

# **An Effect of Training on Employees Productivity in Manufacturing Firms**

**Abdul Sathar M K<sup>1</sup>**

Research Scholar Department Of Management, Faculty of School of Management , Dr. A. P. J. Abdul Kalam University Indore, MP, India

**Dr. Vinayak Khare<sup>2</sup>**

Research Guide Department Of Management, Faculty of School of Management, Dr. A. P. J. Abdul Kalam University, Indore, MP, India

<sup>1</sup> mksathar2050@gmail.com ,<sup>2</sup> vkhare17@gmail.com

## **Abstract**

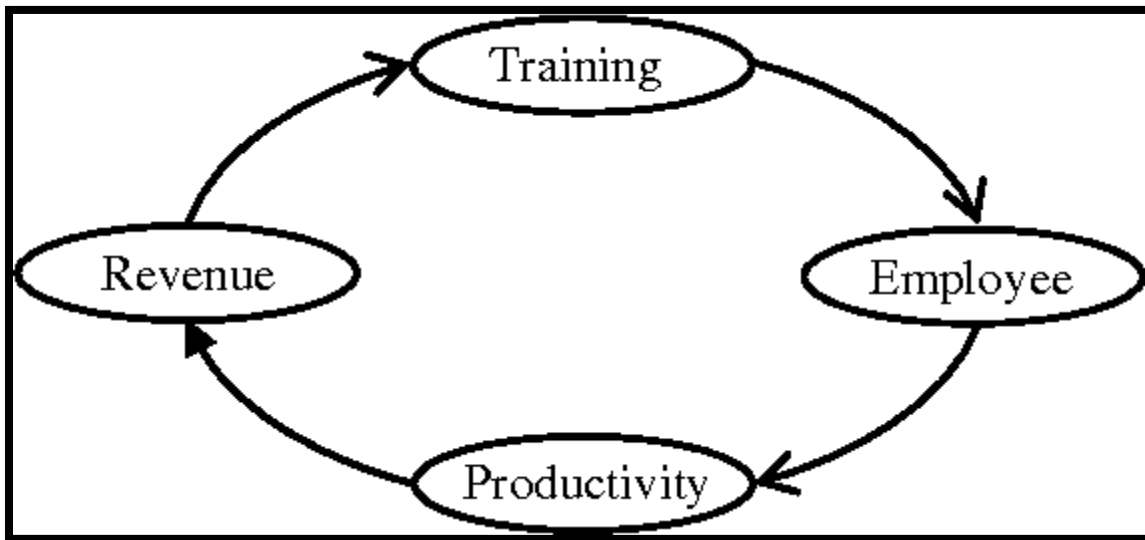
The focus of this audit is selected handloom associations in Trivandrum, the state capital of Kerala, to examine the relationship between specialist motivation and efficacy. By a wide margin, the vast majority of organizations are striving for survival in a dynamic and chaotic business sector. In the long-term viability of any organization, the factors that affect the workforce are crucial. On the other hand, an affiliation's performance is crucial for its association because it reveals its strengths and weaknesses. Organizational achievements and happenings. Regardless, there is also a beautiful aspect. The rationality of affiliation increases in light of expert motivation studies. Empowerment and affirmation are seen as significant components of the makeup. Laborer certification will be aided. When these factors are transferred, workers will feel more confident and expectant. The more self-confidence and ability you have, the more motivated you will be to succeed in your career.

