

“Staff Training and Development as a Tool for High Employee Performance in an Organization”

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Abstract

The current study investigated on “Staff training and development as a tool for high employee performance in NEKRTC, Kalaburagi, and Karnataka. It was found that training and development programs were conducted to employees of NEKRTC to enhance their needs as per the employment guidelines for successful execution at work. Training and development helps to improve the skills of the employees and helps to achieve the organizational goal.

Keywords: training, development, skills, employees, organization

Introduction

In the dynamic and testing condition workers aptitudes must be constantly, imperative wandered preparing and improvement, without preparing is impractical in changed condition preparing is more vital. So keeping this in view, this theme has been chosen to study preparing and improvement techniques at NEKRTC. Preparing and advancement are giving individuals a chance to pick up information, rehearse their abilities and have their mental abilities. Preparing with its emphasis on perfection identifies with the information, abilities and state of mind that individuals need to present at their place of employment, with its present level of obligation. Advancement with its attention on development, identifies with the learning, aptitudes and state of mind individuals need to do their next employment or an alternative types of their present place of employment, as a rule wit more prominent duty.

Training and development can be described as an educational process which involves the sharpening skills, concepts, changing of attitude, and gaining more knowledge to enhance the performance of employees.

Benefits of Training and Development

1. Increased productivity
2. Less supervision
3. Job satisfaction
4. Skill development

Objectives

1. To study the significance of training and development at NEKRTC
2. To concentrate on the preparation and improvement particles in NEKRTC.

Research Methodology

The research is based upon both primary and secondary data. The primary data was questionnaire method and secondary data was taken from research papers, journals and websites. Sample was collected from employees of NEKRTC Kalaburagi, Karnataka. Sample of 100 employees were randomly selected for data analysis and interpretation, simple percentage average tools and likert's scale method was used for tabulation of data.

Findings and Suggestion

Research Findings

1. Majority of the respondents i-e 54 percent of respondents were from the age group of 35 and above, 34 percent of respondents were under the age group of 25-35, and 12 percent of respondents were from the age group of below 25.
2. Majority of the respondents have done technical related courses and very few respondents have done non-technical courses.
3. 100 percent of respondents are satisfied from the training procedure conducted by the organization.
4. Majority of the respondents i-e 38 percent of respondents agree that training is essential at NEKRTC, 24 percent of respondents say that training is essential to create awareness regarding organizational goal at NEKRTC, 20 percent of respondents say that training improves efficiency of the employees at NEKRTC, 16 percent of respondents say that training helps to maintain vehicles in good condition, and 2 percent of respondents say that training make good superior subordinate relationship.
5. Majority of respondent's i-e 76 percent of respondent's experienced training program once, 10 percent respondent's undergone training program twice, 8 percent respondents undergone training program thrice, and 6 percent respondents undergone training program more than thrice.
6. 46 percent of respondents say that top management makes effort to identify and utilize the potential of employees, 34 percent of respondents strongly agree that top management makes effort to identify and utilize the potential of employees, 18 percent of respondents agree that top management makes effort to identify and utilize the potential of employees,
7. And 2 percent of respondents disagree that top management makes effort to identify and utilize the potential of employees.
8. 100 percent of respondents are satisfied with their present job
9. 54 percent of respondents opined that workshop is the regular configuration of preparing and improvement program incorporates into N.E.K.R.T.C and 46 percent respondent's opined classes is the basic arrangement of preparing and advancement program incorporates into N. E. K. R. T. C.

