



Impact Of Training And Development On Employee Performance

Dr. David Ackah, Makafui R. Agboyi



Impact Of Training And Development On Employee Performance:

The Impact of Training and Development on Employee Performance in the Kurdistan Region of Iraq Nazhad Ahmed Mussa, 2017 Employee training and development is a process of equipping the taskforce with the right skills knowledge and ability to achieve the organizations goals and objectives Well trained and highly developed employees are considered as the backbone of every organization s success Hence the purpose of this study has been to conduct an investigation about the impact of training and development on employee performance in Allai Newroz Telecom Group which is located in Kurdistan Region of Iraq Furthermore this dissertation reveals that there is a strong relationship between T D and employee performance In this research both qualitative and quantitative approach are used in collecting relevant data such as structured questionnaire and in depth interview The organization under investigation has approximately one thousand employees in total and of this number 10 % of the employees were randomly chosen as a sample to fill out the questionnaires The results of the study show that a significant number of participants indicated that employee training and development will have positive impact on increasing performance despite all the challenges and difficulties Indeed the results corresponded with most of the existing literatures which affirm that there is a direct correlation between employee training and development and increase employee performance In this context therefore senior managers and decision makers of the organization subscribe to the fact that providing adequate budget for internal and external training can facilitate employees relevant skills knowledge and ability to perform their tasks appropriately Therefore it is recommended that the management of Allai Newroz Telecom Group and all the other companies in internet and telecommunication fields to provide as much training and development sessions as possible irrespective of the cost time and all other difficulties because technology play a crucial role in this field To sum up it is very important that any expenditure on employee training and development will have positive outcome on a long run for the organization

The Effects of Training and Development on Employee Performance in the Public Sector of Ghana Dr. David Ackah, Makafui R. Agboyi, 2014-11-28 Research Paper postgraduate from the year 2014 in the subject Leadership and Human Resources Miscellaneous grade B Atlantic International University School of Business and Economics course Ph D Economics language English abstract The quality of Human Resource is an asset to any organization and as a result Training has become an issue that has to be faced by every organization The amount and quality of training carried out varies enormously from organization to organization due to factors such as the degree of external change for instance new markets or new processes the adaptability of existing workforce and importantly the extent to which the organization supports the idea of internal career development Most organizations meet their needs for training in an ad hoc and haphazard way while others set about identifying their training needs then design training activities in a rational manner and finally assess the results of training This study therefore sought to determine the impact of Training and Development on public sector organizations using Ghana Ports and Harbors Authority GPHA as a case study The research

was intended to determine the role and impact of training on employees with emphasis on the lower middle level staff and the administrators of GPHA who were randomly selected. The study assessed the training and development process of GPHA and whether training has improved employee performance. A questionnaire was designed using structured questions to collect primary data from employees of GPHA. Personal interviews were held with some management staff of the organization. The results indicated that GPHA's employees were not well informed about training and development programmes in the organization. Most of the employees were of the view that training and development were effective tools for both personal and organizational success. The findings revealed that training practices, methods and activities at GPHA are not in line with the best practices regarding the planned and systematic nature of the training process as is generally known. It was recommended among other things that the processes involved in training be duly followed. GPHA should help its staff identify their career paths and to guide them in the pursuit of higher education.

Impact of Training and Development on Employee Performance Anthony Plein, 2018-03-11. The purpose of this study was to determine the impact of training and development programs on employee performance. The research work of this study has been divided into three parts. The first part gives a literature review of the work done by researchers in the past to elaborate the importance of training and development programs. Besides this, the scope of this study, methodology used in research and core research objectives have been stated under this section. The second part emphasizes on different training models and structures designed and used around the world during training and development programs. Research questions have been discussed in more detail to develop an understanding of a general training process from the requirements of training to its execution and results.

The Impact of Training and Development on Employees Performance and Productivity Mohammed Raja Abdulraheem Sal, 2016. The success or failure of modern business organizations depends on the quality of their human resources. Well trained and highly developed employees are considered as corner stone for such success. Hence the purpose of the study was to investigate the relationship between training, development, training and development and employees performance and productivity in selected Jordanian Private Sector transportation companies located in the Southern region of Jordan. The study was based on set of hypotheses that H0 hypothesized no relationships between variables while H1 H6 hypothesized the existence of relationships between stated variables. A quantitative approach is used. Relevant data was collected through structured questionnaire. Subjects for the study consisted of 254 employees which constituted 60% of the total target population of 420 people. 254 structured questionnaire were distributed to employees on job location. 212 questionnaires were returned and only 188 were suitable for statistical analysis. SPSS version 16 has been used to for data analysis. Both descriptive and inferential statistics were used for data analysis. The statistical tools were aligned with the objective of the research. For this purpose frequency tables, percentages, means and standard deviations were computed and substantively interpreted. Inferential statistics like Pearson product moment correlation coefficient r and linear regression were used to determine if

there is a significant positive relationship existed between the independent variables training and development and dependent variables performance and productivity The findings indicated that training and development were positively correlated and claimed statistically significant relationship with employee performance and productivity Analysis and interpretations were made at 0.05 level of significance The study concluded that training and development have important impact on employee performance and productivity