**Keywords:** motivation, organizational performance, empowerment,

## **1. Introduction**

The level of motivation, accountability, and willingness to progress that an agent brings to work is an indicator of the organization's overall motivation. Regardless of economic conditions, managers need to find strategies to convince their employees. Motivations and professional commitment are incongruent attitudes (empowerment). Motivating employees can be especially

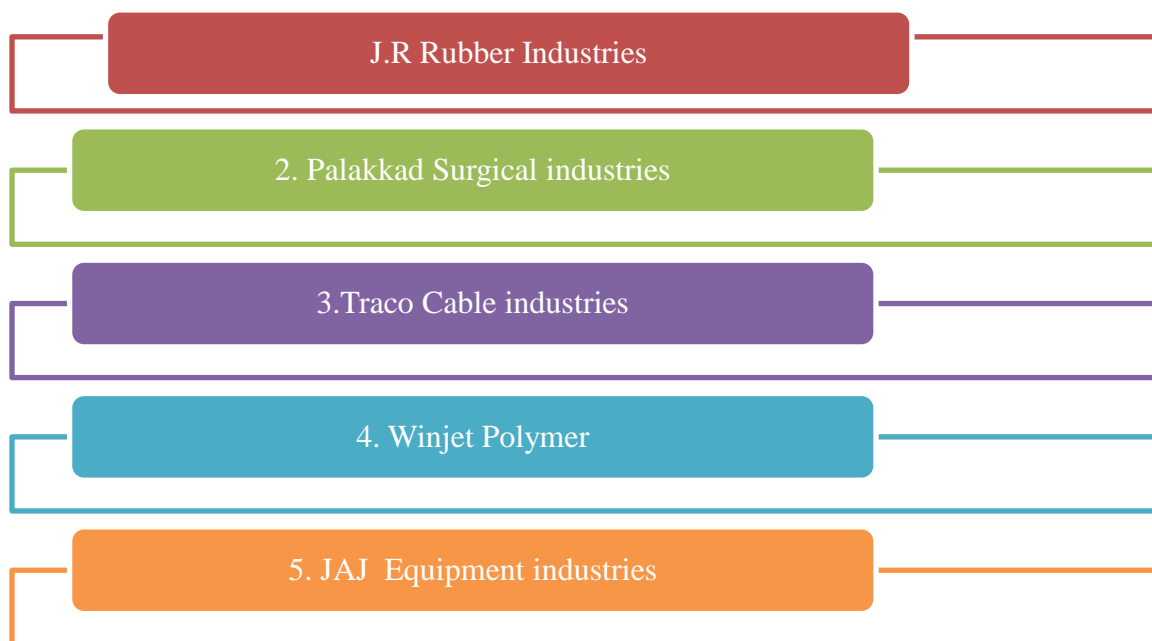
difficult for small businesses. In this sense, delegating enormous responsibilities to different professionals can be very difficult for the owner.



**Figure: 1 Impact of training practices on employee productivity**

Even in a difficult business environment, all affiliates are undoubtedly striving to make progress.. Relationships of all sizes and in all markets make a sincere effort to retain their top talent because of their vital role and impact on the organization's viability. In order to overcome these hurdles, businesses must have substantial solid foundations for an exceptional delegate organisation connection. Relationships adopt these methods to compete in extremely competitive business environments and boost performance, so that they may achieve their objectives. Two or three organisations currently view human resources as their most valuable asset, which might lead to their advancement or demise without extraordinary organisation. The organisation will fail if its representatives are dissatisfied with their work and lack the enthusiasm to fulfil their obligations and achieve their goals.

Kerala has serious areas of strength for an of winding around and handloom items going back numerous years. It was once renowned around the world for its originality and received a great lot of acclaim. It is undeniable that the twisting around industry has met difficulties due to low compensation and a lack of employment regularity. Gigantic number of inactive weavers, and the likely destiny of this incredibly antiquated legacy gives off an impression of being frightful. There are the accompanying gathering organizations in Kerala:



