



Impact Of Training And Development On Satisfaction Level Of Employees In Manufacturing Industries

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ABSTRACT

Job satisfaction is one of the most complicated areas when it comes to managing their personnel. Many studies have revealed an abnormally strong influence on the job satisfaction on the motivation of employees, while the degree of motivation has an impact on productivity, and consequently also on performance of business organizations. The study of aim impact of training and development on satisfaction level of employees in manufacturing industries. Employees are the key assets of every firm. Every business requires adequately trained workers to accomplish the duties successfully and efficiently. It is the continual process of the organizations that helps to grow skills, knowledge, and capacities. Work life balance is a critical component for employees to contribute to the success of the business as well for their individual welfare. The goal of this research was to analyze the influence of quality of work life aspects on the overall happiness of the workers. A sample of 154 workers from manufacturing industry was gathered and studied objectively.

KEYWORDS: Job Satisfaction, Employee, Performance. Training and Development, job satisfaction,

INTRODUCTION

In the last two decades, the business environment has altered as a result of the globalization of individual enterprises and financial markets. These new technical developments have resulted in an ever-shifting consumer and rival base as a result of the continual mobility of customers and competitors. The global financial markets are also putting pressure on companies to innovate and cut expenses, which is no simple task.

India's enormous population makes it the world's most intriguing market for higher education. According to a study by Investor Relation Society, India's education and training business is worth \$600 billion, with the private education sector alone predicted to grow to \$45 billion by 2015 from its current \$35 billion value. In the last several years, India's higher education system has grown tremendously. In terms of education and training, India is clearly ahead of the rest of the developed world. When comparing India to China and the

2007 that job training satisfaction refers to how employees feel about their on-the-job training. There is evidence to suggest that job training satisfaction (JTS), which affects attitudes about one's employment such as job satisfaction, may be achieved via well-planned and prepared training activities in a training program (JS). As a result, this will have a significant impact on their work satisfaction and turnover intentions. We'll learn about training, work happiness, and the quality of one's training in this chapter. We'll go through the most important variables and methods for creating effective training programs. Job training satisfaction, job satisfaction and performance will be discussed in further detail. Human resource professionals should always keep JTS in mind while developing and delivering training programs, which is why this chapter serves as an introduction.

JOSEPH OUMA OSEWE (2021) The study's goal was to figure out what kind of link there is between a company's investment in training and development and how happy its employees are at work. Explanatory cross-sectional surveys were employed in this study. A total of 5,419 judicial officers and personnel were included in the study's sample size. All workers received surveys in the form of closed-ended questions in their email inboxes. A total of 2,684 workers, or 50% of the workforce, completed and returned the surveys. The sample size was sufficient in terms of statistics to permit and accept the findings as a representative sample of the full population. In light of the enormous number of individuals, time and expense, this strategy was chosen. The findings showed a link between employee happiness and training and development. In addition, a positive correlation of 0.705, 0.835, 0.817, and 0.514 exists between employee happiness and the amount of trainings required, relevant, and connected to one's job duties. The research found that employee happiness may be improved via training and development. Organizational goals and results are closely tied to the skills, abilities, and information that people possess. This is why human capital is considered an intangible asset by businesses. Employee training, as one of the many complex human resource activities, has been consistently shown to have a major impact on the performance of a company via several channels such as learning, creativity, employee motivation, skill upgrading, and so on, according to the evidence.

AYGUL ASGAROVA (2019) This research examines how formal training services provided by firms improve their workers' job satisfaction and accomplishment levels, which in turn boost the productivity of their organizations. Achievement motivation and perceived work satisfaction relate to training's direct as well as indirect contributions. Training is distinct from organizational support for training, employee interest in training, and employee contentment. Using a semi-random sample of 307 workers from 34 private companies

operating in Turkey's industrial sectors, survey-based data sets were obtained. Employers that engage in employee training see a rise in work satisfaction and accomplishment motivation among their taught staff, according to regression analysis results. According to the findings, firms may achieve their goals more effectively via the use of staff training as a human resource management technique.

