

Special Issue of First International Conference on Advancements in Research and Development
**The Impact of Training and Development on Organizational Overall
Performance in IT Industry**

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Abstract

An excellent performance of employees is a key factor in an organization's growth. Employees are the foundation of the company. Organization is investing more money on preparation and advancement of workers to improve their productivity and effectiveness. The study has interviewed workers to examine the factors that impacts on the performance of the employees. Upon interviewing the IT Industry employees, we can say that the IT industry employees are happy with their respective training and development programmes. It has also been concluded in this study that employee satisfaction, work security, and financial benefits are the main factors in employee performance growth. Management with a focus on improving employees will strengthen the interest and commitment of employees to the job.

Key words: Employee performance, Empower of employees, IT Industry, Efficiency of organization, Training and Development.

1. Introduction:

Employees are business properties. The company's development and ruin depends upon the employees. Employees' performance, commitment and loyalty play an important role in maintaining the status and reputation of the company and it will also increase the company's image and profit. It is crucial for an organization's top management to recognize the importance of the employee performance and appraisal training and development system. A lot of work has been conducted on the employee performance and appraisal training and development system but the management of the company still faces many problems and limitations in this regard.[1-6] The

main aim of this article is to provide the definition of preparation, development, performance and evaluation of the employees. Without adequate preparation for workers do not receive correct or reliable knowledge to improve their abilities to perform the duties at their full potential. Training is essential to employee development and performance after preparation, members of the system do not work well in the company and they fall behind the obligations of the organization. The study's main aim is to realize the effectiveness of the employee performance training programme. Training is a well-structured process improving an employee's the skills, raising work awareness and building skills to perform efficiently in the role of

the job. If the organization fails to offer importance to the training, it lowers the output of the employee performance and slows down the organizational economy which leads to a decline in the company's income. Most of the organization doesn't spend more money for the employee training which results in high job turnover and also increases the cost of hiring new employees which leads to a reduction the company's profitability. A lot of work has shown to be positive relationship between training and growth on employee results. Training improves employee performance which brings organizational benefits and employee performance satisfaction [7-12]

2. Objectives of the Study

1. To determine how training increases the performance of the employee and productivity of the organization.
2. To identify whether training and development program has implemented in organization or not.
3. To study the evaluation of employee performance in training and development program.
4. To identify the effect of training and development program on employee performance.
5. To study the relationship between training and development and employee performance.

3. Scope of the study

The study is meant to identify the impact of training and development on organizational overall performance in IT industry

4. Methodology

The main and secondary data are used to collect information. Primary data is gathered through the questionnaire process and the secondary data is gathered by newspaper, magazines, journals and the website of organizations.

5. Sample Size

The regular pattern duration used for the take a look at is a hundred respondents of IT industries.

6. Review of literature

According to G.P. Nunvi (2006), Training programs are aimed at maintaining and improving present work performance while development seeks to improve skills for future work role. Taking into an account the development in technology, definite jobs has become unnecessary with the substitute of machines in the current days. In addition to training and competence has become necessary for those in present positions and those wishing to be promoted in the future.

According to Herman Aguinis and Kurt Kraiger, 2009 it has been observed that training activities has a encouraging force on the performance of individuals and teams. Training activities can also be beneficial regarding other outcomes at both the individual and team level (e.g., attitudes, motivation, and empowerment).

According to Bananuka et al. (2017) added credentials that once interior auditors are not trained, it is alleged as a dispute to the inner audit and these disputes have a harmful impact on their role performance.