**Figure :2 production forms in Kerala**

Every organization's primary objective is to improve its performance, but this is impossible without the exemplary work of agents. Thusly, the performance chiefs' design became compelling as an association changed to deal with and review performance-related concerns and affiliations (Sharif, 2002). Moreover, various performance-improving adjustments have been made in the banks area Achievement refers to the achievement of an effort or its functional feasibility. In this regard, achievements are recognized at the alliance, cycle, and individual levels, and the interrelationships between them indicate the priority of the association's perspective. To complement the overall goal of the connection, shaping and enhancement techniques have been introduced that help both the relationship and the people who make it up. For the organisation, planning and progression encourages increased efficiency and the development of more inspiring perspectives on benefit heading. For people, planning and advancement enhance work information while also facilitating alignment with the organization's objectives. Preparation and advancement are the structured possibilities for progress that instruct workers on the most effective way to complete present and future tasks. At its core is the improvement of members' performance in arranging and movement exercises. Learning is attained by planning; therefore, development must be changed into an organisational asset that

employees safeguard, concentrate on, and exploit. Appropriately, performance contributes to the advancement of the association, particularly because they might combine skills and capacities acquired through planning and development. In addition, planning and improvement, as it relates to the performance of specialists in a commercial context, certainly distinguish themselves from the specialists.

### **1.1 Significance of the study**

Arranging rebuilds business-related limits and furthermore centers around the securing of new capabilities expected to dispose of ability oldness in an association. Evaluation of preparation is required to ensure the quality of the organisation and transportation of planning tasks. The educational class can be modified in light of these comments as a result of an analysis of the viability of preparing for endeavours, which would aid instructors in the development of a more effective preparation programme and the formulation of new arrangement plans.

## **2. Review of Literature**

According to Bartol and Martin (1998), motivation is a convenient mechanism for maintaining behavior and creating a desire to continue in a similar manner. On a very basic level, motivation is the natural longing to fulfill a neglected need and accomplish a specific objective. In addition, it is a concept in which a physiological or mental requirement triggers a specific development in order to fulfil a goal or target performance standard or similar. Human resources, not money resources, can benefit their associations. When a transferred professional aligns his or her objectives with those of the organisation, the individual will prosper. A additional advantage of these organisations is that their employees are always seeking for ways to improve their performance. Motivating delegates in an unfavourable work environment is a difficult undertaking that is typically performed by doing so.

According to Mary (1996), organisational practicability is the degree to which an organisation achieves its objectives with little resources and minimal strain on its labourers. In the goal model (Zammuto, 1982), an organization's capability is stated as a component of its strategic position and its capacity to exploit the environment in terms of acquiring vital resources (Yuchtman, 1987).

Jennifer and George define motivation as a mental force that influences an individual's direction in a relationship, their career, and their level of resolve when faced with obstacles (2006), According to her, an organisation must demonstrate, at least temporarily, that its members are prepared to perform at higher levels, regardless of whether it has the appropriate strategy and administrative processes in place.

According to Hellriegel (1996), motivation can be defined as any direct effect on a person's aim. Ivancevich (1994) suggests that motivation involves the mix of talents that generate explicit methods to action and affect a person's demeanour as well as their tenacity and duration. According to Obikeze, a specialist's behaviour is coordinated toward an extreme objective via regulating prizes (2005).

According to Kreitner (1995), motivation is the mental cycle that provides a person with the discretion, need, and inclination to act in consideration of a particular purpose to meet disregarded requirements. Young (2000) also argued that motivation can be characterised in terms of the forces within agents that legitimate the levels, headings, and purpose of their activity.

### **3. Research Problem**

The purpose of this audit was to determine the adequacy of the Cochin Port Trust agreement and progress program. The poll relied heavily on responses from labourers regarding the influence of the readiness programme on their performance. This study will aid the business in gaining a deeper understanding of the impact of a training programme on expert performance, which is essential for enhancing its performance by enhancing its faculty. This test also provides an opportunity to assess the adequacy of coursework and the core elements of the planning program.

### **4. Objectives**

1. This study aims to determine how planning contributes to master limit improvement and development at the Cochin Port Trust.
2. Break down the deferred impacts of the performance of the arranging framework's people.

**5. Hypotheses**

**H1:** There is no significant link between preparing for job satisfaction and continuing to develop skills to challenge the task.