METHODOLOGY

Sample and Data Collection

A total of ten surveys were given out to various members of the staff at the company. A total of ten surveys were filled out with the necessary data. Overall, the response rate was good. This research employed a sample method known as convenience sampling. Participation in the study was optional and data was acquired by a self-administered questionnaire. For this study, researchers examined survey data from a semi-random representative sample of 101 managers and 206 non-managers from several thirty-four separate divisions of private manufacturing subsectors and areas in Turkey where firms operate. Most of the time medium and large-sized enterprises low-tech basic manufacturing industries things as textiles and food. The spread of businesses across regions is reflected in this. a majority of firms are those that operate in a certain geographic area. Region of Marmara. Online as well as in print. What questions were asked in the surveys Rank how strongly they agree or disagree

utilizing a seven-point Likert scale ranging from strongly disagree to strongly agree "strongly disagree" with s "strongly agree." Turkish was the language of the survey. been expertly interpreted and in order to better comprehend, a translation from English studies related works of literature from a different country. In addition, socioeconomic factors like gender and age people's level of education, experience, and employment situation demographic questions with certain answers in addition to the question of whether or not Schmidt, There was no training that they had received opportunity comes first, then substance, then approach, Regarding the length of training services they received if you had any involvement at all. Though 109 out of 307 people who answered the survey said the fact that they had no prior training they were included in the programmed, as well sample in order to get a sense of what's going on.

Effectively discriminating between different types of training between the training sessions, the responders and those that isn't. Initially, there were several redundant and low-quality goods. factor loading ratios that are unclear as well as the high cross loading that is caused by (confirmatory) There was no longer factor analysis. as of survey results are in, and training is underway. each of the 12 dimensions has a certain number of

objects. Organizational backing for three of these factors employee fervor in Soft training employees' happiness with Edit training (A training-ESwT) with four pieces per. Some and other sources were used to create this list. Others are created by the author for his or her own use. The research. Satisfaction at work dimensions of the type JSthe amount of customer happiness personnel continuing to do their previous duties.

developed seven items for this measure. Aspects of success and productivity (Asp) assesses the degree of effort put in by workers for attainment, and as a result of a rise in production. This element's goal is to capture the variation in motivation training and untrained staff. The seven indicators of success and productivity were derived from individuals making it more difficult for people to be sluggish and unfocused Responses to certain things are coded in an inverted fashion.

Measures and Scales

Training and development, employee performance, and job satisfaction were all measured in this research. A total of ten questions on employee performance and training and development were collected. Two questions derived from a research on job satisfaction were included. Liker scales ranging from 5 (strongly agree) to 1 (strongly disagree) were used for all variables.

The purpose of this study was to examine the QWL elements that contribute to overall employee happiness in the manufacturing industry and to examine the potential for these factors to influence workplace conditions. In order to get the most out of the study, researchers adopted a positivist approach and deductive analytical methodologies from other scholars [20]. To obtain primary data from 154 manufacturing sector employees, a simple random sample procedure was employed. Job satisfaction, work load, potential for growth, training and development, appropriate and fair remuneration, safe and healthy working environment, and social integration were all included in the questionnaire. A seven-point Liker scale was used to assess the constructs' components, which ranged from strongly disagree to strongly agree. The questionnaire also gathered demographic information on the respondents. The validity and reliability of the questionnaire were tested using a pre-test of 50 participants. Those who participated in the research found the questionnaire easy to fill out.

ANALYSIS AND RESULTS

Training and development have a significant influence on employee performance, which is the primary goal of this research. Data on the effects of employee performance, work motivation, and job satisfaction on the company have been acquired from the selected respondents. Training and development, as well as its impact on employee performance,

motivation, retention, and morale, were examined in this study, as were the replies. Survey results from a total of thirty (30) workers who completed the standardized questionnaire. The results of a survey are outlined below.

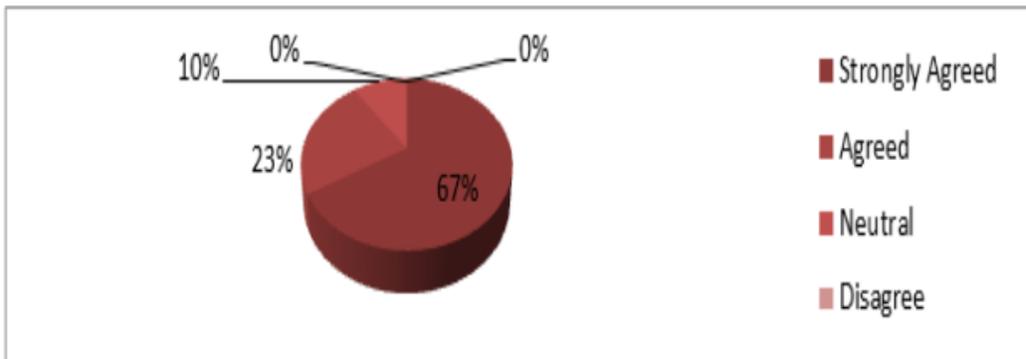


Figure 1: Do you think your organization's provided trainings are enough for you to achieve your performance objectives?