The Impact of Training and Development on Employee Performance Nkosi Simon Mafika, 2015-07-23 Non performing employees and dysfunctional organisations are the enemies of communities and the society as they fail to deliver the quality services expected of them effectively and efficiently Organisations comprise of people The success of organisations depend on the skills capacities and competencies their employees or workers possess Therefore investing in the development of human capital is of pivotal importance This book should be useful to human resources professionals employees and organisations This book is also aimed at increasing productivity of employees within organisations resulting in functional resilient and effective organisations which are developmental in nature capable to meet the needs of communities and the society in a sustainable manner

Training and Development. Exploring the Effectiveness of Training on Worker Performance Odaine Thomas, 2018-01-19 Essay from the year 2017 in the subject Leadership and Human Resources Miscellaneous grade A language English abstract This paper speaks about the importance of employees in a business especially when properly trained It goes deeper into the various methods of training that is used by different organizations The pros and the cons of training are also explored while focusing on how training affects the outcome of staff performance customer satisfaction turnover rates staff loyalty and market value of the company

The Impact of Training and Development on Employee Performance Kanar Ilyas Kamal, 2016 This study seeks to determine the impact of training and development on the performance of employees in Cihan motors auto trading company in Kurdistan Region of Iraq The study assessed the training and development process at Cihan motors Company and whether employee s performance has improved Objectives The aim of this study is to examine the impact of training and development on employee performance and their skills in Cihan motors auto trading company in the Kurdistan Region of Iraq Methods The survey designed for the research using questionnaire matrix question format to collect data from 30 employees in two different departments service and sales and an in depth interview were conducted from the general manager and trainer of Cihan motors Company in Erbil Kurdistan Region of Iraq Convenience or accidental sampling technique was used in selecting the sample subjects of this study Findings The investigation of this study indicated that the majority of service and sales staff Cihan motors Company were informed of having training and development programs in the company All the staff members participated in training courses and get effective knowledge and skills The findings revealed that training and development programs have a positive impact on employee performance in Cihan motors Company in Erbil The data were examined and presented in the form of charts and tables

Effect of Training on Employees'

Performance in Nigerian Banking Industry Olagunju Mary Mofoluwake,2014-02-10 Employee training has been identified as an important factor in the survival of banking business particularly in a globally competitive economy with uncertainty as in Nigeria The Nigerian banking industry faces a number of challenges in relation to employee development This study investigated the effects of training and manpower development on employee performance in Nigerian banking industry The survey research design was used The population of the study comprised 30 006 employees in the Nigerian banking industry from which a sample of 379 respondents was selected using purposive sampling technique The population was broken into various strata in line with the hierarchy of office seniority The study concluded that there is need for the Nigerian banking industry to adopt manpower training as an innovative tool for improving employee performance in today's dynamic banking environment

The Impact of Training & Development Programs on Employee Performance Sadia Cheema,Farheen Javed,Asia Akram,2017-05-30 *The Impact of Training and Development on Employee Performance Within the Workplace (North-West Province)* ,2019 Training and development Employee performance Workplace North West Province

Impact of Training and Development on Employee Performance in Retail Sector Trilok Kumar Jain,2019 This is a review paper based on secondary sources it is found that training and development contributes significantly towards performance enhancement on whole in all aspects of retail companies including customer survey customer relationship management etc A large number of research studies have tried to identify relation between training and development and sales opportunities

Dynamics of People Management—Operations and Obligations Manodip Ray Chaudhuri,2022-07-22 This book is a research reference book in the area of Human Capital Management and Behavioral Sciences It is a set of collected works of the author with 22 of his published papers and book chapters This book is intended for researchers and scholars in the field of manpower management in a broad spectrum