**H2:** There is no essential connection between fulfilment planning and corporate growth.

**Research Methodology**

The test area was determined using true commonality legislation, which is a large standard for testing assumptions. In accordance with the law of real consistency, random samples from a population should exhibit the same characteristics as the full population. A total of 1,750 persons were accounted for in the review's all-inclusive community, therefore a sample of 100 people was chosen to represent 1 percent of the total population For the management of the evaluation plan, it was determined to employ an enticing and legal strategy. This analysis is based on both fundamental and optional facts, as well as appropriate testing methodologies. In-person interviews and enumerators were utilised to collect data from individuals through survey replies and unstructured gatherings. Destinations, periodicals, periodicals, and appropriated project works were mined for supplementary data.

**6.1 Research Tool**

This survey's primary data analysis aggregated a request structure that considered rates. In addition, chi-square testing was utilised in this audit. The non-parametric chi-square method should be utilised when examining repeat allocations in characterisations.

With the help of the chi-square test, you can comprehensively examine fit, freedom, and uniformity.

**6. Data Analysis**

**Table: 1**  
**Gender of Employee**

Classification	No. of employees	Percentage
Men	45	45

Women	55	55
Total	100	100

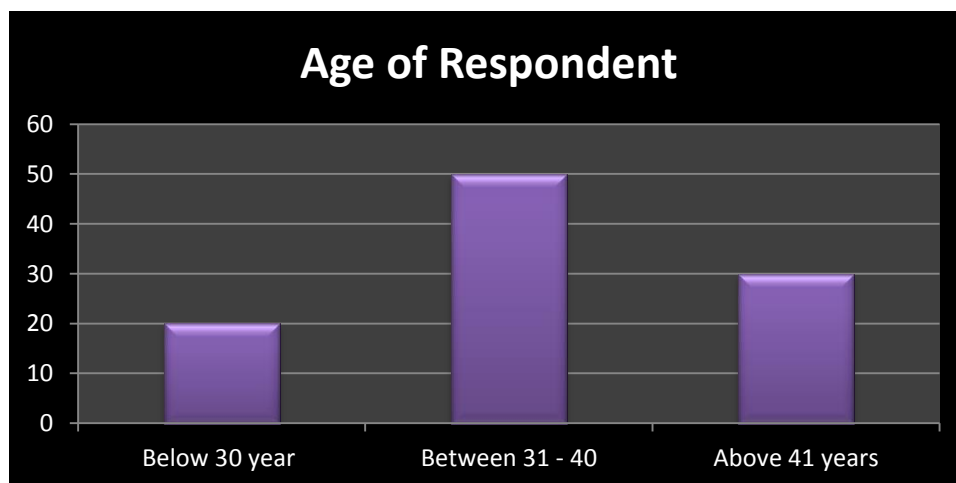
From Table 1, it is evident that male and female agents collaborate. Among them, the majority of responses are male, for example 75%, whereas only 25% are female workers.

**Table: 2**  
**Employee age distribution**

	Respondent	Percentage
Below 30 year	30	30
Between 31 - 40	60	60
Above 41 years	10	10
Total	100	100

Table 2 reveals the age distribution of the participants. Twenty percent of the labour force is between the ages of 31 and 40, while 15 percent are younger than 30. 30 percent of those who participated in the assessment are older than 41 years old. As expected, the majority of specialists fall somewhere between 31 and 40 years of age.

**Figure: 3 Age of Respondent**



**Table: 3**

**Educational qualification of employees**

	Frequency	Percentage
Non – graduates	20	20
ITI/Diploma/Polytechnic	10	10
Graduates	50	50
Post graduates/Professionals	20	20
Total	100	100

