

A Study on Manpower Development and Employee Performance in an Organization

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ABSTRACT: The underlying thesis of the study is that planned investment in employee training and development contribute significantly towards overall organizational performance. Based on an extant literature review and empirical data, the study pinpoints the distinct factors of manpower development - such as training programs, advancement opportunities and lifetime learning initiatives. The methods: The methodology is a mixed-methods approach that combines quantitative information from performance metrics and qualitative feedback from the employee surveys and interviews. The results highlight a favourable relationship between HRD and a range of performance measures including productivity, job satisfaction and employee turnover. In addition, the study underscores the need for stronger leadership support to create a culture of ongoing development, as well as the significance of aligning development programs with the objectives of the organization.

KEYWORDS: Research Paper, Manpower Development, Employees Training, Professional Development, Talent Management.

INTRODUCTION

Growing an organization's workforce is critical to job market competitiveness and strategic goals in the fast-paced, highly competitive environment in today's business landscape. Development of manpower which includes training, education and skill development is a very important role of human resource management. The objective is to build the capabilities of the employees so that they can work more efficiently and can make the most impact on the success of the organization.

One common understanding among organizations, is the growing realization that human capital is their single largest asset. Your employees are not merely workers; they are strategic human capital whose skills, knowledge, and competencies can power innovation, performance, and productivity. The increased attention on the development of manpower has in turn made most organizations take on structured training programs, professional development programs, and continuing education.

A number of studies have well documented the relationship between manpower development and employee performance. Powerful growth software may also result in: extra activity satisfaction, improved motivation, better performance outcomes. In addition, these kinds of campaigns can lead to talent retention, lower turnover rates, and construction a positive organizational culture.

In the power of the human resources being in an organization in order to creative thinking for the long-term benefit of the organization. The organization will survive if it is well managed and motivated. Manpower is the basis of all consumption use, it is the unique way to change other resources as convenient and necessary to man as tools and benefits. Therefore, the way in which we use human resources skills and develop them is the foundation. Every human is a fraction in deciding how much will be achieved as a nation, a man power plot institution. Manpower was developed as a method to improve the concept. Performance and capability of available employees in an organization so as to improve productivity.

REVIEW OF LITERATURE

1. **B. Ibojo, M.E. Akinade (2024)**, According to the paper, “The components of employee performance that the above studies identify are ability to meet deadlines, quality of work, teamwork, and problem solving. This model identified four dimensions of the human resource development with the titles Mentoring, Training, Performance Appraisal, and Compensation/Benefits. It points to a failure (poorly) coordinated and implemented HRD practices made by an organization to have an impact on organisational productivity and the performance of individual employees. It also states that the application of human resource development enhances the organizational performances and enables the organizations to develop the new competitive strengths. According to the study it was found that human resource development programmes are serving as an inevitable organizational strategy to improve the employees effectiveness, productivity, satisfaction, motivation and innovation towards work. Moreover, the execution of a proper Human Resource Development Programs also lends a hand in the creation of workforce competence which makes the organization work effectively.”
2. **Yodik Lestyo Widi, Kumara Adji Kusuma (2023)**, According to the paper, “The object of this title is to assess the effect of career development, motivation and workplace environment on employee performance (An organizational behaviour perspective). The study utilized a quantitative approach with 128 simple random sampling that confirmed that the career development, motivation, and work environment is either significant or combined with each other significantly affecting the performance of the staff. The results will also confirm that the hypotheses that career development, motivation, and working conditions have an impact on employee performance are not rejected. These findings shed light upon the vital significance of holistic HRM that organizations need to invest in employee career development, motivation and create conducive workplaces, enhance overall workforce productivity and throughputs.”
3. **Petra Kovacova, Ondrej Drahotsky (2022)**, According to the paper, “In modern organizations, knowledge workers and employee development is one of the most discussed topics in human resources management. Adopting the right approach to employee and business growth in this space could drive a competitive edge for businesses. Yet, only a few empirical studies have been made in the field, more research works are still needed in the future. The research is linked to the analysis of the image of development activi-ties in the decision center of the retail organization as well as a survey, conducted on the basis of a structured questionnaire survey, and materials made available by the firm. The objective is to highlight how employees perceived development interventions as per the survey.”
4. **Ade Riandi Virgiawan, S. Riyanto (2020)**, According to the paper, “ The nature of this research is quantitative, with a total population of 468 employees, the delimitation of the number of samples do use the Slovin formula with the results of a sample calculation 99.78 or 100 respondents. These results show that the dimension of the Transformational Leadership Style has no significant effect on Employee Performance and Oraganizational Culture, but thus Motivation has a positive and significant effect. Result of the research is that the Transformational Leadership Style, Organizational Culture,

