



A Study Of Performance Of Employees In Manufacturing Companies

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ABSTRACT

All training and development efforts should be directed on making the most of an organization's people capital. If a company's training and development programme isn't yielding results, it has to be terminated. When it comes to fostering growth, maintaining high performance, and keeping valuable employees in place, training and development is often overlooked or dismissed as a minor issue, and its true purpose is often misunderstood. All too often, it is viewed as a means to an end, namely the promotion of existing employees. Training and development programmes are beneficial not just to the individual workers who participate in them, but to the organisation as a whole. Improvements in employee development are frequently considered as the key to a company's sustained success. Companies in today's global market need workers who can quickly acquire new knowledge and implement changes to their methods of operation in order to maintain a competitive edge. Successful companies know that investing in their workers' professional growth is essential to retaining and growing their workforce.

KEYWORDS: Employees, Manufacturing Companies, training and development program, human resource, organizational sustainable development.

INTRODUCTION

If the government succeeds in improving the calibre of its personnel, the country's economy should flourish as a natural consequence. In order to maximise output and satisfaction, managers should prioritise staff training and development. Staff training and development is beneficial, but we need additional research to fully understand why. The study's author recommends giving workers a fair opportunity to participate in extra training programmes that would provide them with the skills they need on the job. It is also recommended that cutting-edge channels of communication be used to disseminate the training materials.

Employees are more inclined to participate in the poll if the company can persuade them that doing so would benefit them.

Employees are an organization's most valuable resource, thus it's imperative that they have access to various training and advancement opportunities. The garment industry has long benefitted from training due to the prevalence of labor-intensive processes within the sector. The major purpose of the research was to ascertain whether or not training had an effect on the efficiency of operational-level workers at the selected textile firm. The theoretical data served as the basis for developing a conceptual framework to analyse training's impact on productivity in the workplace. Empirical research shows that training increases productivity among operational level staff at a selected apparel company. Although this study's findings may be helpful for future studies, they will also have practical ramifications for the company.

Employee Performance

It has become clear to companies that in order to survive in today's uncertain market, they need to develop distinctive, adaptable features that bolster their competitive advantages. The success or failure of every company may be traced back, in large part, to the way in which its workers go about their daily work. According to Sultana et al. (2012), performance is "the accomplishment of specific goals evaluated against established standards or the anticipated level of accuracy and completeness." When work is accomplished to standards, employees may be considered high achievers. According to Brown (2008), cited in Sila (2014), performance is the degree to which one is successful in an endeavour and the degree to which others perceive that accomplishment. According to Sila (2014), there is more than one way to think about how well someone does their job. Performance, as defined by Baldwin (2008) and cited by Sila (2014), is the act of effectively generating actions or behaviours that produce an intended outcome.

Relationship between Training and Employee Performance

Previous studies have shown a connection between training and increased productivity in the workplace. Hence, training is essential for improving the calibre of personnel and the effect of HR outcomes on business outcomes. Training is meant to equip workers with the knowledge, abilities, attitudes, and habits they'll need to succeed in the competitive business environment of the present. This function of human resource management is so important because it directly impacts the expansion of the company, and for this reason, many companies invest heavily in and advocate for staff education and development. All businesses have standard procedures that their staff must follow. Likewise, they are considered high achievers if they meet or exceed the criteria and objectives set by the company. Training has been shown to significantly increase productivity, as reported by Ahmad et al. (2014). There are many factors that contribute to an employee's level of performance, but training is given particular attention because of the good benefits it has on

growing workers' abilities, knowledge, and confidence, all of which are considered essential to the success of a firm.

On-the-Job and Off-the-Job

On-the-job training and formal education are the two main types of development identified by Adeleye, Adegbite, and Aderemi (2014). Keep in mind that "on the job training" and "off the job training" describe general types of training and development, not any particular method of training and development in particular. A company might choose to provide its staff with training both on and off the job. The former describes a situation in which a worker is trained by someone inside the organisation. Companies often invest in their workers' growth and development by providing opportunities like apprenticeships, orientation programmes, and job rotation. In the second scenario, the person receives training outside the organisation (externally), and techniques like role acting, simulation, and case study may be utilised to help them learn and grow.

On-the-Job Training Apprenticeship

"Apprenticeship" is defined as "the process through which an experienced individual trains a beginner," by Olaniyan and Ojo (2008). Apprenticeships, as described by Noe (2010), include both formal education and practical experience (off-the-job). Training normally takes a great amount of time and needs the trainee to work closely with the trainer, who is usually a senior employee. You can be paid to learn, and there's a good chance you'll be able to find job when you finish the programme. High-quality employees are more likely to be generated as a result of this training since it has been tailored to meet the needs of the business (Noe, 2010).