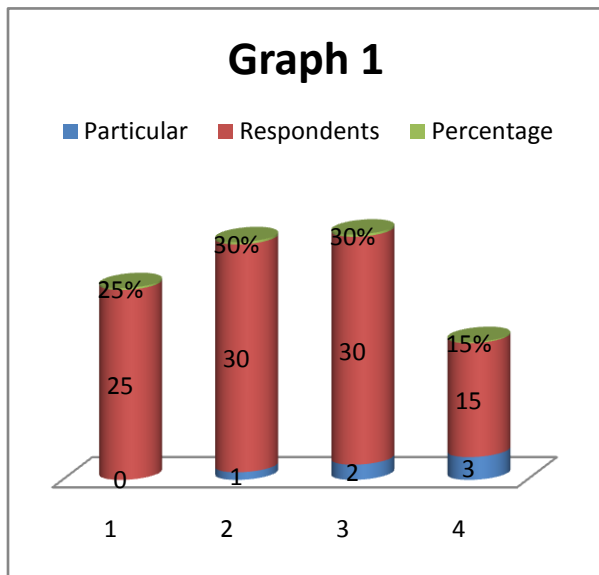
7. Data Analysis and Interpretation

Table & Graph 1: Table Showing No of training program attended in last year

Particular	Respondents	Percentage
0	25	25%
1	30	30%
2	30	30%
3	15	15%
Total	100	100%

Interpretation: from the above table it shows that 25% of the respondents has not attended any training program in last year, and 30% of the respondents has attended only one training in the last year, 30% of the respondents has attended 2

training program and 15% of the respondents has attended 3 training program.



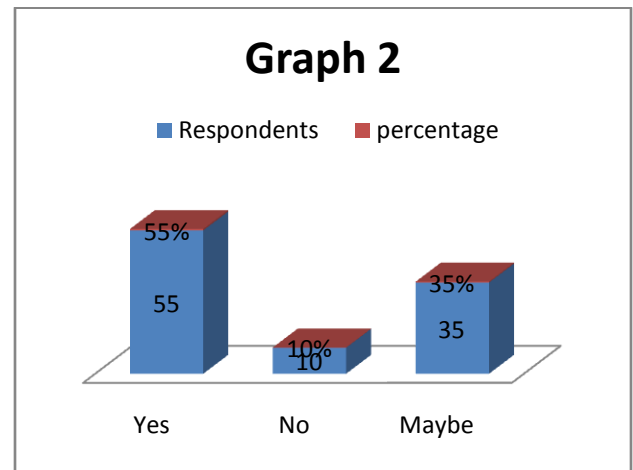
Inference: from the fig shows that majority of the respondents have attended one or two training program.

Table & Graph 2: Table showing employee engagement has a favorable connection to success of employees.

Particulars	Respondents	%
Yes	55	55%
No	10	10%
Maybe	35	35%
Total	100	100%

Interpretation: from the above table shows that 55% of the respondents say that employee engagement has a good working relationship, 10% of the respondents says that employee engagement has No positive employee performance relationship, 35% of the respondents suggest that employee

engagement could have a positive relationship with the employee performance.



Inference: from the above graph it indicates that Majority of the respondents says that employee involvement has a positive connection to success of the employee.

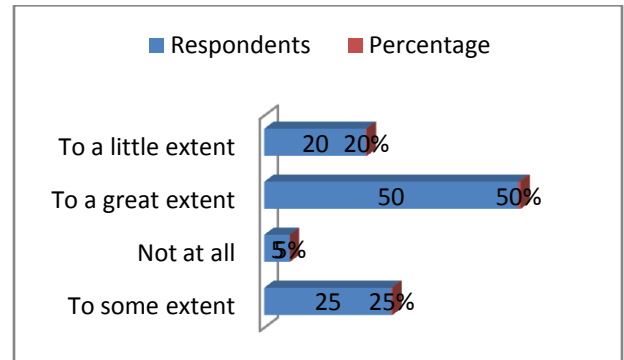
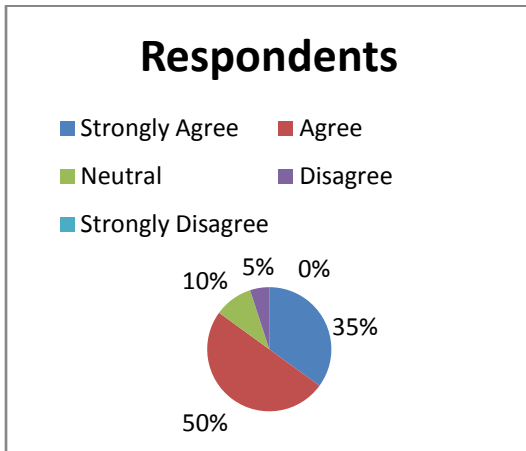
Table & Graph 3: Table showing employment security has a positive relationship to performance of employees.