10. 68 percent respondents favored dialect of guideline was Kannada, 20 percent respondents favored dialect of direction was English and 12 percent respondents favored dialect of direction was Hindi.
11. 34 percent respondents said essential reason for preparing is to help an organization satisfy its future individual needs, 32 percent respondents said fundamental motivation behind preparing is to enhance quality, 26 percent respondents said essential motivation behind preparing is to enhance efficiency and 8 percent respondents said fundamental motivation behind preparing to self- improvement.
12. 48 percent of respondents said significance of preparing project is to accomplishing the authoritative objective, 32 percent respondents said significance of preparing system is to lessen the wastage and 20 percent respondents said significance of preparing system is to expand the profitability.
13. 56 percent respondents said preparing is given to representatives on the premise of their capability, 28 percent respondents said preparing is given to workers on the premise of their capability, 12 percent respondents said preparing is given to representatives on the premise of their aptitudes and 4 percent respondents said preparing is given to representatives on the premise of their experience.
14. 74 percent of respondents opined that after completing the training programme feedback is given and 26 percent respondents opined that after completing training programme feedback is not given.
15. 88 percent of employees agree that they face more health issues during their service, 8 percent respondents say that they fail to maintain good health due to night out or night duty and 4 percent respondents say that unpredictable and fluctuated consumption for representatives neglect to keep up great wellbeing.
16. 64 percent of respondents are fully satisfied by trainer’s needs of training programme attended by organization, 30 percent respondents are partly satisfied trainers needs of training programme and 6 percent respondents are not satisfied by trainers needs attending training programme.
17. 44 percent of respondents are very much satisfied by training provided by organization, 36 percent of respondents are satisfied by training provided by organization and 20 percent of respondents are neutral with giving data by association.
18. 76 percent of respondents agree that training programme helps in development of technical skills and career advancement, 16 percent of respondents nether agree or disagree that training programme helps in development of technical skills and career advancement, 8 percent of respondents strongly agree that training programme helps in development of technical skills and career advancement,
19. Majority of respondents i-e 64 percent agree that employees have the opportunity to use their trained skills immediately, Majority of respondents i-e 22 percent strongly agree that employees have the opportunity to use their trained skills immediately, Majority of respondents i-e 8 percent neither agree or disagree that employees have the opportunity to use their trained skills immediately, Majority of respondents i-e- 4 percent strongly agree that employees have the opportunity to use their trained skills immediately and Majority of respondents i-e 2 percent strongly agree that employees have the opportunity to use their trained skills immediately.
20. 64 percent of respondents agree that training material was provided to employees during training process and 36 percent of respondents are satisfied by training material provided to employees during training process

21. 99 weightage for 3 rating are given by the respondents towards impact of training and development programme in developing their decision making, 24 weightage for 4 rating are given by the respondents towards impact of training and development programme in developing their decision making and 22 weightage for 2 rating are given by the respondents towards impact of training and development programme in developing their decision making.

Research Suggestions

1. It is recommended to casing and executes a compelling preparing technique for the execution of workers and additionally an association.
2. It is proposed to make a decent domain by keeping up the workers to accomplish the objectives of an association.
3. It is proposed to execute of preparing for the workers not withstanding for to enhance profitability, quality and self- improvement of the representatives.
4. It is proposed to give significance for preparing the representatives now withstanding for to expand the profitability and to diminish the wastage in N.E.K.R.T.C.
5. 100 percent of respondents are satisfied with training procedure.
6. Majority of the respondents agree that training is essential for all employees to improve their efficiency, to create awareness regarding organizational goal, to maintain vehicles in good condition, to make superior subordinate relationship in the organization.
7. Majority of respondents agree to once for undergoing training programme and others choose twice and thrice in training.
8. Majority of the employees are normal/ neutral with decisions taken by the top management regarding identifying and utilizing the potential of employees.
9. 100 percent of respondents are satisfied with their present job options or facilities.
10. Majority of the respondents agree that there are common format of training and development programme in N.E.K.R.T.C.
11. Majority of the respondents use kannada language as a medium of communication in training programme
12. Likert's calculation shows an average 37 percent respondent's opinion was good the impact of training and development programme in developing their decision making skills.
13. Majority of respondents say that the basic purpose of training is to fulfill organization requirement and fulfill future personal needs.
14. Majority of respondents agree that through training programme organizational goal can be achieved.
15. Majority of respondents opined that training is given to them based on their performance in the work.
16. Highest number of training employees given feedback to the organization.
17. Many of the respondents say that they can't maintain good health due to double duty, night out and night duty.
18. Majority of respondents say that they are fully satisfied with the training programme.
19. Majority of respondents feel that training helps them in development of technical skills and career advancement.
20. Majority of respondents say that training material is provided to them during training programme.

Conclusion

The analysis of the information demonstrates that the preparation programs that were directed were in general in nature and less indicated by the employment needs. The learners were happy with the reparation program that was led. The employees feel that the association must incorporate new techniques for preparing and all the more of the time directed the reparation programs as per the employment prerequisite.

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