**Figure: 4 Educational qualification of employees**

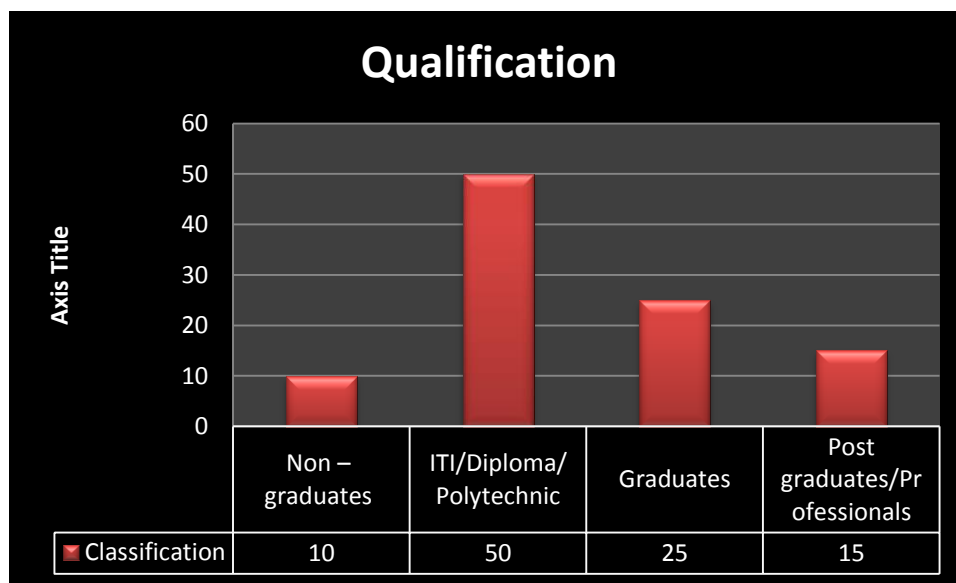


Table 3 provides numerous methods for depicting the levels of enlightened attainment of the representatives. Non-graduates account for 10% of the labour force. The majority of agents possess an ITI/Diploma/Polytechnic diploma. In addition, 25 percent of the labour force is



employed by the organisation. In Table 2, labourers are separated by age, making them easy to examine. 33 percent of the labour force is younger than 30, while another third is between the ages of 31 and 40, and the remaining third is older than 41. This age category comprises a bigger proportion of the association's delegates.

**7.1 Reliability Analysis**

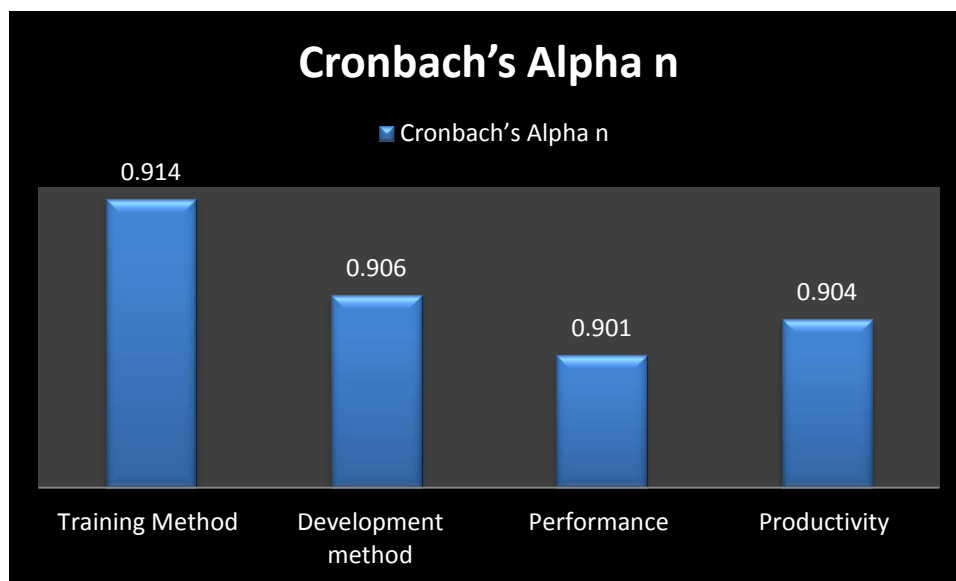
**Table: 4**

**Reliability Analysis**

No.	Scale	Items	Cronbach's Alpha n
1	<b>Method of Training</b>	<b>7</b>	<b>0.752</b>
2	<b>Method of Development</b>	<b>9</b>	<b>0.782</b>
3	<b>Efficiency</b>	<b>5</b>	<b>0.750</b>
4	<b>Effectiveness</b>	<b>6</b>	<b>0.762</b>

**Figure: 5**

**Reliability Analysis**



The higher the number, the more stable Libra's age is when everything else fails. A value of 0.70 declares consistent quality is acceptable. Since it is related to 0.821), this scale looks like this: Reliable, sturdy and usable.

