

A STUDY ON IMPACT OF TRAINING AND EMPLOYEE ENGAGEMENT ON PERFORMANCE LEVEL

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ABSTRACT

This study set out to determine how training and employee involvement affected workers' performance. The purpose of the current study is to investigate how training and employee engagement affect an employee's level of performance. In this study, questionnaires were the main tool utilised to gather data. SPSS was used to analyse the data. The findings of the regression analysis show a substantial relationship between training and employee engagement and employee performance. According to the findings of the correlation research, there is a strong correlation between staff training and performance.

Keywords: Employee engagement, Training, Employee performance

INTRODUCTION

Training

Every successful business relies on its human resources. Employee training and development is a necessary tool for achieving organisational goals. Quality of staff in any organisation leads to effective progress and development of the organisation and the nation. Organizations can survive and thrive if they achieve and maintain quality and efficiency.

An organization's management must view training as a long-term investment in its human resources - it is the act of increasing the knowledge and skill of its employees for doing a particular job (Cascio, 1992; Monappa & Saiyadain, 2008).

Employee engagement

Employee engagement is a key predictor of many organisational outcomes, including employee performance and commitment. This study demonstrates that employee engagement is favourably linked with the emotional and normative components of organisational commitment, but not with the continuation component. Officers in the deck and engine departments demonstrated similar levels of interest and devotion.

Employee engagement must be prioritised in any business with a varied workforce and many employees working for the same organisation. In today's globalisation and industrialization era, when market rivalry is severe, the necessity for engaged personnel is important for organisational survival and efficiency. Employee engagement is seen as a crucial business approach that is extensively employed today, particularly in the service industry.

Types of Training programmes, which can be offered to employees.

1. On the job training
2. Off the job training

Advantages of Employee Engagement.

Every company strives to use its human resources as efficiently as possible in order to gain a competitive advantage. Employees who care about their jobs have positive relationships with their co-workers, which improves the working environment. High levels of engagement encourage employee retention, develop customer loyalty, and improve organisational performance.

To improve organisational effectiveness, the company should focus on employee engagement. Employee engagement can have a significant impact on staff retention, productivity, and loyalty. There are numerous advantages to having engaged personnel. Employees who are engaged are dedicated to their jobs and concerned about the organization's future.

Statement of problem.

Management development aims to prepare employees for future work in an organisation through training. Acquiring skills and knowledge is required to perform various tasks and functions related to their future roles. The initial goal of this research is to better understand the impact of training and employee engagement on their performance.

Objective of the study.

To study and analyse the significant relationship between training and performance of an employee.

To analyse the significant relationship between training and employee engagement on performance of an employee.

Hypothesis of the study

1. HO: There is no significant relationship between training and performance of an employee

H1: There is a significant relationship between training and performance of an employee

2. HO: There is no significant impact of training and employee engagement on the performance of an employee

H1: There is a significant impact of training and employee engagement on the performance of an employee.

LITERATURE REVIEW

Ali H. Halawi (2018) Effect of training on employee performance.

Business today relies on talented employee with improved capability, skills, and knowledge. However, it is unclear how Lebanese businesses attain this level of employee education and training. This paper examines the impact of preparing on the exhibition of representatives from two Lebanon-based organisations. An organization's investment in training demonstrate to employees that they are valued. Employees can get training. They would not have thought of or looked for their own. As a result, employees may be more satisfied with their jobs if training opportunities make them feel valued and challenged. Employee behaviour on working abilities will be influenced by the training.

Li Sun (2019) Employee Engagement

In both theory and practice, employee engagement is a crucial topic. There are three categories of factors that influence employee engagement: Organisational factors, task characteristics and individual factors. It has been discovered that individual performance (such as organisational commitment, positive behaviour, etc.) is positively correlated with employee engagement.

The International journal of Human Resource studies is typically using the term "employee engagement" to describe employees' physical, mental, and emotional involvement in their jobs. The needs satisfaction framework says that employees' engagement in role performances is determined by their sense of work's significance, job security, and access to personal resources.

RESEARCH DESIGN

Research Design

The research design lays out a detailed plan for how the review's numerous exploration topics will be addressed. In other words, it is the calculated system for completing an examination. It consists of a data collection, dimensioning, breaking down, or inspection system.

Sample design

- The survey collected sample size of 165 respondents.
- Sample collected from private schools and college teachers.

