

“A STUDY ON IMPACT OF MANPOWER TRAINING TO IMPROVE THE EMPLOYEES PERFORMANCE” AT SUPREME SOLAR PROJECT PRIVATE LIMITED, DODDABALLAPUR

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Abstract: -

The goal of this study is to understand the influence of manpower training and the underlying variables that support its effectiveness. It looks into the complex link between manpower training and employee performance. The study investigates, using empirical research, how employee satisfaction and training programme outcomes interact dynamically. The study, which examines best practises, provides insightful advice for boosting the overall efficiency of manpower training initiatives, promoting enhanced organisational performance, and stimulating organisational growth.

Key Words: - Manpower Training, Employee Performance, Employee Satisfaction, Training Programme, Best Practices, Variables, Organizational Growth.

Introduction: -

The Manpower Training is referred as a process of giving people education, training, and hands-on experience to improve their knowledge, skills, and abilities relating to their profession or vocation. By ensuring that workers have the skills and knowledge required successfully complete their employment duties, manpower training aims to boost the productivity and efficiency of the workforce.

Training for the workforce can be provided in a variety of ways, including apprenticeships, mentoring programmes, classroom instruction, online learning, and on-the- job training. Depending on the demands of the company and the skill sets needed for a given job or vocation, different types of training will be offered.

Methods of Manpower Training: -

- On- the- Job Training
- Classroom Training
- Online Training
- Simulations
- Workshops and Seminars
- Apprenticeships
- Coaching and Mentoring

Effective Manpower Training Strategies: -

- Determine your training requirements.
- Examine employee performance.
- Examine your available resources.
- Determine the importance of your training requirements.
- Make a budget.
- Create a training strategy.
- Hire or delegate training leaders.
- Keep an eye on performance and make modifications as needed.

Literature Review: -

1. The Effect of Employee Training on Organizational Commitment: A Mediating Role of Job Satisfaction

- **Author: Astuti and Harnuansa**
- **Publication: Journal of Economics, Management and Trade**
- **Year: 2022**

Employees gain a variety of advantages from training, including the ability to broaden their knowledge, skills, and talents, improve their effectiveness as team players, and further their professional growth. Training affects employee commitment, work satisfaction, organisational commitment, and desire to leave the company in a favourable and substantial way, according to prior study. Research has revealed that job satisfaction has a detrimental impact on employee turnover intention, which is a key element in predicting whether or not an employee would leave their current position. Employee training not only improves attitudes towards coworkers, but also boosts job

satisfaction and effective organisational commitment, and it has a negative and substantial association with desire to leave the company. Employee training's influence on organisational commitment is moderated by job satisfaction.

2. The Impact of Learning and Development on Employees Productivity in Electrical Manufacturing Sector at Penang, Malaysia

- **Author: Dr. Bokhori Bin Md Amin**
- **Publication: Journal of Positive School Psychology**
- **Year:2022**

Training Need Analysis is an Important step in training planning. It involves collecting and analysing training needs for each employee to ensure it is appropriate to their responsibilities and responsibilities. Effective TNA can be achieved by understanding what it means, being prepared, identifying training needs at various levels, selecting and using learning methods, analysing information and data, using a structured framework, and obtaining feedback. Effective training techniques include face to face training, video sessions, group discussions, presentations, daily tasks, and side tasks.

3. Impact of Training on Employees Performance: A Study at Bahir Dar University, Ethiopia

Author: Mohammed Hassen Yimam
Publication: Cogent Education
Year: 2022

Training remains the systematic modification of behaviour through learning processes, which improves performance and helps the workforce adapt technology. A systematic approach is essential to ensure success. the evaluation of training requirements, the design of training, and the development of human resources are all important components of a successful training program. Training has a positive relationship with employee performance, but organisations face challenges due to lack of prior needs assessments, inadequate evaluation, and lack of scientific evidence linking training to organizational goals.

4. Impact of Training & Development on Satisfaction Level of Employees in manufacturing Industries

- **Author: Dr. Dadas Anandrao Bhanudas**
- **Publication: Ilkogretim Online**
- **Year: 2021**

This research examines 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, lack of parking space, and lack of refreshment. 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. Happier workers provide better care and suffer fewer physical and mental health issues. Staff nurses are susceptible to stress due to their job and work environment.