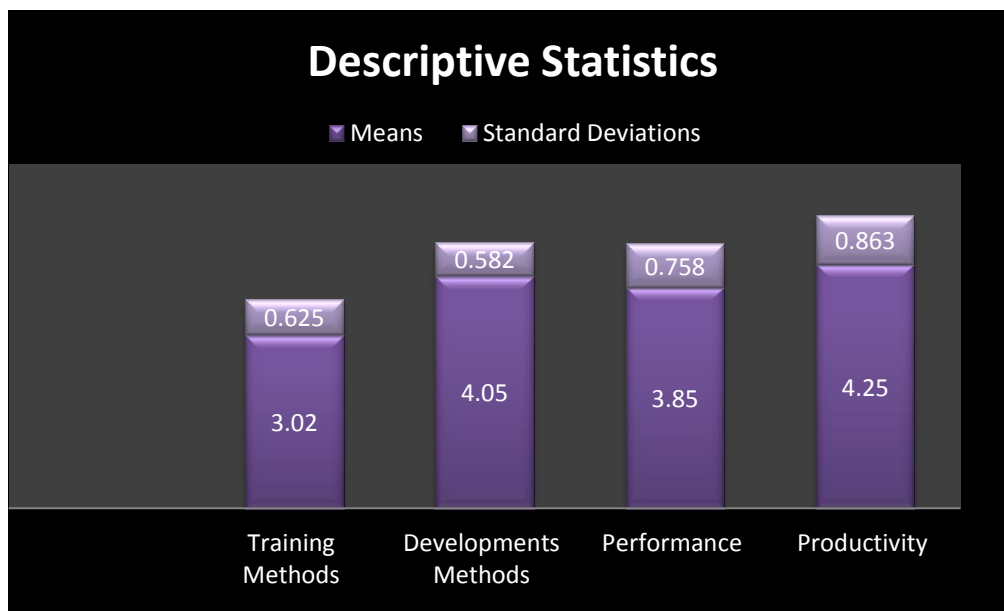
**7.2 Descriptive Statistics**

Given the current state of endeavours, all components and replies lack finalised means and guidelines. The levels of respondents' course of action and disappointment are influenced by recruited inferences. Regarding evaluating variance, the standard deviation is an appropriate starting point. The estimations of the mean and standard deviation are displayed in Table 5.

**Table: 5**  
**Means and standard deviations**

Variables	Means	Standard Deviations
<b>Training Methods</b>	4.01	0.254
<b>Developments Methods</b>	5.03	0.365
<b>Performance</b>	6.05	0.551
<b>Productivity</b>	3.25	0.961

**Figure: 6**  
**Means and standard deviations**



According to Table 5, the overall averages range between 3.02 and 4.25. Quantitative analysis demonstrates that preparation and development make an enormous difference. Overall, agent performance is impacted by planning and progression techniques, as Table 9 shows. The average of both free factors (planning and improvement techniques) is somewhat more pronounced than the average of job performance, which is the most important sub variable in this case.

## **6. Result and Discussion**

Results for the confidential meeting location The majority of those who completed the diagram indicated in their comments how crucial preparation and development are to one's work performance and outcome. According to the comments, the use of planning and enhancement tactics has boosted the productivity and performance of delegates. As shown in Table 5, data as a process demonstrates that planning and development are fundamental elements that substantially contribute to an increase in effectiveness and an expansion of performance.

