

Perception of Opportunities and Benefits of Employee Training and Development in Organisations

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Abstract: *In today's era of competitiveness, it is very important for an organization to be dynamic. It should quickly respond to the changes in its environment. This is possible only when employees are quickly capable enough to manage with the pressure of changing environment. There is no option to compete professionally but for training and development. The study will be helpful in understanding how Training and Development outcomes Employees perception towards work, increase opportunities and benefits. Goldstein (1980) describes training as Training, "the acquisition of skills, concepts, or attitudes that result best performance in an on-the-job environment," Training and development leads to improved profitability and help to attain the goal of organization. Training instant prime opportunity to increase the knowledge base of all employees, but many employers find the development opportunities expensive. Employees benefits and better opportunities improves overall perception of an organization, and increases profit levels by reducing labour turnover and associated costs.*

Keywords: Training, Development, Opportunities, Benefits.

1. Introduction

Training is necessary to begin specific skills, abilities, behaviour, and knowledge to an employee. It is a short-term process utilising a systematic and organised procedure by which non-managerial personal acquire technical knowledge and skills for a specific purpose. For an organization, training and development are important as well as organizational growth, because the organizational growth and productivity are also depend on the training.

It is a specialised function of the organizational development. Training is different form education because it is particularly formal education .Training is a process of learning a sequence of programmed behaviour. It is a application of knowledge and gives people an awareness, rule and regulation about the particularly field, but the aims of training are increasing knowledge and time to time changing attitudes and competences in good manner.

Innovation is increased , create new strength to strategies, productivity increased and the company's capacity to adopt new technologies and new methods. But the training is not same in the whole organisation employee. It can be different from one employee to another, one group to another group, even the group in the same class. So it is frame according to position in an organisation.

The main reason for that can be difference of attitudes, knowledge, and skills from one person to another person. Even the situation is same but it is provide according to capacity and needs. The various methods used an organisations achieve in the training and development. Methods depending on their needs. They include : Role playing, , online training and mentoring, coaching, job rotation, on-the-job training, vestibule, sensitivity training, public classroom training, lectures, onsite training, apprenticeship, conferences which provide employees to

fast and best develop skills Technical seminars which provide direct attention.

Training is short term, task oriented and targeted on achieving a change of attitude, impart skills and knowledge for future role. Training is a best process of learning a sequence of programmed behaviour. It gives people an awareness of rules and regulation to guide their behaviour. According to Dale S. Beach, "Training is the organised procedure by which people learn knowledge and skill for a define purpose". Inviting them to make optimal use of the opportunities and benefits provided for learning in the training activities.

Needs of Training:

Employees specifications with job requirements and organisational needs	Organisational practicality and transformation process
Technical advancement	Organisational quality and Productivity
Job Rotation	Human Relation

Purpose of Training & Development:

- Improve Performance
- Update Employee's skills
- Solve organisational problems
- Orient New Employees
- Ready for promotion and Managerial Succession
- Less gap between planning and implementation of projects
- To improve flexibility and adaptability

Objective of Training:

- Increase Employee Performance
- Motivating and Preventing Employee attrition
- Delaying Managerial Obsolescence
- Updating Employee Skill
- Ready for Promotion

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- Gaining Organisational Excellence

Process of Training:



Benefits of Training Employees for an Organization

(i) Providence in Activity

Skilled Employees will be able to make improving and saving use of materials and furnishings. Diffusion will be low. In addition, the rate of accidents and damage to machinery and furnishings will be kept to the lowest by the well-skilled employees. These will lead to low cost of production per unit.

(ii) Higher Production:

A well-skilled Employee usually shows higher production and excellence of work-output than an unskilled Employee. Training improves the skills of the employees in the performance of a specific job. Encouragement in the skills usually helps to improve both quantity and quality of production.

(iii) Agreement of Methods:

Alongside the help of training, the best accessible methods of work can be systematic and made accessible to all workers. Stabilization will make greater performance rule rather than the irregularity.

(iv) Without Management

If the workers are given best Training, the duty of Management is reduced. Training does not eliminate the need for Management, but it reduces the need for detailed and regular Management. Opportunities for employee growth and development include:

- 1) Regular education classes.
- 2) Compensation.
- 3) Professions development
- 4) Deliberating duty.
- 5) Skills training given in-house or through outdoor training centers.
- 6) Opportunities for progress and inside career promotion.

Nair (1990) appropriately felt that human being is an important part of organizational resource, it helps to achieve higher level of production and profit to the organization. In view of the greater convenience and contribution, which people can render to the organization, awareness to the development of human resource at work is vital.

Rao (1996) reflects that individuals are most significant and exceptional asset of each association. The vital capacity which industry is constrained to do is to receive to new procedures to adulate and perceive and acknowledge individual particularly the representatives at base level of chain of importance, this would help up their spirit to work excitedly, to accomplish the association's vision and mission.

SubbaRao (1996) considers this as a procedure to educating. It helps a person to learn and apply expertise, information, enhance capacity and disposition for the execution of employment. Accomplishment of preparing relies on dynamic listening and learning ability and information, set forward by a cautious application in their work. Hence, preparing is at all times an unfortunate chore however not an end in itself.

Parce, J.A. Robinson (2009) examined in his study that training and development is a techniques use for the employees relevant skills, knowledge and ability to improve employees performance on current jobs and future assignment. It is not conveyable for organizations to give satisfactory training to their employees for effective and best performance toward the understanding of their goals and objectives.