Motivation have significantly and simultaneously positive effects on Employee Performance. In light of these outcomes, it can imply that the organization can propose and assemble transformational leadership training modules for the official just as the staff level to propose all together to make them great leaders of future.”

OBJECTIVES OF THE RESEARCH

- Assess any training and development programs that are already present within the enterprise.
- Types and frequency of development initiatives What types of development are offered.
- Studying the effects of different training programs on employee productivity and efficiency.
- Study How Employee Skill-Building Impacts Performance Metrics.
- Identify where gaps, weaknesses or failings are presented in current training programmes.

SCOPE OF THE STUDY

- **Locality:** This study will involve an organization or groups of organizations from a specified geographic region e.g., a city, a region, or a country. Actual place may depend on the data you have available and how easy it is to access.
- **Institution size:** It will take organisations that are small to large institutions under analysis to ensure that organisation scale has minimal impact on the results of how manpower development leads to performance enhancement on the part of the employees.
- **Categories of Employees:** The study will contain internal categories for employees including management/software and application development/software, development, systems engineering, supervisory staff, and non-supervisory staff. So, this gives a broad view of how the manpower development programs have an impact on all the levels of the organizations.
- **Activities for Manpower Development:** The study will include various activities for manpower development like training program, workshop, seminar, coaching and career development programmes.

RESEARCH METHODOLOGY

1. **Research Design:** Research Design the study will use descriptive research design to explore the relationship between manpower development and employee performance. The following design explains current manpower development practices and their effects on employee performance.
2. **Questionnaires:** A series of questionnaires will be sent to solicit the opinions of the staff about the manpower development and how it influences the performance of the employee to gather quantitative data
[] Responses to this will be measured on a Likert scale.

TYPES OF DATA COLLECTION

PRIMARY DATA: Original data means a fresh data, that had been collected for the first time and thus happen to be in crude form.

SECONDARY DATA: In the other hand, secondary data refers to data which has been collected already from research made in the past or literatures which being used or cited for the respective project. Method Study Area Data Collection Secondary Data

- Articles
- Websites
- Books

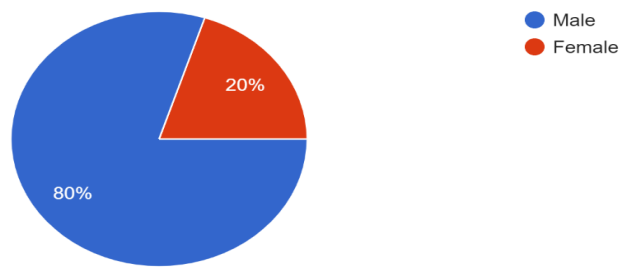
SAMPLE SIZE: 50 (Customers)

Method of Analysis: Random Sampling and Questionnaire technique chosen by the researcher to gather the information from the respondent.

DATA ANALYSIS & INTERPRETATION

- Gender

Gender
50 responses



Response	Frequency	Percentage
Male	40	80%
Female	10	20%
Total	50	100%

Data Analysis:

The above graph and table show that among 50 response, 40 are male group is participate in with 80%, and 10 are female group with 20%.

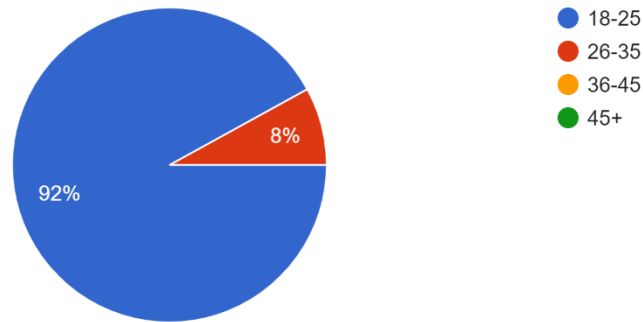
Interpretation:

For the last part of the characteristics, it is evident that most of the respondents are from the male group and the least were from the group of female.

