



ISSN: 0976-3031

Available Online at <http://www.recentscientific.com>

CODEN: IJRSFP (USA)

International Journal of Recent Scientific Research
Vol. 9, Issue, 6(A), pp. 27211-27213, June, 2018

**International Journal of
Recent Scientific
Research**

DOI: 10.24327/IJRSR

Research Article

A STUDY ON EFFECTS OF TRAINING ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO BANKING SECTOR IN THANJAVUR DISTRICT

Anitha S and Nagajothi V

Department of Business Administration, Rajah Serfoji Govt. College (Autonomous),
Thanjavur – 613 005

DOI: <http://dx.doi.org/10.24327/ijrsr.2018.0906.2211>

ARTICLE INFO

Article History:

Received 05th March, 2018

Received in revised form 21st

April, 2018

Accepted 06th May, 2018

Published online 28th June, 2018

ABSTRACT

The purpose of this study was to evaluate the effects of training on employee performance, using the banking sector in Thanjavur district. In order to understand the study aim, four goals were developed and these focused particularly on identifying the training programs' existing in the sector, the objective of the training offered, and the methods employed and finally the effects of training and development on employee performance. Based on this sample the results obtained indicate that training have a clear effect on the performance of employees. The findings can prove useful to Human resource managers, Human resource policy decision makers.

Copyright © Anitha S and Nagajothi V, 2018, this is an open-access article distributed under the terms of the Creative Commons Attribution License, which permits unrestricted use, distribution and reproduction in any medium, provided the original work is properly cited.

INTRODUCTION

This research sought to examine the extent effects of training on employee performance of Banking Sector in Thanjavur District.

There is no doubt that organizations worldwide are motivated for success and out-competing those in the same industry. In order to do so, organizations have to obtain and utilize her human resources effectively. Organizations need to be aware of face more realistically towards keeping their human resources up-to-date. In so doing, managers need to pay special attention to all the core functions of human resource management as this plays an important role in different organizational, social and economically related areas among others that are influential to the attainment of the organizational goals and thus organizations successful continuation in the market. This study, therefore, goes on to discuss one of the interior functions of human resource which is training, employee performance, and how the earlier affects the latter.

Human Resource Management

Human Resource Management involves the management of the human resources needed by an organization and also being certain that human resource is acquired and maintained for purposes of promoting the organization's vision, strategy and objectives. In other words, HRM focuses on securing, maintaining, and utilizing an effective work force, which organizations require for both their short and long term survival in the market. In order for HRM to achieve its organizational

objectives, managers should perform a number of basic functions which represent what is often referred to as the management process. It is worth noting that in the existing management literature, HRM functions have been differently classified by different researchers despite the fact that they all serve the same purpose of making available effective human resources.

Benefits of Training

The main purpose of training is to acquire and improve knowledge, skills and attitudes towards work related tasks. It is one of the most important potential motivators which can lead to both short-term and long-term benefits for organizations. There are so many benefits associated with training.

1. High morale-employees who receive training have increased confidence and motivations
2. Lower turnover-training brings a sense of security at the workplace which in turn reduces labor turnover and absenteeism is avoided
3. Change management-training helps to manage change by increasing the understanding and involvement of employees in the change process and also provides the skills and abilities needed to adjust to new situations
4. Provide recognition, enhanced responsibility and the possibility of increased pay and promotion
5. Help to improve the availability and quality of staff.

*Corresponding author: Anitha S

Department of Business Administration, Rajah Serfoji Govt. College (Autonomous), Thanjavur – 613 005

Goals of the Study

The aim of the study is to examine the effects of training on employee performance within the banking sector in Thanjavur. The sub goals included are as follows:

- What training programs in the banking sector?
- What are the training objectives?
- What methods are used and do these methods meet the training objectives?
- How does training affect employee performance?

LITERATURE REVIEW

(Weil & Woodall 2005) Training and development are often used to close the gap between current performances and expected future performance. Training and development falls under HRD function which has been argued to be an important function of HRM.

Guest (1987) “argues that policies are necessary to ensure that employee performance is evaluated, which in turn ensures that the appropriate training and development take place. With the help of the performance appraisal reports and findings, the organization can be able to identify development needs. However, individuals themselves can help to indicate the areas requiring improvement as a result of the issues raised in the performance appraisal process and their career path needs”.

(McCourt & Eldridge 2003, 209) “Performance appraisal is a process that is carried out to enable both the individual and the organization to analyze, examine and evaluate the performance of specified objectives over a period of time. This process can take up formal and informal forms”.

Research Objectives

1. To Identify the training needs to the organization
2. Examine the effects of training on employee performance.
3. Methods are used and do these methods meet the training objectives,

Research Design

There are different types of research methods that could be used when doing research. The methods include: qualitative research, quantitative research, and a mixture of both qualitative and quantitative research. The difference between qualitative and quantitative research arise from their procedures.