## **7. Conclusion**

Affirmation and empowerment have a significant impact on enhancing the motivation of specialists towards organisational goals. Inside satisfies the agents' work, affiliation, and organisational environment by recognising their accomplishments and allowing them to participate along the way. Consequently, their energy and motivation to complete tasks rise. Therefore, it is believed that recognising and affirming the accomplishment of delegates' and workers' tasks encourages them to work harder and with greater commitment to the organisation. This survey's discoveries and supporting discoveries from countless investigated research studies show that game plan and improvement essentially affect the performance and adequacy of subject matter experts.

Respondents from all targeted organisations indicated a high level of agreement with the statement that the utilisation of various strategies for preparation and upgrades is beneficial not only to them but also to the organisation. Students, the distribution of working responsibilities, managers and supervisors, and their various degrees of instruction and establishment, as well as

the organization's goals and objectives, must be taken into account while conceiving planning initiatives and development plans.

## 8. References

1. Giancarlo, F. L. (2014). *Should HR professionals devote more time to intrinsic rewards? Compensation & Benefits Review*, 46(1),25-31. 11.
2. Hamidi, N., Saberi, H., & Safari, M. (2014). *The effect of implementation of talent management on job satisfaction governmental organizations (Case Study: Ministry of Roads and Urban)*. *Journal of Novel Applied Sciences*, 3(1), 100-113. 12.
3. Herzberg, F. (2000). *The motivation to work*, New York: Willy and Son Publishers
4. Ivancevich, J. L. (1994). *Management quality and Competitiveness*. : Irwin publishers.
5. Jennifer, M. & George, G. R. (2006). *Contemporary Management. Creating value in organizations*. New York, USA: McGraw-Hill/Irwin.
6. Jibowo, A. A. (2007). —*Effect of motivators and hygiene factors on job performance among extension workers in the former Western State of Nigeria*ll. *The Quarterly Journal of Administration*, 12 (1):45-54.
7. Lin, H. F. (2007). *Effects of extrinsic and intrinsic motivation on employee knowledge sharing intentions*. *Journal of Information Science*, 33(2),135-149.
8. Linus, O. (2006). *Business Research Methodology*. Lagos: Grey Resources Edition.
9. Martocchio, J. (2006). *Strategic Compensation: A Human Resource Management Approach*, New Jersey: Prentice Hall.
10. Nwachukwu, C. C (2004). *Effective leadership and productivity. Evidence from a national survey of industrial organization*. *African Journal for the study of Social Issues*, 1: 38 46
11. sinha, S., & Bajaj, R. (2013). *Successful Human Resource Management Determinants to Build Good Employee Relations*. *International Journal of Human Resource Management and Research*, 3(2), 31-36
12. Wayne F. Cascio; (2003) *Managing Human Resources Productivity, QWL, Profits*; Tata Mc Graw- Hill Publishing Company Ltd New Delhi; Sixth edition; 2.
13. Micco, L.; (1998) *Gallup study links Worker belief, increased productivity*. *HR News*, P.16; 3. Hemavathi, C. S., *Evaluation of Motivational Techniques for Managerial Development in Selected Public and Private Enterprises*, Ph. D. Theses, University of Kerala,

14. Ganguly, H.C., (1964) *Structure and Process of Organisation*, Asia Publishing House, Bombay.
15. Elton, Mayo, (1953); *The Human Problems of an Industrial Civilisation*, Macmillan, New York,.
16. Haythorne, V., George, (July/Sep 1963) "Productivity and the Worker", *Productivity*, vol. IV No.
17. Vasudeva, P., and Rajbir, L., (Oct. 1976) "Correlation of Job Satisfaction amongst Industrial Workers", *Indian Journal of Social Work*.
18. Pennathur, K., (1979) *Productivity and working environment*. *Business India*, 37: 22-32 11.
19. Lee Chiaw Meng, (1980). *The second phase of industrialization and its implications on productivity for workers and managers*. In *Progress into the 80s*. Singapore: NTUC.
20. Oza, A. N., (May 1988) "Integrated Entrepreneurship Development Program- The Indian Experience", *Economic and Political Weekly*, Vol. No. XXIII, No. 22.