

# A Study on The Effectiveness of Training and Development on Performance of Employees at Moog Controls (India) Private Ltd, Bengaluru.

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## **ABSTRACT:**

The research study mainly on the employee's performance they are the major assets of an organization. Every organization needs well trained employees to perform the activities effectively and efficiently. The title of the study is "The Effectiveness of Training and Development on Performance of Employees". The purpose of the study is to find out the effectiveness of training and development on the employee performance. The study suggested that training and development of all staff should be dynamically followed and made obligatory and the employer should give compulsory training programs for all employees in order to improve performance. The study decided that there is need for continuous training and development taking into deliberation the opposition, market dynamics, customer satisfaction and net promoter score among others. It is continuous process of the organizations that helps to develop skills, knowledge, and abilities. Training and development lead the better performance of employees. In this globalization era training is crucial for the competent and challenging business. It is the nerve that needs to help enhancing the quality of work life of employee's development the organization.

**Keywords:** Training, Development, Performance, Employee, Job Satisfaction.

## **INTRODUCTION:**

Training and development are of much significance in achieving the objectives of the organization by keeping in view the interest of employees and organization. Training includes but not limited to software training management training whereas development focuses primarily on the activity that improve employee skills and future endeavours. Firms are facing new changes due to the rapid pace of technological and global development. Technological advancements have brought about the need of competencies and capabilities needed to perform a specific task. In order to manage these challenges, more enhanced and efficient training programs are needed by all corporations. Training is seen as a useful means of coping with changes fostered by technological innovation; market competition, organizational structure and most importantly it plays a key role to enhance employee performance. Training and Development proves to be a parameter for enhancing the ability of the workforce for achieving the organization objectives.

The existing organization should deal with training necessitates linked up with altering and growing internationalization of industry, diverse national point of view and a varied workforce. The world is becoming smaller and our business is becoming larger as the result of globalization. In this regard the companies must be competitive to face the challenges of the globalization. The competitive advantages of the firm depend on the knowledge and skills possessed by the employees.

## **OBJECTIVES OF THE STUDY:**

- To analyse the Effectiveness of Training and Development at Moog Controls (India) Pvt. Ltd.
- To provide suitable suggestions for improving the effectiveness of training and development programme.

**LITERATURE SURVEY:**

1. **Ananthalakshmi Mahadevan et al. (2019)** In her paper titled, “The impact of training methods on employee performance in a direct selling organization in Malaysia” throws light on the problem of effectiveness of training and development on the performance of employees in the multinational company. Her study aimed to explore different influencing factors on employees in development and training of employee’s skills and knowledge towards growth in the organization. She conducted the survey on examine of on-the-job and off-the- job training on employees’ performance. She concluded by stating that different impact on training and development of employees’ performance found that the main reason behind the problem on development and training based on employee skills and knowledge.
2. **Topiwala Mrunali (2021)** in his paper titled, “A study on effectiveness of training and development on employee’s performance at UK Paper Ltd.” throws light on the problem of the organisation to enhance them performance it is necessary of paying attention to learn. His study aimed to explore the competent workforce in order to maintain a high level of competency and to survive in a dynamic business environment. He conducted the survey on examine the to investigate the effectiveness of training and development of the employee’s performance. He concluded by stating that different level of training and development program can be affected the employee’s performance in the growth and development of organisation.
3. **Aya Aksh (2018)** in her paper titled, “Training effectiveness on employee performance: A research on humanitarian organization employees.” throws light on the performance of employee’s performance and their engagement to the work as defined in some of empowerment literature in non- governmental organizations in the city of Gaziantep. Her study aimed to explore the examined the impact of the training programs on the employee’s performance and their engagement. She conducted the survey on the dimensions on training and development, engagement and motivation on the job performance. She concluded by stating that to realize how much HRM processes can affect their performance and is related to their organization’s culture.
4. **Mohammed Omer Eid AIMomany (2015)** In his paper titled, “Training and its Impact on the Performance of Employees at Jordanian Universities from the Perspective of Employees: The Case of Yarmouk University” throws light on the problem of related to the gap between the expected performance and the actual performance of the employees at the administrative departments at Yarmouk University in the governorate of Irbid in the Hashemite kingdom of Jordan. His study aimed to explore the impact of in-service training programs on the performance of administrative employees at Yarmouk University from the perspective of the administrative staff. He conducted a survey on (70) male and female employees, were the administrative leadership, president, vice presidents’ general managers and alike. Second group consisting of (170) male and female employee, were the managers and department heads (Middle management) at Taiz University. He concluded by stating that the attitudes of administrative leaders and administrative employees towards the components of training programs and the impact of training on the performance of employees at Yarmouk University.
5. **H. O. Falola, A. O. Osibanjo, S. I. Ojo (2014)** in their paper titled, “Effectiveness of training and development on employees’ performance and organisation competitiveness in the Nigerian banking industry” throws light on the performance of Training and development is indispensable strategic tool for enhancing employee performance and organizations keep increasing training budget on yearly basis with believe that it will earn them competitive edge. Their study aimed to explore to examine the effectiveness of training and development on employees’ performance and organisation competitive advantage in the Nigerian banking industry. They conducted the survey on the two hundred and twenty-three valid questionnaires which were completed by selected banks in Lagos State, South-West Nigeria using simple random sampling technique.

