

The effectiveness of employee training on labour productivity

[Business](#), [Management](#)



Training is a planned process to modify or increase the attitude, knowledge or skill behavior to an individual or group of workers through learning experience to achieve effective performance in an activity or range of activities to satisfy the current and future needs of an organization. It can be also defined as a process of assisting a person for enhancing his efficiency and effectiveness to a particular work area by getting more knowledge and practices. Training is important to an organization for its growth because it also plays a role in organizational growth and its profit making. It's very important as it gives the ability for an individual as well as the organization to respond quickly to the market changes, also it helps employees to and rise within the organization and thus increase their market value, earning power and job security, increases job satisfaction and commitment of employees by encouraging them to take ownership. When an employee does not know what to perform in his/ her job they lose their interest in doing it and they tend to show dissatisfaction and it sometime leads to grievance, absenteeism and finally it will lead to turnover by training them on what to do and how to do will increase their interest level and it will make them more skillful, knowledgeable Individual also, it helps to develop confidence on them which reduces the degree of supervision. Trained employees make a better economical use of material and equipment which reduces the wastage and ultimately it reduces the cost for an organization. The trainees will acquire more knowledge and new ideas and it will increase their potential and it will increase individual productivity and finally it will lead to overall productivity of the organization. Therefore training plays a vital role in the organization and contributes to its growth and sustainability. Training can be

initiated for various reasons for individual employees or group of employees. Training should be planned already and a training budget should be prepared and given to the board of directors or managers for the finalization. There are several ways for conducting training program such as, On the job training, Off the job training, lecture method, Role plays, Case study method, Coaching, Mentoring, simulations etc...Methods are decided depends on the situation and the training budget and some more factors that affect the training. A training Need Analysis should be done before planning for a training as it gives an accurate result on to whom the training should be given and what kind of training has to be provided for the employees as each employees has different level of learning and they come from different type of environment and culture so it is very important before providing or conducting training. The Need Analysis should be done, when people just conduct training program it will not give a better result or the ROI — Return on Investment will not be there. The purposes for the training will be lost ultimately it just increase the cost to the company.