

# Importance of Training and Development for Mechanical Engineer Employees: A Review

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**Abstract-** Now a day's fast-paced, competitive industry, training has become a buzzword. Organizations that engage in excellent human resource training and development tend to achieve benefit both short-term and long-term. Due to organizational, technical, and social dynamics, employees tend to become absolute, making the need to adapt to constant learning and upgrading of skill and knowledge important. As a result, efficient management of training and development programs is critical for businesses and get the most out of their investment. As a result, the purpose of this study is to offer a conceptual study that has been developed and created on the advantages of an employee training and development program. The article also seeks to determine the many aspects of employee training and how they impact the output and performance of the company. Employees will be capable of supporting the business in attaining its competitive position in today's global market with appropriate training and development opportunities, as well as effective employee performance evaluation techniques.

**Keywords-** Training and Development, Employee productivity, Organization goals.

## I. INTRODUCTION

For each company, training and development is an important element. Improved capability, knowledge, and skills of the human workforce have been proven to be a competitive advantage for any business in a global globe and changing market (Mc Kinsey, 2006).

Employees are the organization's backbone. The organization's achievements or problems are determined by the performance of its workers (Mwema & Gachunga, 2014).

As a result, it's critical for organizational leaders to understand the value of training and development in terms of employee performance and assessment. Training and development for workers helps organizations and people achieve many objectives such as moral improvement, a sense of safety, employee engagement and overall skills required for the execution of a certain task. Furthermore, the leaders of organizations should utilize systemic ways to measure employee performance, where results

are generally based on personal, organizational, environmental, motivation, skill, skills or roles (Rodriguez and Walters, 2017).

Each firm needs efficient training programs that increase employees' motivation and impact the efficiency of the company. Any company may assess this efficacy by increasing productivity.

## II. RESEARCH PROBLEM

This study intends to carry out a study and to manage the workforce and corporate performance effects of training.

It helps enhance employee potential, skills and knowledge through a structured training procedure and has an overall influence on organization's efficiency, productivity, achievement and higher revenues. The topic of study remains, thus, how training impacts employee performance and organization.

### **III. IMPORTANCE OF TRAINING**

Productivity of employees can be a measure of the efficacy of training. Below are some examples of strategies to increase staff productivity through training and development programs. Training and development programs assist employees individually or in teams handle their jobs, depending on a better grasp of procedures and well stated objectives. Conventional 'training' is necessary to cover key work-related skills, methods and information, and much of this adopting a constructive progressive approach to this kind of traditional training.

Training and development guidance is centered mainly on what's beneficial for individuals, rather than chiefly what's lucrative for businesses (Vinesh, 2014). Training and development programs help to modify the thought and behavior process of the employees in such a way that is conducive to building a healthy work environment. Due to the knowledge and abilities needed for their profession, it takes less time for the personnel to identify ways to complete their responsibilities.

Organizations which approach training and development from this stand point inevitably foster people who perform well and progress, and importantly, stay around for long enough to become great at what they do, and to help others become so (Vinesh, 2014). Training is seen as a systemic approach to learning and development that enhances people, groups and organizations (Goldstein & Ford, 2002). Training, according to Manju& Suresh (2011), is an intervention to enhance the quality of company goods and services by increasing workers' technical abilities.

### **IV. EMPLOYEE SATISFACTION**

Employee Satisfaction is crucial for every business to develop and function smoothly. Firms that are ready to spend their staff money provide value to their job with these firms, though this investment ultimately benefits the company (Wilson, 2000). Providing training to the employees will help to improve their performance and their longer retention in the organization. Employees will benefit from training in order to improve their work potential and be acknowledged, allowing them to love their jobs and work places.

Employees who are happy that their work has a goal and is essential for their company (Moses, 2000) get more productive. Staff feels comfortable and wants to continue with their organization when they believe that they are making a difference in their organization's efforts and talents (Logan, 2000).

### **V. CAREER CAPACITIES**

Training may not only influence declarative or procedural knowledge but may also improve strategic knowledge defined as knowledge to use particular information or skills (Kozlowski et al., 2001, Kraiger et al., 1993). Employee development helps employees survive in the future and learn new technology skills. New university graduates mostly regard a company that aggressively trains its staff (Feldman 2000).

The majority of industry professionals understands the value of a training program and would like to enhance their income (Dillich 2000). Young professionals with entrepreneurial ambitions recognize that they lack experience and funds; therefore they seek employment with firms that provide training programs to educate their employees for the future (Feldman 2000).

### **VI. EMPLOYEE DEVELOPMENT AND PERFORMANCE**

Employee performance can also be improved via training and development. Training can improve the quality of working, improve skills, and improve creativity and therefore, development of an employee and their performance. The impacts of training on employee behavior and working abilities resulted in improved employee performance and more constructive adjustments (Satterfield and Hughes, 2007) that help to improve employee performance (Kraiger, 2002).

Barber (2004), stated that a mechanic has worthy emotion of how to hit the metal at a certain location as a consequence of good training, and that work must be done in a disciplined and appropriate manner. The impact of performance management system on employee performance figured out strategies for identifying, encouraging, improving and rewarding the good performance. Performance

management system and the stages of imparting the same have a significant impact on the employee performance. And the increase the performance Training in the right direction plays an important role for better results and that every organization should adopt it. (Zhang, 2012)

## **VII. ORGANIZATIONAL PERFORMANCE**

Training has been identified as a significant contributor to organizational success (Schuler and MacMillan 1984). The benefits of investing in a training and development program on developing individual and organizational effectiveness, according to research, can justify the cost (Bartel, 2000).