**METHODOLOGY:**

The empirical data for the study were collected through a well-structured questionnaire, which was prepared and distributed among the members of staffs in Moog Controls (India) Pvt. Ltd. This study was guided by a descriptive research design. The sample size of 120 employees was selected from the target of 200 employees working in an organization using a simple random sampling technique. The data was collected from employees of Moog Controls (India) Pvt. Ltd. Primary data is based on a survey through a structured questionnaire, Google forms created and circulated among the respondents for the responses. Employees from different designation had filled the questionnaire for the purpose of this study. Research papers, books and online search engines like Google have

all been used to gather secondary data. The data was analysed through SPSS software.

## HYPOTHESIS OF THE STUDY

### Hypothesis

**Null hypothesis H0:** There is no significant relationship between training and development on the performance of the employees.

**Alternative hypotheses H1:** There is a significant relationship between the training and development on the performance of the employees.

Here Training is considered as independent variable and the performance is considered as dependent variable.

## RESULTS AND DISCUSSION

From the data analysis, and testing on the hypothesis it is seen that,

**H0:** There is no significant relationship between training and development on the performance of the employees.

**H1:** There is a significant relationship between the training and development on the performance of the employees.

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### Correlation coefficient:

Sl.no	Critical Factor	Correlation Coefficient	Sig. (2 Tailed)
1	Training program	0.266**	0.050
2	Ideal time to evaluate	0.160*	0.523
3	Constantly changing technology for performing	-0.490	0.010

The study illustrates its outcome of respondents training and development and performance. The P-value at the 5% (or 0.05) level of significance is calculated as being 0.001. A two-tailed test for the Spearman correlation yields 0.266, which includes having discovered that positive correlation has been noticed. The P-value in this instance is  $0.001 < 0.05$ , which is less than the level of significance. As a result, the alternative hypothesis, in which it has been laid out job performance has an effect on training and development, is accepted and rejecting the null hypothesis. Job performance is directly related to training and development because it increases trust in the organization and feels secure and increases confidence towards work development.

### Chi-Square Test:

	Value	df	Sig. (2 tailed)
Pearson Chi-Square	7.096	4	.131
Likelihood Ratio	6.464	4	.167
Linear-by-Linear			
Association	.907	1	.341
N of Valid Cases	165		

a. 6 cells (60.0%) have an expected count of less than 5. The minimum expected count is .18



**P value: 0.131, Level of Significance: 0.05, (LOS = 0.05 < P value 0.131)**

According to the above output of SPSS, it is observed that  $X^2$  calculated value is 7.096a which is lesser than  $X^2$  i.e., 9.488 at 5% level of significance (LOS) at 4 degrees of freedom.

As a result, the null hypothesis, which depicts that there is no impact of gender on the level of satisfaction with career and personal life balance, is accepted and the alternative hypothesis is rejected.

### **CONCLUSION:**

The study was helpful to know the theoretical and practical aspects of the training and development in company like Moog Controls (India) Pvt. Ltd. According to the study, Training and Development is an important aspect of human resource management. It is important for organization to get skilled and capable employees for better performance, and employees will be than competent when they have the knowledge and skill of doing the task. Training and Development would provide opportunities to the employees to make a better career life and get better position in organization. Therefore, the purpose of this study is to analyse the impact of training and development on employee performance. HR Department is continuously hiring skilled people from wide market and thus provides training to cope with global challenges. Through various HR activities and training programs they retain talents in the organization, ensure career path for performers to perform more efficiently and effectively to contribute more and more.

### **FINDINGS:**

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