Research Gap: -

Numerous studies on manpower training's impact on employee performance reveal a gap in literature regarding effective training methods for specific job roles. Most studies focus on general training programs, neglecting the specific needs of different job roles. Further research is needed to identify the most effective training methods for specific job roles.

Objectives of the Study: -

- ✓ To understand the impact of manpower training on employee performance.
- ✓ To identify the key factors that affect the effectiveness of manpower training programs.
- ✓ To investigate the relationship between employee satisfaction and the effectiveness of manpower training.
- ✓ To Assess the best practices for improving the effectiveness of manpower training programs.

Limitations: -

- ✓ The assumption that underlies the search is one that the respondents made from their point of view and is assumed to be true.
- ✓ Confidential material is to be kept private in accordance with organisational ethics and standards.
- ✓ Employees are scared to be honest with management.
- ✓ Employee feedback might be biased and incorrect.

Research Methodology: -

Research methodology refers to the systematic approach and techniques used to conduct scientific research or investigations. It encompasses the principles, procedures, and tools employed by researchers to collect, analyse, and interpret data in order to answer research questions or test hypotheses.

Data Collection:

The systematic process of acquiring, documenting, and arranging information or data from multiple sources is referred to as data collection. Both Primary and Secondary data is used to collect Information.

1. Primary Data:

collection involves gathering information directly from the original sources. This data is acquired specifically for the purpose of the study or research that is being conducted.

2. Secondary Data:

Collection of data that has already been compiled and made available by other sources is known as secondary data collection. In order to find answers to their study questions, researchers use available data.

Research Design:

Descriptive Design: -

A descriptive design is a type of research approach that concentrates on seeing and describing occurrences in their unchanged natural settings.

Sampling Technique	Simple Random Sampling
Sampling Size	174 Employees
Sampling Unit	Employees at Supreme Solar Project Pvt. ltd
Research Instrument	Questionnaires
Statistical Tool	Frequency Analysis Correlation Chi- Square

Correlation: -

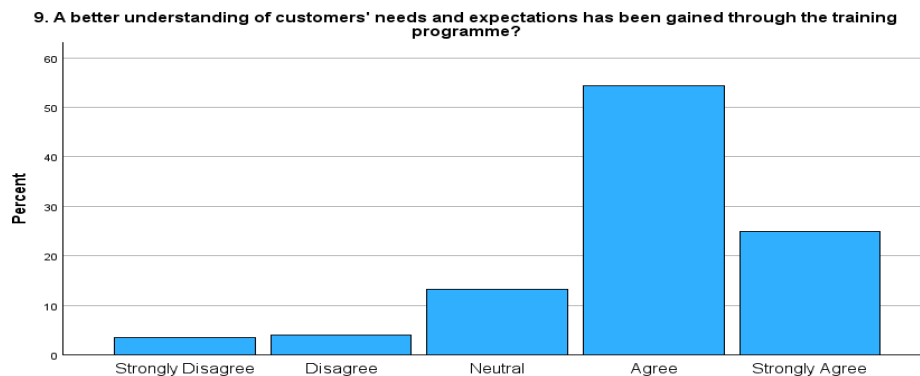
		20. Ongoing support and follow-up activities are provided for application on the job?	38. Allocating sufficient time for practice and hands-on application of learned skills during the training program would enhance effectiveness?	18. Assessments or evaluations are included to measure the effectiveness of learning?
20. Ongoing support and follow-up activities are provided for application on the job?	Pearson Correlation	1	.175*	.167*
	Sig. (2-tailed)		.021	.028
	N	173	173	173
38. Allocating sufficient time for practice and hands-on application of learned skills during the training program would enhance effectiveness?	Pearson Correlation	.175*	1	.217**
	Sig. (2-tailed)	.021		.004
	N	173	173	173
18. Assessments or evaluations are included to measure effectiveness of learning?	Pearson Correlation	.167*	.217**	1
	Sig. (2-tailed)	.028	.004	
	N	173	173	173

Interpretation: -

The results indicate statistically significant positive correlations between ongoing support, hands-on practice, and assessments and the effectiveness of training, suggesting that these factors contribute to improved application and measurement of learning outcomes.