Furthermore, previous studies have found a link between training and organizational effectiveness (Blundell et al., 1999). However, there is an increasing factor that Human resource management practices impacts on attitudes and work-related manners (Allen et al., 2003). To evaluate the effectiveness of training and development program it has been advised that check directly the relationship of training and organizational commitment. Further it has been revealed as certainly correlated to the efficiency of the organization (Bartlett, 2001).

Training and development should be treated as an instrument and an apparatus that makes the human capital more resourceful. For a competitive changing world, every organization needs to have adaptable employees and organizations need to invest in Training in order to reach its organizational goals and generate revenue for the organization. (Nda, M.M and Fard ,2013)

## **VIII. EMPLOYEE RETENTION IN THE ORGANIZATION**

Training has a lasting influence on learning, as it helps to retain the lifelong skills and to discover better answers in difficult situations. Continuous learning is vital to succeed in today's fast-running environment. People need to get to live and work successfully.

Companies need to guarantee that their staff continues to adapt to meet growing demands for work and that their businesses achieve or retain

competitive advantage (Vinesh, 2014). Several businesses have discovered that providing chances for employees to improve their learning is one of the characteristics that help to retain them (Logan 2000).

As a result, firms who offer training and development program to their workers have a better chance of retaining them. Many workers participate in employee training program, but there is no proven link between program and employee retention (Rosenwald, 2000); nonetheless, some managers discovered that a good learning environment led to greater retention rates (Dillich, 2000). According to Vinesh, (2014), each employer who makes a significant investment in training and development will reap the benefits of a more enriching working environment, as well as enhanced productivity and performance.

## **IX. EMPLOYEE TRAINING AND EMPLOYEE PRODUCTIVITY**

Employee training and development is an important part of Human Resources planning since it not only maximizes individual returns, but it also has the potential to recruit superior people to the company (Bapna et al, 2013). Training, according to Konings & Vanormelingen, (2009), is a tool that has a significant impact on the achievement of an organization's goals and objectives.

Individuals who are unable to achieve at the anticipated level of performance may choose to leave the company because they believe they are not being productive and are unsatisfied with their work. That's why employee training and development serves not only as a tool to improve the skills necessary to execute a job, but also to help people feel happier about their performance outcomes.

Improved skills lead to improved performance and retention (Rodriguez and Walters, 2017). Investment in development programs as most successful firms look at workforce advancement and invest in their education. This increases skills and skills which boost morale and production (Sheeba, 2011).

Training as a process is one of the most common techniques for improving people's productivity and conveying corporate goals to employees (Ekaterini & Vasilios, 2009).

## **X. HOW TO MAXIMIZE THE BENEFITS OF TRAINING**

Pre-training was also found to be connected to personality of trainees (Rowold, 2007), self-efficacy of trainees and a reputation for training (Switzer et al., 2005) as well as to reactions of the previous courses (Sitzmann et al., 2007). Klein et al. (2006) showed that students are more likely to learn when they have high learning objectives and view environment conditions as teaching facilitators (e.g. time, Internet access) than if they have a lower learning goal guidance (rather than as barriers). Learner satisfaction, met cognition, and course grade were all linked to motivation to learn.

According to Aguinis and Kraiger (2009), there are two approaches to optimize the advantages of training: (1) perform a needs assessment with experienced SMEs, and (2) ensure that trainees are ready and motivated to train. Training preparedness may be improved, for example, by reducing learner concern about training, showing the benefit of training before it begins, and ensuring that workers are actively interested and engaged in their employment.

## **XI. TRAINING AND DEVELOPMENT CONCEPTUALIZED**

Human Resource Management (HRM) is one of the many management disciplines that cannot be isolated and managed alone; rather, it must be effectively integrated with every department of a business. It begins with recruitment and continues with selection, induction and orientation, training and

Development, performance appraisal, compensation and package, employee motivation, employee welfare, health and safety, and therefore healthy compliance. All of the preceding elements appear to be interconnected, yet they separately play an essential part in the formation of organizations.

One of the most essential tasks of HRM is training and development, which is critical for improving employee performance and increasing organizational effectiveness. To stand out in this competitive market, innovation is the buzzword, and to make employees different and unique from their

competitors, as well as to increase productivity through the implementation of innovative processes, all of these things necessitate training, which is regarded as a critical component for innovative change in both organizations and human behavior (Sheeba and Christopher, 2020). As education includes costs, organizations should take this cost, time and effort into consideration as investment for both.

In any organization, training is necessary to have a strong grip and knowledge of the planned tasks of each person. They gain new talents and skills via training programs and obtain opportunities for professional growth (Elnaga and Imran, 2013).

Past study has shown and shown that training affects employees and companies enormously. While the performance of employees will depend on elements like job happiness, reward and recognition, working conditions and so on, research has been adequate to establish that training and performance have a link. Scholars have proposed and argued that training, on the one hand, aids in increasing return on investment and, on the other hand, has a beneficial influence in high levels of staff retention (Colarelli & Monte, 1996; Becker 1993).

## **XII. CONCLUSIONS AND SUGGESTIONS FOR FUTURE RESEARCH**

Training and development improves not just individual productivity but also the productivity of the company. Employee development, it has been claimed, is the key to long-term organizational success. Employees that can swiftly adjust to an ever-changing global market are essential for businesses.

In order to maintain workers and be successful, businesses must engage in ongoing employee training and development. training and development that has an influence on employee productivity has not only improved organizational well-being, but has also helped most countries to develop, develop and develop their workforce at national level.

Since national policies seek to develop the human capital of the country, this in turn leads optimally to the nation's economic growth. Now the management of companies should prioritize training and staff development in order to get the finest possible workforce as well as to improve the efficiency of the

organization. Further study on staff training and development is also required in order to have a better understanding of the positive effects.

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