	100	100



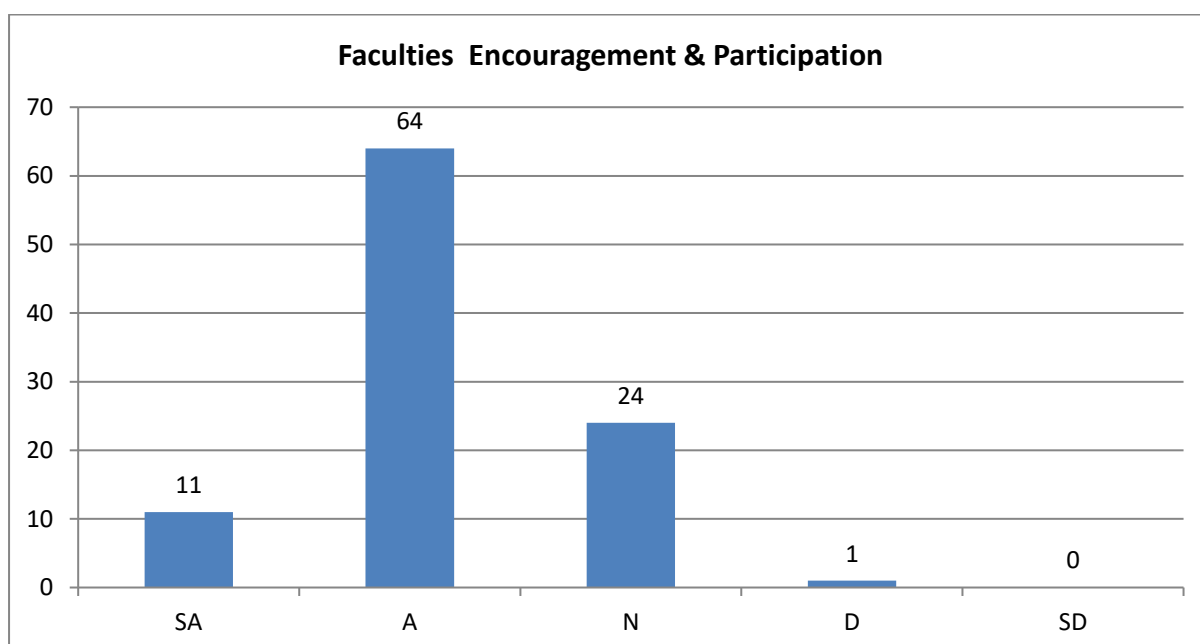


#### INTERPRETATION:

From the above mentioned chart we can realized that out of 100 respondent almost all 25% are Neutral, 66% are agree and remaining 9% are strongly agree.

**TABLE 13**  
**Faculties Encouragement & Participation**

CLASSIFICATION	Frequency	Percentage
SA	11	11
A	64	64
N	24	24
D	1	1
SD	0	0
Total	100	100



#### INTERPRETATION:

From the above mentioned chart we can realized that out of 100 respondent almost all 24% are Neutral, 64% are agree, 11% are strongly agree and remaining 1% are disagree.

#### MAJOR FINDINGS

- Out of 100 respondent's majority of the respondents are male i.e., 89%, whereas remaining of the respondents are female i.e. 11%
- Out of 100 respondent's 29% employees fall in the age range of less than 30 and 16% in 41-50. A majority of portion of employees belong to the age range of 30-40 i.e. 48% while a small portion is in 51 and above. There were more number of young people working in the organization mean there is a room for opportunities and innovative idea.
- The employees are post graduate from 100 respondents i.e.53% post graduate, 45% graduate, remaining 2% others. We can conclude that 20 microns Ltd recruits most of the post graduate in its company.
- Out of 100 respondents majority are having experience of less than 5years.similarly 33% of the respondents are having 5-10 years experienced and 31% of the respondents are having 10 years or more experienced. From the above analysis shows that 20 microns Ltd has recruited employees having experience of less than 5 years.
- Out of 100 respodenents,37% employees are of purchase department.HR department have the lowest number of employees i.e. 3% .There are 37% of employees which handle purchase department. So we can conclude that the 20 microns Ltd has more of purchase department employees.



- Out of 100 respondents, 93% employees are of On the Job practical training. Off The Job practical training have the lowest number of employees i.e. 2%. There are 93% of employees takes training at on the job. So we can conclude that the 20 microns Ltd have majority of on the job training employees.

## CONCLUSION & RECOMMENDATIONS

### CONCLUSION

This research study has provided the platform for training research on overall value waste which we can take out important things from this the study conclude that most of the employees are interested in attending training program through which they are able to enhance their skills, talents, knowledge, ability, development in career advancement.

The company i.e. 20 microns Ltd has provided very well designed training plan and selection of suitable training program for employees to build up their skills and abilities.

The most of the objectives are fulfilled and they are as follows

- To prepare the employee to meet the present as well as the changing requirement of the job and organisation.
- To prepare employee for higher level tasks.
- To Enhance the skills of employee
- To promote individual and collective moral a Censur of responsibility cooperative attitude and good relationship
- To develop the potentialities of people for next level jobs

The study also compute that because of training 20 microns Limited can maintain employee is well being group or team efficiency coordination and relation between every level management organisational effectiveness.

The other things which also matter can be improvement in selection of employees for cat food identify developmental needs participation of employees is selecting a proper training program taking into consideration external factors responsible and selection of the correct subject for training program.

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