➤ Age

Age

50 responses



Response	Frequency	Percentage
18-25	46	92%
26-35	4	8%
Total	50	100%

Data Analysis:

From the graph and table above it is seen that 46 response is from 18-25 of age out of 50 with 92%, 4 response from 26-35 of age with 8%.

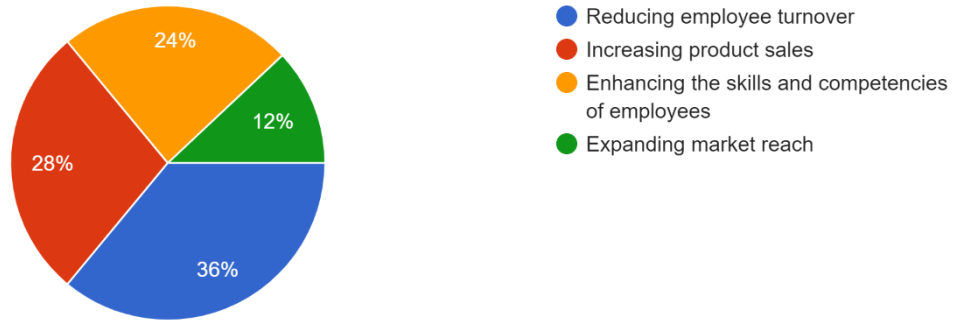
Interpretation:

Most of the respondents are observed in age group of 18-25 Years while Least are observed in the age group 26-35 Years.

➤ **Manpower development primarily focused on:**

What is manpower development primarily focused on?

50 responses



Response	Frequency	Percentage
Reducing employees	18	36%
Increase product sale	14	28%
Enhancing the skill	12	24%
Expanding market reach	6	12%
Total	50	100%

Data Analysis:

From the above graph and table, it is observed that out of 50 response, 18 respondent is from reducing employee turnover with 36%, 14 respondent is from increasing product sales with 28%, 12 respondent is from enhancing the skills and competencies of employees with 24%, 6 respondent is from expanding market reach with 12%.

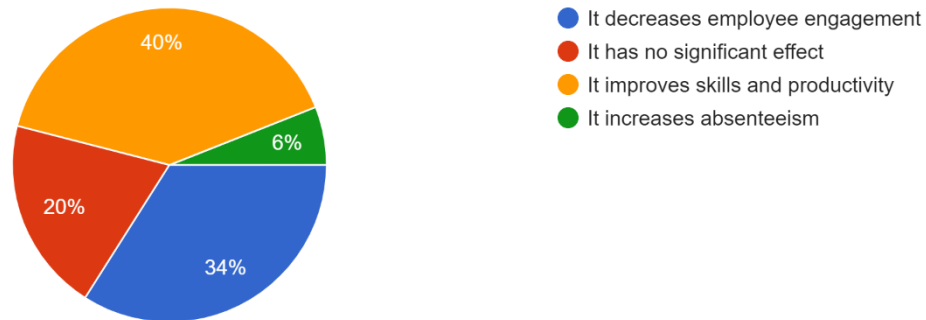
Interpretation:

It is observed the most of the respondents are form reducing employee's turnover and the last number of respondents are from expanding market reach.

➤ **Effective manpower development typically affects employee performance:**

How does effective manpower development typically affect employee performance?

50 responses



Response	Frequency	Percentage
Employee Engagement	17	34%
No significant effect	10	20%
Skills and productivity	20	40%
Absenteeism	3	6%
Total	50	100%

Data Analysis:

From the graph above and table, it's clear that out of fifty response 17 respondent is from it reduce employee engagement with 34%, 10 respondent is from it has not a little effect with 20%, 20 respondent is from it improve skill and productivity with 40%, 3 respondent is from it increase absenteeism with 6%.