Job Rotation

This method ensures that the trainee is prepared for a variety of roles and responsibilities within an organisation. That is to say, the learner moves from one activity to the next in a sequential manner consistent with the planned timeframe. According to Jorgensen, Davis, Kotowski, Aedla, and Dunning (2005), job rotation is the process of giving an employee responsibilities in different positions over the course of a certain period of time, with consideration given to the person's skills and background. Job rotation, as defined by Tuei and Saina (2015), is the process through which a trainee moves from one lateral employment to another in order to acquire new skills. Work rotation is a great way for the trainee to get experience in different areas and acquire transferable skills. As a consequence, the student will be better prepared to deal with challenges on the job and will experience greater levels of job satisfaction and productivity.

Off-the-Job Training

Simulation

Cole (2002) states that when we talk about "simulation," we're referring to a training environment that's as near to real life as feasible for the trainee. Mack (2009) defines simulation as a method of study or instruction that creates a simulated environment in which participants may safely build competence. Mehta and Bhatt (2014) state that vestibule training uses the prototype or the same technology used in the workplace for training, but takes place in a different setting than simulation training. Since resources are few, a vestibule is sometimes used to teach a large number of people at once or to train staff with intermediate skills. It's still debatable whether or not there's a meaningful difference between simulation and immersion. Although some people may think they're special, others may disagree. Even if trainees are placed in a simulated environment that is similar to, or even the same as, the conditions of the workplace, the authors argue that the words simulation and vestibule should be used interchangeably. The main advantage of simulation is that it cuts down on training mishaps, which in turn saves money and makes the trainer happier since he is not working in a theoretical setting. With simulation, workers may have access to fresh viewpoints, ideas, facts, legislation, and strategies that can boost their performance.

Case Study

Students are given a scenario (either actual or fictional) and asked to analyse it, synthesise it, solve it, or ask questions as a means of learning problem-solving skills via case studies. Case studies are used in the workplace to assist individuals develop their analytical, problem-solving, and critical-thinking skills, as stated by Bohlander, Snell, and Sherman (2001). It's also used to have pupils thinking critically about the content and contributing their own insights into the classroom discussion. Education is most effective when it encourages students to reflect on their own learning and to find new ways to apply what they've learned.

Role Play

The idea behind this technique is to gain insight into a new topic by adopting the perspective and behaviour patterns of an expert in the field. During a role play, participants may either act as themselves or create fictional characters and act out the circumstances as written (Chan, 2011). In addition, he advises that the role play's content may be either known or unknown, simple or complex, and the environment can be defined in depth or may be unclear to provide participants the chance to use their own thoughts and imaginations to act. Students are able to teach and be taught by one another, building both their knowledge and their confidence in their ability to mentor and guide others. It's a tool used by managers to solve issues including disagreements, absenteeism, and poor evaluations of employee performance.

Classroom/Lecture

According to Sutherland (1976), a lecture is a kind of instruction in which a teacher conveys information to students via oral presentation with little student participation. It's possible that he learned it through his own reading, study, and experiences. Whenever many people need to learn a lot of information quickly, this method is used, as explained by Ahammad (2013). This method may be supplemented with the use of other teaching strategies like case studies and role playing. This strategy might be used to save costs and maximise efficiency where there are many students or a big volume of information to cover.

CONCLUSION

There may be positive effects for the business as a whole if staff are provided with training in areas such as critical thinking, central leadership, collaboration, and interpersonal skills. Training is an essential tool for enhancing worker performance and productivity, both of which contribute significantly to the company's success and development. Employers and workers alike may gain from this. But, a well-trained worker is more likely to exceed expectations and become an asset. Training is essential to boost productivity and inspire and motivate workers by highlighting the significance of their tasks and offering the knowledge they need to enhance their production. Last but not least, individuals who have access to training and development programmes have an advantage in a variety of firms over those who are left to fend for themselves. Staff members know they are valued when their employer invests in their professional development. With the training, the workplace becomes a more positive place to work. Those workers who otherwise wouldn't have considered or sought out the training may be able to participate. Training programmes that make workers feel valued and provide them opportunity to develop professionally may improve job satisfaction. The result is improved academic achievement as kids are inspired to think creatively.

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