Instrumental design

- Questionnaire

Statistical tools

- Correlation
- Regression

Limitation

- The data collecting method takes a long time.
- We do not speak with the responders in person.
- The survey might not be taken into consideration due to inaccurate data.
- Some responders are not correctly replaying

ANALYSIS AND INTERPRETATION

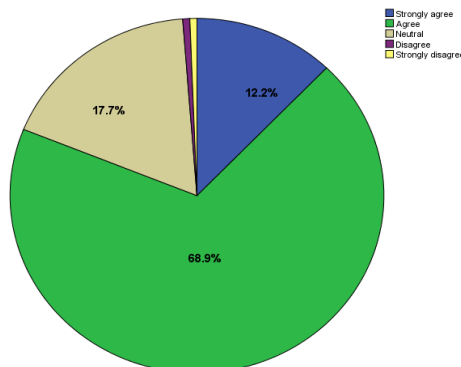
Table no:1

organization consider training as a part of organization strategy

Particular	Frequency	Percent	Valid percent	Cumulative percent
Strongly agree	20	12.1	12.2	12.2
Agree	113	68.5	64.8	81.1
Neutral	29	17.6	17.7	98.8
Disagree	1	.6	.6	99.4
Strongly disagree	1	.6	.6	100.0
Total	164	99.4	100.0	
System	1	.6		
	165	100.0		

Analysis: From this survey out of 100 percent respondents there are 68.5% agrees to the survey, 17.6% respondents said its neutral, 12.2% strongly agrees on it and the percent of both who disagree and strongly disagree are same that is 0.6%.

Chart no:1



Interpretation: As per the survey most of the employee agrees that their organization consider training as a part of organization strategy.

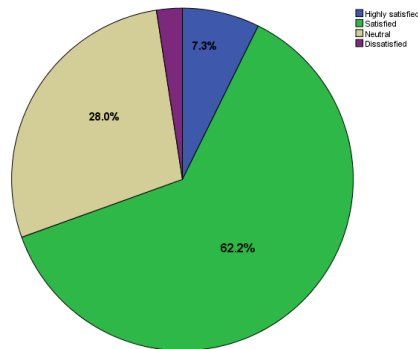
Table no 2

Do you feel proud to be part of the company.

Particular	Frequency	Percent	Valid percent	Cumulative percent
Highly satisfied	12	7.3	7.3	7.3
Satisfied	102	61.8	62.2	69.5
Neutral	46	27.9	28.0	97.6
Dissatisfied	4	2.4	2.4	100.0
Total	164	99.4	100.0	
System	1	.6		
	165	100.0		

Analysis: Based on the survey the least of the employee voted for dissatisfied its 2.4 in percent, the most is 61.8% are satisfied, 27.9% is neutral and only 7.3% of employee are highly satisfied.

Chart no: 2



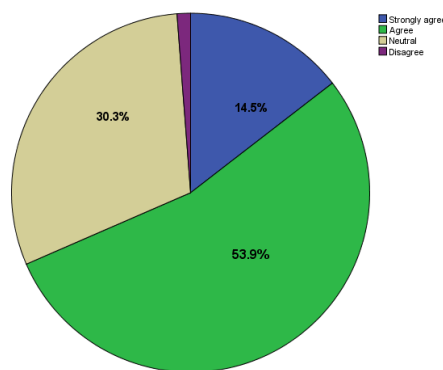
Interpretation: As on survey most of the respondent is satisfied and they feel proud to be part of the company.

Table no: 3 - Does training helps to increase the performance level of employee.

Particular	Frequency	Percent	Valid percent	Cumulative percent
Strongly agree	24	14.5	14.5	14.5
Agree	89	53.9	53.9	68.5
Neutral	50	30.3	30.3	98.8
Disagree	2	1.2	1.2	100.0
Total	165	100.0	100.0	

Analysis: From this survey out of 100%, 53.9% of respondent says agree, 30.3% of respondent says neutral, 14.5% of respondent says strongly agree and 1.2% of respondent says disagree.

Chart no:3



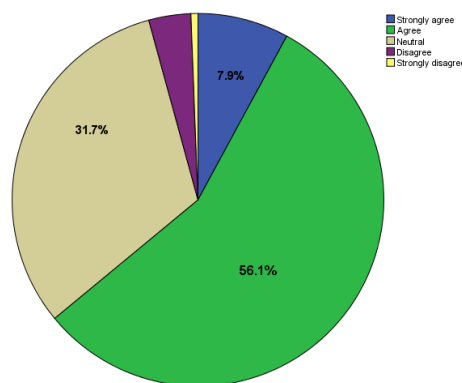
Interpretation: As per it is found that most of the respondent says agree that the training helps them to increase the performance level of employee

Table no: 4 - Do you feel comfortable at contributing your ideas and opinion in your workplace.