To summaries, 67% of workers feel confident in their ability to perform better following training, whereas 23% disagree with the course content and 10% are unsure about the training offered by their employer. There are several advantages for both people and the company as a whole that can be gained via training, which is one of the most powerful motivators. Employee performance was analyzed as a result of this study's focus on training and development. An evaluation and analysis of training and development's influence on employee performance is the goal. For these purposes, a sample of 10 people was chosen. Findings from a recent survey show that the majority of workers believe that training enhances their skills as well as their job happiness. This sentiment is in line with. In essence, more productive workers are those who have received enough training.

According to the survey's demographic results, the majority of participants were men over the age of 30 (81 percent). Because most manufacturing businesses employ more men than women, and because manufacturing occupations are the least favored by women, the gender parity was as predicted. Most respondents (71 percent) were married, which lends credence to the findings of this research since maintaining equilibrium between work and home duties is a key component of finding a work-life balance. Participants in this research had a good grasp of the study's theories and concepts. There were more than 75% degree holders and 50% of them were junior staff. 42 percent were managers or senior managers, and 71% had 10 years of total experience drawing Rs.20,000 per month or higher compensation per month, according to the survey respondents (56 percent). In fact, more than 75% of the employees had been with the company for at least three years. In light of

the respondents' demographics, it is obvious that they are qualified to provide their thoughts on the QWL constructs that were the subject of this investigation.

Reliability analysis

For a test to be considered a success, the data must be able to be replicated. In the event that the study's findings are duplicated using the same research approach, reliability tests determine how reliable the results are. To put it simply, it relates to how accurate measurements are, and consequently how reliable the findings are. It ensures that the scale used to assess how similar the things are is consistent. In other words, the processes (or the items) all measure the same quality, trait, or feature. Cronbach's alpha is a measure of consistency within a population. It is a critical indicator of a psychometric method's robustness. Cronbach's alpha rises in direct proportion to the degree of correlation between the two variables. An alpha of 0.7 or higher on the Cronbach's alpha scale indicates a high degree of internal consistency. Using Cronbach's alpha values ranging from 0.620 to 0.928, the researchers found that the items in the study had a high degree of internal consistency (Table 1). Initially, a pilot research was conducted to examine the questionnaire's validity.

Table 1: Reliability analysis

Dimensions	N	Cronbach's Alpha
Job Satisfaction	12	0.928
Opportunity for growth	5	0.854
Work Load	3	0.780
Social integration in the work organization	3	0.602
Safe and healthy working conditions	2	0.849
Adequate and Fair Compensation	9	0.911
Training and development	4	0.872

However, others say that it is hard to duplicate the research in the same manner because of varying study circumstances and the data gathered, which may lead to a different set of findings. A lot of the time, it might be deemed to be an unreasonable demand placed on the findings of the study. Reflexivity may help improve the validity of research by "telling the audience of research studies as much as possible of the techniques that have led to a specific set of results," notwithstanding these objections.

CONCLUSION

Human resource management is not complete without training and development. An organization's performance improves when it hires people who have the necessary training and experience to complete the job well. Employees who possess these attributes are more than capable. Investing in workers' professional growth and advancement via education and training is critical for any company's success. So the goal of this research is to examine

the influence of training and development on the productivity of employees. Employees who worked nights and weekends have expressed their displeasure about the lack of a transit option. Due to the lack of parking space, many workers are unsatisfied with the parking facility, which in turn leads to car damage. Refreshments are not given for people who often remain late because of their jobs. The well-being of the company and the positive attitude and behavior of workers can only be achieved if people are satisfied with their jobs. In addition, happier workers provide better care and suffer fewer physical and mental health issues. As a result of their job and work environment, staff nurses are susceptible to stress.

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