

Impact of on the Job Training on Productivity of Employees

(with Special Reference to Aristo Pharmaceuticals Pvt. Ltd)

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Abstract:

Study conducted at Aristo pharmaceuticals Pvt. Ltd Indore with sample size of 30 employees reflected the facts as the Training helps to increase productivity and achieve the goals of the organization. Training programs strongly focus on technical and managerial capabilities. Training programs are well planned in the organization. The training programs are well designed and widely shared in the organization. The quality of training programs in the organization is excellent. Training and development ultimately upgrade not only the productivity of employees but also of the organization. Organizations must have employees who are able to quickly adapt to an ever-changing world market. Companies need to invest in on-going employee training and development in order to both keep employees and organization be successful.

Key words:

Employees, Training programs, Productivity.

Introduction:

Training is the process of assisting a person for enhancing his efficiency and

effectiveness at work by improving and updating his professional knowledge by developing skills relevant to his work and cultivating appropriate behavior and attitude towards work and people. Training could be designed either for improving present at work or for preparing a person for assuming higher responsibilities in further which would call for additional knowledge and superior skills. While education is concerned mainly with enhancement of knowledge, training aims essentially at increasing knowledge, stimulating attitude and imparting skills related to a specific job. It is a continuous and life long process. Training provides an atmosphere of sharing and synthesizing, with the help of the trainers which prepare them for a higher position with increased responsibilities with “train and retain mantra of new millennium.” Training and developing them can be one of the most important investments a business can make. The right training can ensure that your business has the right skills to tackle the future. It can also help attract and retain good quality staff increasing the chances that they will satisfy customers. The need for improved productivity in organization has become universally accepted and that it depends on efficient

and effective training. So training and development aim at developing competences such as technical, human, conceptual and managerial for the furtherance of individual and organization growth which makes it a continuous process.

Statement of Research Problem:

Training and development play vital role in any given organizations in the modern day. It's aimed at preparing employees for future or current jobs. The efficiency and productivity of the firm can be increased considerably with right training methods. This is the reason why HR department gives Training such a huge importance. So it is essential that we conduct studies and experiments to improvise our training methods.

Objectives of the study:

The motive behind this study is to understand the effectiveness of training and development programs on the employees of Aristo pharmaceuticals Pvt. Ltd Indore. The training cannot be measured directly but the change in attitude and behavior that occurs as a result of training. By studying and analyzing the response of employees and managerial persons regarding training, scientific conclusions, which is the core idea of this study have drawn.

The intention of this research is to analyze and evaluate the effectiveness of training and development process in Aristo pharmaceuticals Pvt. Ltd Indore. This project is conducted to know the level of

knowledge and skills imparted into employees.

- 1) This will help the management to know the efficiency of their training programs as well as the satisfaction level of employees and thus take necessary managerial decisions.
- 2) This project can help the employer and employee to contribute for the better training facilities.
- 3) Any training and development program should meet both primary and secondary objectives of the organization. The study will give light in the designing of better training programs aiming surely at the desired results.

Research Methodology:

Research refers to the search for knowledge. It can be also defined as a scientific and systematic search for pertinent information on specific topic. A research methodology simplifies the plans for study that guides the collection of data and data analysis.

Primary Data:

The primary data is collected by informal interview and by the method of designing a questionnaire the type of questionnaire designed was a structured one. The employees filled the questionnaires and the whole process was interactive. It was both an informal interview and a questionnaire session where interaction was an important tool for eliciting information.

Secondary Data:

Secondary data means the data that is already available. It refers to the data which is already collected, analyzed and published or unpublished by someone else. There are two major sources of secondary data – internal sources, external sources

Internal sources:

In this, information can be collected from organization books, brochures and handouts of the organization and reports.

External sources:

Information that is available from public sources such as business news papers or magazines, management books and websites, internet etc.

Size of Sample:

The size of sample deals with number of respondents to be included in a study. This is very crucial for the study since consistency of the data depends as the number of samples or respondent taken under the study. The current study has used a sample size of 30 employees.

Thus data collected were processed and analysed through average and percentage analysis method to draw the conclusion.

Findings of the Study:

On the basis of study the findings of research is presented as an impact on various employee personality traits given as below-

- **Communication:** On the basis of interaction with employee's this was observed that 90% employee are agree with that their communication skill is improved after attending on the job training program.
- **Dressing sense:** This was observed that 90% employees are agree with that their dressing sense has been improved after attending on the job training program.
- **Behavior of employees:** 96.667% employees are agree with this that behavior of employees has been improved after attending on the job training program.
- **Punctuality:** On the basis of interaction with employee's 100% employee are agree with this that punctuality has been improved after attending on the job training program.
- **Time taken for production:** The study shows that 90% employee are agree with this that their time taken for production has been reduced as compared to prior to attending on the job training program.
- **Handling and operation of machinery:** On the job training program is helpful for 93.33% employee for their handling and operation of machinery after attending on the job training program.
- **Precautionary measurement:** interaction with employee's make enabled the researcher to reach at the conclusion that 96.66% employee are agree with that their precautionary

measurement has been improved after attending on the job training program.

- **Being used for new technology:** This was observed that 96 % employee are agree with this that they are being used for new technology after attending on the job training program.
- **Cleanliness and clearness in production:** 57.66 % employee are agree that their cleanliness and clearness in production has been improved after attending on the job training program.
- **Up gradation of new changes:** 100% employees are in favour that up gradation of new changes has been improved after attending on the job training program.
- **Improvement in confidence level:** confidence level has been improved after attending on the job training program 100% employee are agree with this.
- **Impact on overall efficiency:** 86.66 % employee are agree with this that their impact on overall efficiency has been improved after attending on the job training program.

Conclusion:

Training helps to increase productivity and achieve the goals of the organization. Training programs strongly focus on technical and managerial capabilities. Training programs are well planned in the organization. The training programs are well designed and widely shared in the organization. The quality of training programs in the organization is

excellent. Training and development ultimately upgrade not only the productivity of employees but also of the organization. It has rightly been said, employee development is the key to organizational sustainable development. Organizations must have employees who are able to quickly adapt to an ever-changing world market. Companies need to invest in on-going employee training and development in order to both keep employees and be successful. But in some organisations The training given in organization is not of sufficient duration. The training programs are not evaluated periodically. The training programs are not given adequate importance due to the work pressure in the organization. Employees' attitude towards the training programs is casual/informal. There is no involvement of employees in determining the training need analysis.

Training enhances employees' initiative and quality of work, thereby assisting them to be more committed to achieving the organizational goals and objectives and in turn enhancing employees' effectiveness within the organization. Summarily, training and development impacting on employee productivity has not only improve the wellbeing of organizations, but also aid the prosperity of most countries that has put into consideration the design and delivery of training and development of workforce at national level.

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