

The training programs and job performance of the rank –and-file employees

[Business](#), [Career](#)



Introduction

In a large enterprise, training plays a vital role in a variety of administrative practices. It is considered as one statement of the total management activities of the enterprise (Schein).

Training for the Rank and File employees primarily is intended to prove skills in order to be productive and efficient. Training likewise aims to provide the employees the knowledge required in performing the job such information regarding the organization its goal and program its relationship to other units in the company and the relationship between employees work to that of other employees provide the feeling of confidence, camaraderie, ease, and motivation to work in the harmony towards the attainment of the organizational goals.

Training is also very important in enhancing the organization's competitiveness. The enhancement of employee skills to perform better job contribute much to the development of a better organizational image in the competitive market (Nadler p-12) it is important to the continued viability of the organization that workers must update their skills as technologies change.

Training is a vehicle for organizational change in that it educates employees about new corporate strategies and better ways to operate.

A review of corporate education and training would show how training contributes to a firm's competitive future. Given the continuously changing economy and fierce competition and rapid technological change, training is a

way to advance skills and increase knowledge of competitors especially foreign cultures and markets. A slowly growing workforce requires making the best use of the current workforce. A changing workforce due to high turnover or rapid growth requires new training needs for providing workers lacking in basic skills.

Rapid advancement in technology has led to substantial organizational changes in many industries that have affected how work is done as well as the output of work. New technology has spread across the globe and competitors have increased with renewed focus in the use of technology to enhance product quality and to increase a firm's competitive advantage. The organization approaches have required employees to increase their skills so team employees can interchange jobs thereby allowing flexible work schedules and maximum group efficiency. Some companies have compensated the employee not only for their performance but also for learning new skills that enhance their value to the firm.

Training should be viewed as socialization agents that help people understand and make a commitment to the organizational strategies such as business decision and not employee need to do to be successful in the organization.

Training has found a very important role in an organization that is why the research chose to conduct their study in Zilog company where an electronics component thus should be able to determine which training program initiated in the company most affected the job performance of the employees. This company was accessible in their goal to be one competitive firm in the

Philippines in able to succeed the goal of an organization. It was important to train the employee in order to acquire new knowledge to perform their job well.

The researchers choose the topic of the training programs and job performance of the rank and file employees at Zilog Company Sucat, Muntinlupa City because they felt that through these study employees would develop their performance in work and the organization would be more productive and profitable by the training program. The researchers want to know the significance of training programs in relation to job performance.

Training is the systematic development of the attitude, knowledge, skill, and behavior pattern require for adequate performance for a given job. The researchers choose Zilog Inc. Company because this is one of the competitive firms in the business industries and one in the Philippines that export products in another country like Japan.

As such employees have to be trained, developed, and note if an organization is an aid to attain its objective with the fullest cooperation of employees in leading organizational goals.

The Statement of the Problem

The researchers conducted this study to appraise the present training program of Zilog Company Sucat, Muntinlupa City for the rank and file employees. Specifically study will attempt to answer the following questions:

1. What are the demographic profiles of the respondents in relation to:

1. Age

2. Gender
3. Civil status
4. Educational attainment
5. Length of service in the company

2. Which training program designed for rank and file employees affects them most in relation to job performance in terms of :

1. Apprenticeship training
2. Vestibule training
3. Off the job training

3. To what extent does the training program affect the job performance of the rank and file employees.

1. Effectiveness in their job performance;
2. Efficiency in performing their duties and responsibilities

4. Is there a significant relationship between the training programs into the job performance of the rank and file employee?

Hypothesis of the study

The hypothesis used by the researchers was a null hypothesis. It is a denial of the existence of an attribute, a relationship, or a difference of an effect.

Ho. There is no significant relationship between the training programs and job performance of the rank and file employees.

Significance of the study

The result of our study “ The training Program” in relation to the job performance of the rank and file employees of Zilog Inc Company Sucat Muntinulpa City, will create benefit to the following persons and entities.

Management of Zilog Company

Handle people to do certain tasks. It regards the well-planned and organized training programs for managers to prevent employees’ obsolescence and turn them into productive workers.

Rank and File Employee

Would be able to enhance their skills and realize their weaknesses. They would be better prepare to unchanged their dislikes and responsibilities in the organization and improve the interpersonal relationship with their fellow employees as well as with their clientele through effective training programs.

Researchers

Could gain knowledge and insight into training programs which be useful to his/her employment in the future. Commerce students of Pamantasan ng Lungsodng Muntinlupa by providing enough information about the effectiveness of training program in employees of Zilog company.

Scope and limitation

This study determined to the training programs and job performance of the rank and file employees of Zilog Technology Inc Sucat, Paranaque City. The rank and file employees of the said electronics company were the respondents of the study. The total respondents of Zilog Company are 30. The scope of the study includes the demographic profile of respondents’ extent of training program that affect the efficiency of the rank and file

employees and types of training being given to the employees in the organization.

Definition of Terms

For understanding purposes, the following are the definition of terms, used in the study.

Apprenticeship is a system of training a new generation of practitioners of a skill. Effectiveness means the capability of producing an effect, and is most frequently used in connection with the degree to which something is capable of producing a specific, desired effect. Efficiency in general describes the extent to which time or effort is well used for the intended task or purpose.

Job Performance includes activities that ensure that goals are consistently being met in an effective and efficient manner Productivity is a measure of output from a production process, per unit of input. For example, labor productivity is typically measured as a ratio of output per labor-hour, an input. rank and file are the individual members of an organization, exclusive of its leadership.

Training refers to the acquisition of knowledge, skills, and competencies as a result of the teaching of vocational or practical skills and knowledge that relate to specific useful competencies.

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