Chris Amisano (2010) Founder analyze that there is a impact role of training and development on the employee's performance. The performance of the employee's depends on the on factors like job satisfaction, knowledge, management but there is a bond between training and performance. Employees performance is necessary for the achievement of the organization.

Nia Purohit (2012) studied existing policies and practices being followed by Indian co-operative banks to assess the satisfaction level of their employees and assessment of employees for Training & Development and advantage & understanding. It was also observed that Training & Development helped employees to obtain best understanding of job and therefore increase skills and knowledge.

Naizi (2011), Researcher analyze that training and development plays vital role in the organization performance this study shows that there is intense pressure on the organization to stay ahead from their competitors at global level by giving their employees training and development strategy while emphasizing on evaluating training programs. This will have impacts on employees performance and they will gain competitive advantage and shall enhance performance of the organisation

Truitt (2011) found is necessary on training and development professionals to design, implement, and evaluate the effectiveness of their programs in reducing disputes in workplace performance. This study describe relationships between one's positive training experiences and attitudes and attitudes about sensed job proficiency. Summary of this study, 86.8% of those who had updated training had the most positive attitudes toward training ($\gamma = .293, p < .05$). Furthermore, 80% of those who had negative

training attitudes also had negative views on their proficiency ($\gamma = .465, p < .000$).

Kunche, puli, gunianti(2012) , researchers analyze that the ratio of organisation depends on the capability of the employee. Employee should get training which will help the employee to face any person or situation. The purpose of this research is to measure and improve the impact of training. Evaluation is not just for the trainer or organization it is necessary for the employees also. The main aim of this research is to provide information to evaluate and progressive the effectiveness of training.

Elnaga (2013)the founder analyze that employee is a blood stream of any business. The achievement or tragedy of the firm depends on its employee performance. This study analyse and understand the theoretical framework and models related to employee development through training and development programs, and its effect on employee performance of workforce and on the basis of the review of the current evidence of such a relationship, offers suggestions for the top management in form of a checklist, appropriate for all businesses, to assess the employee performance and to find out the true cause(s) of the performance problem so the problem could be solved in time through desired training program.

Kulkarni (2013) the researcher found that Training plays vital role in this competitive world and challenging format of business. Training is the nerve that suffices the need of fluent and smooth functioning of work which helps in increasing the quality of work life of employees and organizational development too. Development is a process that leads to qualitative as well as quantitative benefit in the organization, particularly at the managerial level, It is fewer considered with physical skills and is more involved with knowledge, values, attitudes and behaviour in addition to specific skills. This paper focuses and analyses the literature findings on importance of training and development and its relation with the employees' quality of work life.

Muhammad fard (2013)the author examined that training has become an activity in the dynamic cooperation market environment. To achieve short and long term benefits organisation invest in training and development for human resource. Due to the organisational, technological and social dynamics employees run to become absolutely perfect , skilled and knowledge invaluable training and development is essential to the productivity of organisation manpower

Ackah,R.Agboyi(2014),examined as a statement Training has become an issue that has to be faced by every organization. Quality of training carried out tremendously from organization to organization due to factors such as the degree of external change, for instance, new markets or new processes, the ability of active manpower and necessary level to which the organization supports the estimation of internal career development. This study, describe the role and impact of training on employees with emphasis on the lower, middle level workers and the administrators of GPHA.

Tahir (2014),the founder investigate whether training and development has impact on employee's performance and productivity .The nature of paper was quantitative. Primary source was used for collecting data for the paper. Through statistical software data was checked to find impact of training and development on employee's performance and productivity

Asfaw, argaw, bayisaa (2015) The, Authors on the impact of training and development on the employees performance and effectiveness at District Five Administration Office . In this survey, they employed cross sectional institutional based quantitative research method. They used systematic random sampling technique to select 100 respondent and after analysis 94% responses positively. They recommend that District Five Administration Office should provide employee training and development programs.

H.O. falola (2015) examined in their study that Training and development is absolutely necessary strategic tool for progressive employee performance and organizations keep increasing training monetary fund on yearly basis with believe that it will earn them competitive edge. The data collected were carefully analyzed using descriptive statistics to depict the raw data in a purposeful manner. The results show that strong relationship exists between training and development, employees' performance and competitive advantage.

Gambo (2015)the author analyze that the key to achieve organizational success and corporate development is workers training and development .His study was to find impact of training and development on workers productivity with the help of TET fund academic staff training and development 2010 sponsorship. Summary of the study proved that training and development activities improves workers skills and performance at work place increasing their technical knowledge.

Mozael(2015)examined that the training play most important role in the impact of organization's performance. The main objective of this study is to discuss the several training method to maximize the performance of employees and findings also shows training methods which are used to increase employee performance. The main purpose of the projected solution is in creating new methods which provide employees practical training to increase employee performance and save on organizational cost.

Index Terms - Employee training, employee performance, organizational performance, training design, delivery style.

2. Conclusion

This study has proved the impact of training and development on employee's performance and efficiency. Training and Development has positive effect on Organizational Performance .Accumulation from this research exposed that employees training and development is an effective tool for employee's higher productivity in the organization. Employees can only get opportunities and benefits if employees should get required training for their tasks. Training and Development updates Employee

Knowledge and enhances their personal Skills and it helps in avoiding Managerial Obsolescence. With the help of these programs, it is easier for the management to judge the job performance and accordingly take decisions like employee rewards, welfare facilities, compensations, Promotion, benefits etc. Training helps employees to grow their skills inside the organization therefore step-up market value of organization, employee's job security, and earning power of employees. Training and Development programs give opportunities and benefits to employees at their organization.

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