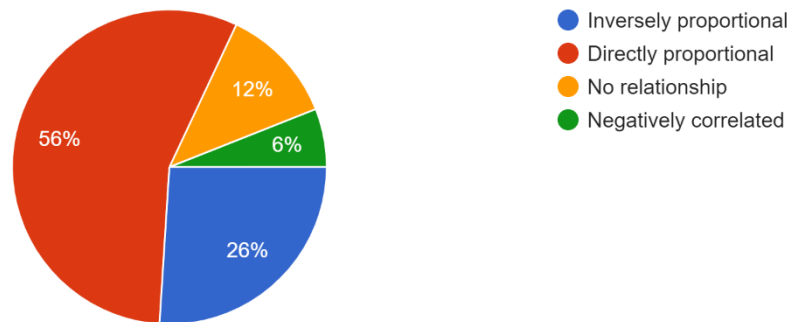
Interpretation:

Most of the respondents are observed form it helps in skill and productivity and last category of respondents are observed form it increases absenteeism.

➤ **The relationship between manpower development and job satisfaction:**

Which of the following best describes the relationship between manpower development and job satisfaction?

50 responses



Response	Frequency	Percentage
Inversely proportional	13	26%
Directly proportional	28	56%
No relationship	6	12%
Negatively correlated	3	6%
Total	50	100%

Data Analysis:

From above graph and table, it is observed that out of 50 response, 13 respondent is from inversely proportional with 26%, 28 respondent is from directly proportional with 56%, 6 respondent is from no relationship with 12%, 3 respondent is from negatively correlated with 6%.

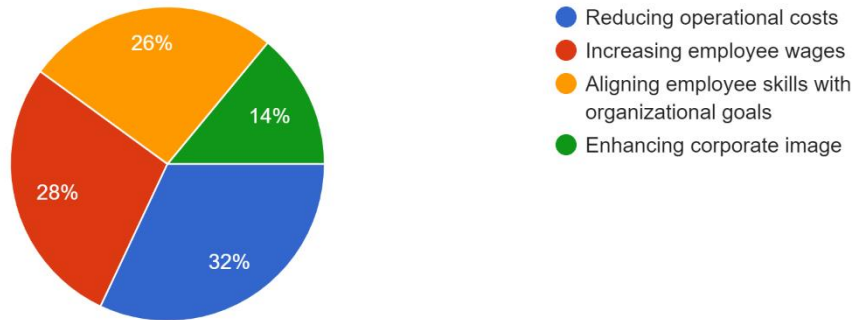
Interpretation:

Mainly form directly proportional and last number of respondents are from negatively correlated.

➤ **Primary goal of manpower development in an organization:**

What is a primary goal of manpower development in an organization?

50 responses



Response	Frequency	Percentage
Operational costs	16	32%
Employees wages	14	28%
Skills and goals	13	26%
Corporate images	7	14%
Total	50	100%

Data Analysis:

Results: Table From the above chart and table, we can see that Total response is= 50 and from 50 responses 16 responding from Reduce operational cost with the percentage % is 32%, 14 responding from Increase employee wages with % is 28%, 13 responding from Align employee skill with organizational goals with % is 26%, 7 responding from Enhance corporate image with % is 14%.

Interpretation:

Little less number of respondents are enhancing corporate image

LIMITATION OF RESEARCH

- **Small sample:** If the sample being investigated is too small, the results will be less reliable because the sample might not be an accurate representation of the overall population.
- **Technological Changes:** The increase in technology and the pace at which technology is changing can affect employee performance separate from any manpower development programs.
- **Changes of initiatives:** It is difficult to attribute the increased performance of employees only to the development of manpower since other initiatives taking at the same time can be affecting.

CONCLUSION

A well-engined engine like training programs, workshops, and continues professional development are a man developing initiative to improve employees with the basic skills and knowledge only. Regular training make employees more competent, productive and innovative for the job. Development of manpower investment is more positively associated with employee motivation and job satisfaction. If employees feel their organization has a vested interest in employee development, they will be more committed to the organization, engaged, and customer focused. That in turn leads to lowered attrition rates and at the same time makes the workforce more stabile. Good leadership development programs are essential for creating leaders in a company, but they are also essential for training leaders.

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