

**“A STUDY ON EFFECT OF ON-THE-JOB TRAINING WITH REFERENCE TO EMPLOYEE  
MOTIVATION” AT DENIM WORKS, DODDABALLAPUR**

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**Abstract:** The study explores the link between on-the-job training (OJT) and employee motivation in modern workplaces. It uses a mixed-methods approach, involving surveys and interviews, to examine the correlation between OJT frequency and quality and employees' motivation levels. The findings suggest a positive correlation between effective OJT programmed and increased motivation. Employees who receive regular, well-structured OJT opportunities show greater enthusiasm for their work, viewing them as investments in their professional development. Qualitative insights reveal specific aspects of OJT that contribute to motivation enhancement, such as increased job knowledge, skill mastery, and organizational value.

**KEYWORDS:** On-the-Job Training (OJT), Employee Motivation, Workplace Environment, Skill Enhancement, Professional Development.

**INTRODUCTION:**

On-the-job training, or OJT for short, is a hands-on approach to employee development that allows employees to learn job-specific skills in real-world circumstances. It is frequently utilized in a variety of sectors and organizations for new hires and existing employees moving to new jobs. The advantages of OJT include cost-effectiveness, work relevance, and flexibility. However, when compared to conventional classroom-based initiatives, it may have drawbacks in terms of consistency, regular training, and scalability. When done correctly, hands-on education may greatly contribute to an employee's evolution and organizational success.

## Types of on the job training

1. Coaching and mentoring

2. Job shadowing

1. Coaching and mentoring: An experienced employee or mentor leads and supports the student in this sort of training, offering feedback, suggestions, and customized teaching. Employees benefit from learning from someone who has true knowledge in the same profession or field.

2. Job shadowing: A trainee observes and closely follows an experienced employee during their usual workday. This enables the learner to comprehend occupational duties, activities, and procedures.

## IMPORTANCE

· With On-the-job training, employees can get an accurate idea of their job roles. · When new hires use on-the-job training, their commitment to their roles and

enthusiasm to learn help the organization.

· Offers you adaptability OJT training not only benefits the company but also teaches employees transferable skills like flexibility and adaptation.

· The financial gain On-the-job training does not require a corporation to set aside specific time for it.

## LITERATURE REVIEW

1. **Motivation and improvement in employee performance Author:** Joseph A

**Year:**2019.

The necessity to learn how to utilize tools, weaponry, equipment, language, housing, and shelter increased as civilization progressed. Training experts must discover solutions to fulfil the needs of the company. The master craftsman and apprenticeship system was a type of OJT in which an apprentice spent time with a master craftsman learning the skill from the master.

2. **On job Training and Its Effectiveness: An Employee Perspective Author:** Mustabsar Awai

**Year :**2018

HRM practise improve organizational performance and assist organize in gaining a competitive market edge. Employment security, self-managed teams, high remuneration, exchange of performance and financial information, selective recruiting, decreased status distinctions, and thorough training are examples of best practise.

The goal line of this investigate is to better understand the factors that impact job training and its effectiveness. The purpose is to look at job training performance aspects and how they affect employee motivation, commitment, and skill development.

### 3. On the job training implementation and its benefits.

**Author:** Jan Sauermann

**Year:** 2019

Labour economics is directly tied to the transfer of on-the-job training to the workplace. It is based on the theoretical framework of human capital theory and has been practically widely studied in econometric research. The economic research concludes that involvement in training benefits both participating employees and their employers, while here is evidence that worker selection matters. However, the fundamental processes through which training leads to increased productivity remain unknown. This 'black box' provides opportunity for multidisciplinary research initiatives on training transfer that connect educational and economic perspectives.

### 4. Motivation and improvement in employee performance **Author:** Joseph A

**Year:** 2019.

The necessity to learn how to utilize tools, weaponry, equipment, language, housing, and shelter increased as civilization progressed. Training experts must discover solutions to fulfil the needs of the company. The master craftsman and apprenticeship system was a type of OJT in which an apprentice spent time with a master craftsman learning the skill from the master. Before the apprentice attained the master's skill level, the apprenticeship normally lasted a lengthy period. When manual labour and craftsmanship were supplanted by automation and machines, this system collapsed.

#### **Research gap**

The study on transnational leadership, employee performance, and organizational dedication is limited to Chinese futures businesses and oversimplifies its importance. A broader range of sectors and locales is needed to understand the impact of job training and transformational leadership on employee performance. Addressing gaps in understanding can help organizations improve training programs and employee performance and happiness..

#### **Objectives**

1. To understand the On-the-job training concept at Denim works private limited. 2. To analyze the on-the-job training process at Denim works private limited. 3. To examine the impacts of on-the-job training on employee motivation. 4. To assess the best on-the-job training practice to improve the employee motivation.

## Limitations

- **Sample Size and Representatives:** Small sample sizes may limit the generalization of research findings to the larger population.
- **Time and Resource Constraints:** Limited time and resources may restrict the depth or breadth of the research study, affecting the ability to collect comprehensive data.
- **Researcher Bias:** The personal biases and beliefs of researchers may unintentionally influence the design, data collection, or interpretation of results.
- **Reliability and Validity:** The reliability (consistency) and validity (accuracy) of research findings depend on the rigor of the research design and data collection methods

## RESEARCH METHODOLOGY

Research methodology is a systematic framework used by researchers to plan, execute, and evaluate research studies, ensuring a structured and organized approach to answer questions and address specific objectives.

### Data collection

Data collection is the systematic gathering of information from various sources for research, analysis, or decision-making purposes. It is crucial for the validity of results and conclusions, and can be categorized into primary and secondary data collection methods.

### Primary data

Primary data collection involves directly obtaining information from original sources, often through first-hand research, which is often more time-consuming and resource-intensive but can offer tailored information for specific research or analysis projects.