Particulars	Respondents	Percentage
Strongly Agree	35	35%
Agree	50	50%
Neutral	10	10%
Disagree	05	5%
Strongly Disagree	00	0%
Total	100	100

Interpretation: from the above table indicates that 35% of the respondents strongly agree that work protection has a positive relationship with the employee performance, 50% of the respondents agree that job security has a positive relationship with the employee performance, 10% of the respondents are neutral, and 05% of the respondents

disagree with the positive relationship with employee performance for job security.

greater extent after attaining training and development programme. 20% of the respondents says productivity increases to a little extent after attending training and development programme.



Inference: from the above graph it indicated that majority of the respondents agree that job safety has a positive relationship with the performance of its employees.

Inference: from the above graph it indicates that majority of the respondents says productivity increase to a greater extent after attaining training and development programme.

Table & Graph 4: table showing the extent of productivity increased after attending training and development programme?

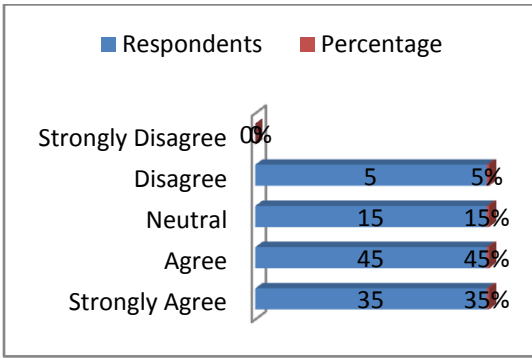
Table & Graph 5: Table showing training enhance productivity and performance

Particulars	Respondents	%
To some extent	25	25%
Not at all	5	5%
To a great extent	50	50%
To a little extent	20	20%
Total	100	100

Particulars	Respondents	%
Strongly Agree	35	35%
Agree	45	45%
Neutral	15	15%
Disagree	05	5%
Strongly Disagree	00	0%
Total	100	100

Interpretation: from the above indicates that 25% of the respondents says that to some extent productivity increases after attaining training and development programme, 5% of the respondents says productivity not at all increases by attaining training and development programme, 50% of the respondents says that productivity increases to a

Interference: from the above table indicates that 35% of the respondents strongly agree that training enhance productivity and performance, 45% of the respondents agrees that training enhance productivity and performance, 15% are neutral , 5% of them disagree that training enhance productivity and performance and 0% of them strongly disagrees as training enhance productivity and performance.



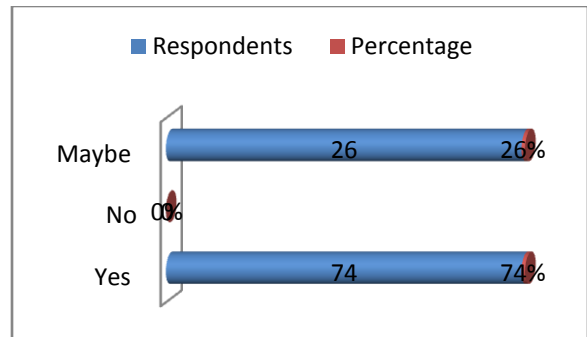
Particulars	Respondents	%
Yes	74	74%
No	00	00%
Maybe	26	26%
Total	100	100

Inference: from the graph it shows that majority of the respondents agrees that training enhance productivity and performance.

Interpretation: from the above table it shows that 74% of the respondents says yes for the improvement of performance, no one had said there is no improvement of performance. And 26% of the respondents says maybe there is an improvement in performance.

Table&Graph6: Table showing the impact of training and development on organizational performance

Particulars	Respondents	%
Positive	99	99
Negative	01	01%
Total	100	100%



Interpretation: from the above table it indicates that 99% of the respondents say that there is a positive impact on training and development on organizational performance, only 1% of the respondents has negative impact on training and development on organizational performance.

Inference: from the above fig it shows that majority of the respondents has told there is an improvement of performance.