Data Analysis and Interpretation

Methods used during training have impact on skill

Variable	Frequency	Percent
Yes	69	82.1
No	15	17.9
Total	84	100.0

In analyzing the responses obtained from the respondents on the impact of training methods on their skills, the findings showed that the majority of the respondents, 82.1%, believed that the training methods used during training had an impact on their skills. However, a small percentage (17.9) believed otherwise. This result indicates that the training methods used during training in the case companies clearly focus on particular skills and, thus, skill development is emphasized.

Methods of Facilitation at the Training

Variable	Frequency	Percent
Lecture	12	14.3
Demonstrations	26	31.0
Discussions	22	26.2
Presentation	17	20.2
Seminar	7	8.3
Total	84	100.0

A number of methods of facilitation that are comely employed during training are presented in above. These are important in understanding the different ways trainees receive training under the both the on-the-job and off-the-job training method classifications. As revealed above, the most common methods of facilitation identified by the respondents as prevailing during their trainings are Demonstrations (representing 31%) and Discussions (representing 26.2%). The other methods Presentation, Lecture, and seminars represent the remaining 20.2%, 14.3% and 8.3% respectively. These results indicate that the case banks strongly emphasis Demonstrations and Discussion.

Undergo Training

	Frequency	Percent	Cumulative Percent
Quarterly	24	28.6	28.6
Every six months	39	46.4	75.0
Once a year	16	19.0	94.0
Every two years	5	6.0	100.0
Total	84	100.0	

The schedule of employee training at the case banks as reported in the results above indicates that the majority of respondents represented by 46.4% were under Every six months. This means that they had particular training schedule of Every six months whereby they would be required to participate in training anytime as planned by the HRM team of the banking sector. The other 28.6% of the respondents were seen to participate in training Quarterly, 19% participated once a year, 6% Every two years and the rest of the respondents indicated that they were scheduled for training on a quarterly basis.

Gender composition of respondents

Variable	Frequency	Percent
Female	38	45.2
Male	46	54.8
Total	84	100.0

As shown in the table above, a total of 84 people responded to the questionnaire in this study. The majority of the respondents (54.8%) to the study were male, indicating that more males are involved in the banking sector as compared to females (42.5%).

Hypotheses

Null Hypothesis H₀: There is no significant difference between the effects of training and employee performance with special reference to banking sector

Alternative Hypothesis H₁: There is significant difference between the effects of training and employee performance with special reference to banking sector

One-Sample Statistics

T Test for significant difference between the effects of training and employee performance with special reference to banking sector

One-Sample Test						
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Selected for training	22.560	83	.000	1.54762	1.4112	1.6841
Undergo training	21.825	83	.000	2.02381	1.8394	2.2082
Methods of facilitation at the training have attended	21.626	83	.000	2.77381	2.5187	3.0289
Methods used during training have any impact on skill	28.035	83	.000	1.17857	1.0950	1.2622
Relevant were the trainings received to the work	59.542	83	.000	4.13095	3.9930	4.2689
Training has helped improve job performance	26.702	83	.000	1.22619	1.1349	1.3175
Require further training for motivation towards performance	26.702	83	.000	1.22619	1.1349	1.3175

Since the p value 0.00 is less than 0.05 ($p < 0.05$), there is a significant difference between the training and employee performance by the banking. The Table shows the effects of training on employee performance with special reference to banking sector.

Since P value is less than 0.01, null hypothesis is rejected at 1% level with regard to variables of training of the selected for training, undergo training, methods of facilitation at the training have attended, methods used during training have any impact on skill, relevant were the trainings received to the work training has helped improve job performance, require further training for motivation towards performance. Hence there is significance difference between training of employees of banks with regard to the effects of employee performance with special reference to banking sector.

CONCLUSION

The purpose of this study is to examine the effects of training on employee performance within the banking sector in Thanjavur district. The employee participation in training and selection for training indicate that the banking sector have good and perhaps clear policies regarding training and development as most of the respondents indicated that they have participated in training and that most of them were provided with opportunities to train under the compulsory practice of the banking sector for all employees and/or on joining the banking sector.

Reference

1. Weil, A., & Woodall, J. 2005. HRD in France: the corporate perspective. *Journal of European Industrial Training*, 29,7, 529-540
2. Guest, D. E. 1997. Human resource management and industrial relations. *Journal of Management Studies* 24,5, 503-521. McNamara Carter (2008).
3. Employee Training and Development: Reasons and Benefits. <http://www.managementhelp.org/index.html>

How to cite this article:

Anitha S and Nagajothi V.2018, A Study on Effects of Training on Employee Performance with Special Reference to Banking Sector in Thanjavur District. *Int J Recent Sci Res.* 9(6), pp. 27211-27213.
DOI: <http://dx.doi.org/10.24327/ijrsr.2018.0906.2211>