### Secondary data

Secondary data is previously collected data that researchers can use for their own investigations or analyses, saving time and resources compared to primary data, which is readily available and used for different purposes.

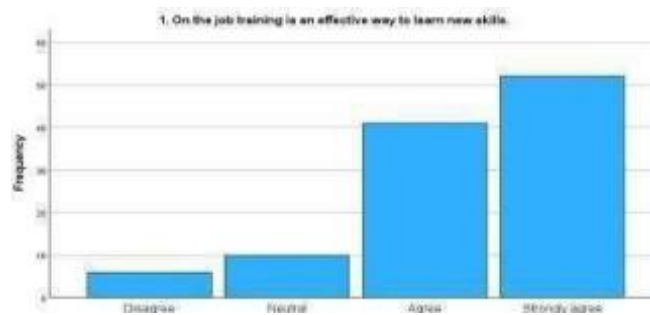
### Research design

### Descriptive design

Descriptive research is a crucial step in the research process, providing valuable insights into the subject's characteristics and attributes, often serving as a foundation for further studies.

Sampling technique	Simple random sampling
Sampling size	450 employees
Sampling unit	Employees at DenimWorks
Research instrument	Questionnaire
Statistical tool	Frequency analysis Correlation Chi-square

**1. On the job training is an effective way to learn new skills.**



Frequency		Percent	Valid	Cumulative Percent Percent
Valid	Disagree	6	5.5	5.5
	Neutral	10	9.2	14.7
	Agree	41	37.6	52.3
	Strongly	agree52	47.7	100.0
	Total	109	100.0	100.0

### Interpretation

A survey of 109 participants found that 55% distressed with the report that on-the-job training is effective for learning new skills. Neutral respondents remained neutral, while 41.6% agreed and 47.7% strongly agreed.

### Inference

According to the findings, 85.3% of participants think that learning new skills on the job is a good way to do so. The majority of people strongly agree, with only a small minority expressing doubts or believing it to be ineffective. Employers and organizations may find this material useful for enhancing training strategies and investing in on-the-job training programs to improve employee skill development.

### Correlation

1. On the job Training is an effective way to learn new skills.			6. On training be consuming and to normal routines.	8. On the job training can be a mandatory time-part of every disrupt employee's work developmet plan.	11. The on the job should training provided me with relevant skills knowledge for my role.
1. On	the job	1	.209*	.217*	.232*

	Pearson				
training	is an Correlation				
effective	way to Sig. (2-		.029	.023	.015
learn	new skills. tailed)				
	N	109	109	109	109
6. Ontraining time- consumingand normal workroutines.	Pearson the job Correlation can be disrupt	.209*	1	.244*	.180
	Sig. (2- tailed)	.029		.010	.060
	N	109	109	109	109
8. Ontraining be a mandatorypart of everyemployee' s development plan.	Pearson the job Correlation should	.217*	.244*	1	.275**
	Sig. (2- tailed)	.023	.010		.004

	N	109	109	109	109
11. The job provided with skills knowledge my role.	Pearson on-the Correlation training me relevant and for	.232*	.180	.275**	1
	Sig. (2-tailed)	.015	.060	.004	

	N	109	109	109	109
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\*. Correlation is Significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

### Interpretation

Pearson correlation coefficients range from 0.180 to 0.275 and assess the strength and direction of correlations between variables. The significance levels represent the likelihood of finding the observed link by chance. On-the-job training appears to be an approach to learn new abilities, but it can be time-consuming and interrupt usual work habits. Employees who see training as meaningful and relevant are more inclined to include it in their professional development plan. Correlation, however, does not indicate causality, and the correlation study uses a sample size of 109, and the interpretation assumes valid and representative data.



On the job training should be a mandatory part of every employee's development plan. \*Qualification

Chi-square Tests

Value		df	Asymptotic Significance (sided)
Pearson Chi-Square.	22.985 <sup>a</sup>	12	.028
Likelihood Ratio.	25.658	12	.012
Linear-by-Linear. Association	6.286	1	.012
N of Valid Cases.	109		

a. 12 cells (60.0%) have expected count less than 5. The minimum expected count is .09.

Symmetric Measures			
		Value	Approximate Significance
Nominal by	Nominal Phi	.459	.028
	Cramer's	V.265	.028
N of Valid Cases		109	

## Interpretation

The study evaluates the link between workers' credentials and their perspectives on job-specific education in career development plans. The results demonstrate a significant link, but the Chi-Square test values are lesser than 0.05, indicating that the hypothesis is rejected. More data analysis is required to determine the relevance of the association.

## FINDINGS

1. 53.2% of respondents said that organisations may save money by using through hands-on experience working out rather than paying for external training.
2. In order to increase employee skill development, workplace education may be useful for improving training techniques by investing in while working training programs.
3. It is believed that classroom instruction is helpful in finding areas for improvement and that employee performance might be enhanced.
4. Employers and educators can create lengthy training programs that combine classroom instruction with real-world application.

## SUGGESTIONS

- Increase employee engagement, implement recognition and incentive programs for excelling in learning on the job.
- Improve the design and content of in the workplace training programs so because of they are more suited to individual learning styles and preferences.
- In order to guarantee the effectiveness and relevance of their employee education programs, organizations should conduct constant assessment and evaluation.

## CONCLUSION

On-the-job training is a cost-effective method for enhancing employee confidence and skill development, but it can be time-consuming and interfere with daily activities. A majority of participants believe it helps them understand company procedures, promotes cooperation, and is clear. However, further research is needed to understand its impact on employee retention, and turnover. To improve on-the-job training efficiency, companies should create a friendly work environment, provide regular feedback, and celebrate employee achievements.

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