Particular	Frequency	Percent	Valid percent	Cumulative percent
Strongly agree	13	7.9	7.9	7.9
Agree	92	55.8	56.1	64.0
Neutral	52	31.5	31.7	95.7
Disagree	6	3.6	3.7	99.4
Strongly disagree	1	.6	.6	100.0
Total	164	99.4	100.0	
System	1	.6		
	165	100.0		

Analysis: As the above table this survey says that the most of respondent voted for agree its 56.1 in percentage, 31.7% voted for neutral, 7.9% strongly agrees, 3.7% of respondent disagree and 0.6% of respondent are strongly disagree.

Chart no: 4



Interpretation: Based on the survey most of the respondent voted for agree that they are comfortable in contributing ideas and opinions in their work place

INFERENCE ANALYSIS

A statistical method for data analysis and drawing conclusions about the given sample is called an inferential analysis. It can be applied to test assumptions and projections. Based on the sampling that is being studied, inferential analysis enables users to draw conclusions about the trends of a larger population.

Analysis 1:

Statistical tool: correlation

Variable1: - Training

Variable: - Employees performance.

1. H0: There is no significant relationship between training and performance of an employee.

H1: There is a significant relationship between training and performance of an employee.

Particular	T	EP
T Pearson Correlation	1	.335**
Sig. (2-tailed)		.000
N	163	159
EP Pearson Correlation	.335**	1
Sig. (2-tailed)	.000	
N	159	161

Interpretation

From the table we can observe that the p-value for the variables training and employee performance is 0.00 in the above output table which is less than 0.05, indicating that H0 is rejected at a 5% level of significance

Findings:

According to the first analysis of the correlation test, there is a significant relationship between employee training and performance.

Analysis 2:

Statistical tool: Regression

Variable1: - Training, Employee engagement

Variable: - Employees performance.

H0: There is no significant impact of training and employee engagement on the performance of an employee

H1: There is a significant impact of training and employee engagement on the performance of an employee.

	Unstandardized coefficient.		Standardised coefficients.		t	Sig.
	B	Std.error	beta			
1	8.749	.932			9.384	.000
Does your organisation consider training as a part of organisation strategy	.328	.254	.100		1.291	.199
Employee engagement Do you feel proud to be part of the company.	.066	.263	.020		.252	.801
Does the training method focus on developing team work and leadership skills?	.730	.213	.269		3.432	.001
Do you feel comfortable contributing ideas and opinion in your workplace	.134	.208	.050		.643	.521

Interpretation

The p-value for the variables training, employee engagement, and employee performance is 0.01 in the above output table which is less than 0.05, indicating that H0 is rejected at a 5% level of significance. As a result, it is concluded that training and employee engagement have a significant impact on an employee's performance.

Findings

- From this survey 68.5% respondents agree that their organisation consider training as a part of organisation strategy
- Based on the survey there are 61.8% of respondent agree that they feel proud to be part of the company
- From this survey 53.9% respondents agree that the training helps them to increase the performance level of employee
- From this survey 55.8% respondents agree that they are comfortable in contributing ideas and opininons in their work place
- From the analysis of the correlation test, we can conclude that there is a significant relationship between employee training and performance.

- From the regression analysis the p-value for the variables training, employee engagement, and employee performance is 0.01 in the above output table which is less than 0.05, indicating that H₀ is rejected at a 5% level of significance. As a result, it is concluded that training and employee engagement have a significant impact on an employee's performance.

Suggestion

- Appreciate the work and contribution of an employee towards the organisation
- Provide continuous coaching and employee training
- Give your employees more responsibilities rather than just more tasks to complete.
- Recognise the work of an employee.
- Get regular feedback from employees.

Conclusion

This study used data from the teaching staff to analyse the effects of training and employee engagement on worker performance. This was done via a questionnaire poll of 165 private school and college professors. The findings of the regression show that training and employee involvement have a substantial influence on their performance. Additionally, the findings of the correlation study show a favourable link between training and worker performance. Because of the significant positive relationship between employee engagement and performance revealed by the research, organisations should never create policies, procedures, or decisions without consulting their workforce because doing so will compel them to dedicate themselves to achieving the objectives of the organisation. Because it has been demonstrated that on-the-job training is more closely connected to employee performance than off-the-job training, organisations should take it into consideration. As a result, on-the-job training should be given priority if a firm wishes to teach its personnel.

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