Impacts of Innovation and Cognition in Management Bataglia, Walter,Segura, Liliane Cristina,2024-10-18 In today's business landscape the intersections between innovation and cognition play a crucial role in shaping current management practices As organizations strive to remain competitive leaders must foster innovative thinking while understanding which cognitive processes drive decision making and problem solving Such management strategies assist business leaders in navigating complex challenges harnessing creativity and cultivating an adaptive workplace culture Exploring how innovation and cognition influence strategic choices is necessary for companies looking to enhance responses to change making room for sustained growth and success in a constantly shifting business environment Impacts of Innovation and Cognition in Management explores the effects of innovative strategies and technologies as well as cognitive psychology in management practices for businesses and organizations The impact on sustainability and organizational development is examined along with the usefulness of technologies like artificial intelligence machine learning and data analytics This book covers topics such as absorptive capacity data science and cognitive psychology and is a useful resource for business owners managers psychologists

economists data scientists researchers and academicians

THE IMPACT OF TRAINING AND DEVELOPMENT ON EMPLOYEE AND ORGANIZATIONAL PERFORMANCE YUE NA (TP024071),2013 *Sustainable Development and Innovative Management Practices* Dr. Savitha. P, *Enhancing Employee Motivation Through Training and Development* Mazurowski, Tricia,2024-06-03 In the complex modern workplaces the crucial synergy between organizational leadership and employee success is a major challenge The literature resounds with the struggles of leaders seeking effective avenues to support training and development initiatives The critical inquiry emerges How can organizational leaders craft training programs aligned with adult learning theories and styles fostering a culture of continuous improvement and in turn boosting employee motivation and performance Enhancing Employee Motivation Through Training and Development is more than an exploration it is a resounding solution to the challenges faced by professionals in the field With meticulous precision it equips readers with relevant theoretical frameworks and the latest empirical research findings The core objective is to empower professionals to design and implement training and development programs that transcend conventional boundaries shaping a new era of organizational effectiveness Delve into the intricacies of employee motivation and satisfaction navigating the web of adult learning theories and styles Illuminate the path to training and development mastering the art of change management for organizational growth Decode the dynamics of organizational satisfaction commitment and leadership exploring the impact of culture on development Uncover best practices in training design development and delivery and harness the power of organizational learning for sustained success Importance of Training and Development David M. MARCHANT,2019-06-15 The purpose of this book is to determine the impact of training and development programs on employee performance The research work of this study has been divided into three parts The first part gives a literature review of the work done by researchers in the past to elaborate the importance of training and development programs Besides this the scope of this study methodology used in research and core research objectives have been stated under this section The second part emphasizes on different training models and structures designed and used around the world during training and development programs Research questions have been discussed in more detail to develop an understanding of a general training process from the requirements of training to its execution and results **Advancing Student Employability Through Higher Education** Christiansen, Bryan,Even, Angela M.,2024-01-29 The global skills gap and labor market disruptions pose a significant challenge for organizations worldwide Higher education struggles to bridge the mismatch between skills taught in academia and those demanded by employers hindering organizations in an era of heightened competition Advancing Student Employability Through Higher Education offers a comprehensive solution to address this issue Edited by Bryan Christiansen and Angela Even this publication brings together innovative research and insights from employers and employees serving as a valuable resource for academic scholars seeking the latest research on employer requirements in an era of increasing global hyper competition Covering topics like industry academia collaboration

educational innovation learning analytics and educational artificial intelligence AI the book provides practical strategies and innovative approaches to bridge the gap between academic instruction and real world organizational needs It equips students with the skills and qualifications necessary to thrive in today s global economy through case studies online learning effectiveness and training evaluation By leveraging the expertise of renowned scholars and industry practitioners the book enhances understanding of the intricate dynamics of the workforce It empowers scholars graduate students and higher education professionals to navigate the evolving needs of organizations fostering success for individuals and organizational growth in an increasingly competitive landscape

Impact of Training and Development on Perceived Employee Performance PhD Sthapit (Prof. Arhan), Babita Ghale, 2020 Ltd of Nepal Based on the survey method the study collected the data through a structured questionnaire administered from February to March of 2018 on a sample of 112 employees hierarchical strata of junior and assistants and junior officers drawn from a population of 185 through a random stratified sampling method Using descriptive statistics and regression analysis the study discovered a statistically significant impact of T D constituents on the perceived performance of junior officers and assistant level employees of the studied bank Among the four predictors T D constituents the impact of attitude and behavior change was found to be significant whereas that of other three training content and deliverability instructional design and skills knowledge and ability development of employees was not significant What ensues from the data results is that the ADBL management needs to ensure training contents deliverability and instructional design to enhance competency and productivity of employee Furthermore the ADBL management needs to ensure that T D strategies bring about positive change on attitude and behavior to enhance their HR performance

Management of Training and Development in Hospitality Industry Archana Acharya,

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similar to the one in the question could be drawn with the horizontal regions at exactly 0 c and 100 c 6 a the particles are held closely together in a fixed position often in the form of a lattice

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