Frequency Analysis: -

A better understanding of customers' needs and expectations has been gained through the training programme?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	6	3.4	3.5	3.5
	Disagree	7	4.0	4.0	7.5
	Neutral	23	13.2	13.3	20.8
	Agree	94	54.0	54.3	75.1
	Strongly Agree	43	24.7	24.9	100.0
	Total	173	99.4	100.0	
Missing	System	1	.6		
Total		174	100.0		



Interpretation: The majority of training programme participants (78.9%) agree or strongly agree that they have gotten a better grasp of consumers' requirements and expectations.

Inference: The training programme appears to have been helpful in improving participants' awareness of customers' requirements and expectations, with a sizable percentage (79%) expressing favourable views, indicating possible increases in customer satisfaction and servicequality.

Chi- Square: -

Case Processing Summary						
Cases						
		Valid		Missing		Total
		N	Percent	N	Percent	N
Ongoing support and follow-up activities are provided for application on the job? * Age		173	99.4%	1	0.6%	174

Ongoing support and follow-up activities are provided for application on the job? * Age

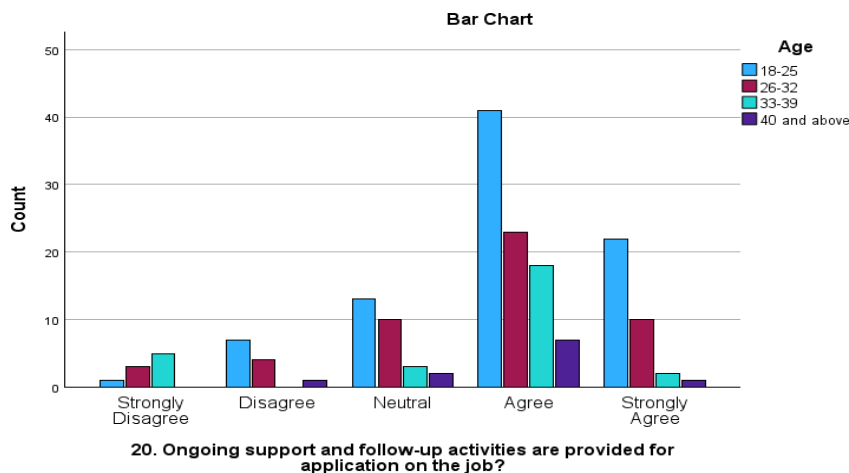
Chi-Square Tests

	Value	df	Asymptotic significance (2-sided)
Pearson Chi -Square	21.344 ^a	12	.046
Likelihood Ratio	22.455	12	.033
Linear by Linear Association	3.268	1	.071
N of Valid Cases	173		

a. 10 cells (50.0%) have expected count less than 5. The minimum expected count is .57.

Symmetric Measures

	Value	Approximate significance
Nominal by Nominal	Phi	.351
	Cramer's V	.203
N of Valid Cases	173	



Interpretation: -

The results of the chi-square test show that there is a statistically significant correlation between the variables under study (with p-values for the Pearson Chi-Square and the Likelihood Ratio of 0.046 and 0.033, respectively). A modest link between the variables is also shown by the Linear-by-Linear link test (p-value = 0.071).

With p-values below 0.05, the observed relationships are unlikely to be the result of pure chance. The weak linear association shown by the Linear-by-Linear Association test's lack of solid evidence. The relationship between the nominal variables is supported by the symmetric measures Phi and Cramer's V.

Findings: -

- Job-specific skills improved through training programmes, 88.4% positive perception.
- Training programmes significantly improve participants' technological savvy, enhancing their capacity to manage new technology in departments.
- Participants appreciate the organization's initiatives for on-the-job skill implementation through follow-up activities and continuous assistance.
- 79% of respondents praised training programs for enhancing participants' ability to adapt to workplace changes

Suggestion: -

- To improve training programs, organizations should focus on tailored programs that address specific job demands and requirements.
- A friendly learning environment, regular follow-up sessions, and professional growth opportunities are essential.
- Addressing issues and following up with participants can determine long-term effects on job-specific skills and overall work satisfaction.

Conclusion: -

The training programmes by Supreme Solar Project Pvt Ltd have significantly improved staff growth and work satisfaction. Respondents reported improved job-specific skills, work performance, problem-solving abilities, adaptability to technology, and customer-focused abilities. The programs also met learning preferences, increased job happiness, and equipped personnel with skills for challenging work and workplace adjustments. They created a welcoming learning atmosphere and encouraged staff cooperation.

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