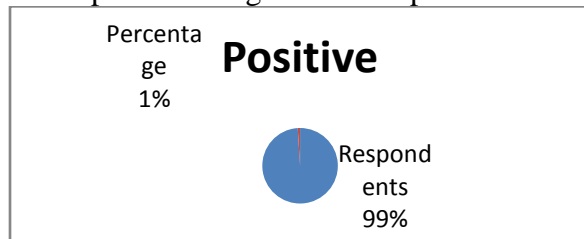


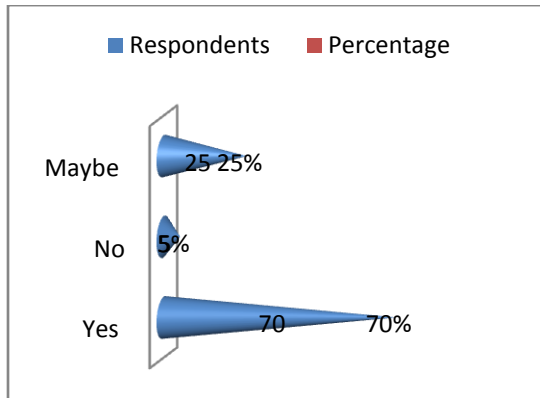
Table 8: Table showing training for motivation towards performance improvement which enable for contributing to increase productivity

Particulars	Respondents	%
Yes	70	70%
No	05	05%
Maybe	25	25%
Total	100	100

Inference: from the graph it shows that majority of the respondents have a positive impact on training and development on organizational performance.

Table &Graph7: Table showing the opinion in improvement of performance

Interpretation: from the above table it indicates that 70% of the respondents says yes that training motivates in the improvement of performance which helps in increasing the productivity. 5% of the respondents say no and 25% of the respondents says maybe training motivates in the improvement of performance which helps in increasing the productivity.



Inference: from the above graph indicates that majority of the respondents says yes there is an motivation towards performance improvement which enable for contributing to increase productivity.

9. Finding

1. It has found that majority of the respondents have attended only one or two training only 15% of the respondents has attended 3 training program.
2. It has been found that majority of the respondents' opinion that employee involvement has a positive connection to success of the employee.
3. It was found that most of the respondents believe that workplace health has a positive relationship with the employee efficiency.
4. It was found that majority of the respondents has a opinion that productivity increase to a greater extent after attaining training and development programme.
5. It has been found that majority of the respondents agrees that training enhance productivity and performance.

6. It has been found that majority of the respondents have a positive impact on training and development on organizational performance.
7. It has been found that majority of the respondents has a opinion that there is an improvement of performance.
8. It has been found that majority of the respondents agrees that there is a motivation towards performance improvement which enable for contributing to increase productivity.

10. Suggestion:

1. Organization has to concentrate on employees for not being attending the training program.
2. Organization has to find out the reason for the employees who have a negative opinion on employee engagement for building a good connection with the success of the employees.
3. Organization should identify the explanation why workers either disagree with the job security or have a critical opinion that brings a positive relationship to the success of the workers.
4. Organization should find out the reason why the employees are having a opinion that productivity not at all increases after attending training and development programme
5. Organization has to concentrate on employees who disagrees with training enhances productivity and performance and has to identify the reason for the disagreement with the training program.
6. Organization has to concentrate on employees who are confused with the improvement of performance because of training and development program and has to identify with the reason of confusion.
7. Organization has to find out the reason why few employees says no and maybe a training motivates in performance improvement which helps for contributing to increase productivity.

Conclusion:

The cause for investigating the effect of worker education and improvement on organizational performance turned into prompted by the remark that some organizations do now not seem to care approximately improving the capability of their workers; they instead frown at and punish any weaknesses of workers personnel have been greatly stepped forward at their jobs due to these training applications. It is consequently clean to conclude that, from the experience of IT Companies, company performs training and development to an affordable extent, and this improves their performance notably. Based on the researcher's findings, training and development is a call for concern in now-a-days growing society due to the fact if performances of the personnel are not desirable sufficient, it's going to affect the corporation. Being a vital way of overcoming human useful resource employees to envision the power and deficiencies of personnel. They may additionally take the vital motion or corrective measures thereby altering paintings attitude important in achieving the goals and objectives of the organization. It is an undeniable fact that these days many corporations have come to awareness the importance of the function of schooling and development because it increases the agency body of workers efficiency, skills and productivity.

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