

# A Case Study on Training Methodologies in Fabrication Industry

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**Abstract-** *The focus of the study is to understand the importance and effect of training and development, On the Job Training on organizational performance and its success. All the employees in the organization have to be undergone training in order to develop their own skills as well as to perform well for the growth of the organization. Training is the set of activities that are designed to provide learners with the knowledge and skills needed for their present jobs. Training also tends to be more specific while development looks more at the long-term professional goals. The trainer will teach specific skills and knowledge to the trainee in order to obtain specific goals for their present position.*

**Keywords-** Training, Organizational performance, Skills

## I. INTRODUCTION

Improved capabilities, knowledge and skills of the talented workforce proved to be a major source of competitive advantage in a global market. To develop the desired knowledge, skills and abilities of the employees, to perform well on the job, requires effective training programs that may also effect employee motivation and commitment. Training is concerned with imparting specific skills for a particular purpose. It is the sequence of learning a sequence of programmed behavior and the act of increasing the skills of an employee for doing a particular job. "Training is the process that provides employees with the knowledge and the skills required to operate within the systems and standards set by management". Training is necessary in the workplace. Without it, employees don't have a firm grasp on their responsibilities or duties. Employee training refers to programs that provide workers with information, new skills or development opportunities.

### 1.1 Problem Statement

Even though the company on which the study has been made is described as the premier fabrication company by its management and employees, it appears that the company does not currently have a staffing policy, training and development policy as well as a succession plan. Training and development is therefore more or less unplanned and

unsystematic. It looks like the majority of the employees are not trained (orientation) upon appointment. As a result, administrative employees' skills and abilities have over the years not been enhanced to enable them become effective and efficient.

### 1.2 Objectives of the Study

Through the relevant review of different studies, reports, periodicals and books, on the topic under consideration, following objectives could be drawn:

- To investigate the meaning and importance of training
- To explore the relationship between Training and employees performance
- To develop guideline for assessing the employee performance
- To identify the role of training and development on job performance
- To find out how training and development of employees contribute to the achievement of the goals of the organization.

### 1.3 Research Questions

The following questions have been answered at the end of the research:

- Does organization give proper training to all of its employees?
- Do all the employees utilize training to improve their skills?
- Does training and development have an effect on the performance of employees for the achievement of organizational goals?
- What are the issues that work against training and development?

### 1.4 Limitation of the Study

Although the study has reached its aims, there were some unavoidable limitations:

- Limitation in time
- Difficulties in following the respondents
- The coverage of the was limited to the staff members in administration

## II. LITERATURE REVIEW

Human Resource is very important and the backbone of every organization. Organization invests huge amount on the human resource capital because the performance of human resource will ultimately increase the performance of the organization. Performance is a major multidimensional construct aimed to achieve results and has a strong link to strategic goals of an organization.

Performance is the key element to increase the effectiveness and efficiency of the organization which is helpful for the achievement of the organizational goals. It is very necessary for the organization to design the training very carefully. The design of the training should be according to the needs of the employees. Those organizations which develop a good training design according to the need of the employees as well as to the organization always get good results. It seems that Training design plays a very vital role in the employee as well as organizational performance. A bad training design is nothing but the loss of time and money.

On the job training helps employees to get the knowledge of their job in a better way. Effective training is beneficial for the firm in variety of ways, such as, it plays a vital role in building and maintaining capabilities, both on individual and organizational level, and thus participates in the process of organizational change.

## III. FINDINGS OF THE STUDY

It has been found that the conduct of best practices training programs for the employees was rarely done. It was observed that most of the employees had rarely received external training targeted at improving their job performance. It has been found that the effective training and development can improve job performance of the employees. Appropriate Training content and delivery approaches can assist in achieving set targets and objectives. The frequency of training conducted for employees was very negligible. Training offered did not provide a better understanding of their performance objectives.

Training and development have achieved a high degree of recognition for their importance in helping individuals become better performers and assisting organizations in achieving their goals. The field has become

more visible, training processes more clearly defined and the need for training more evident as societal and technological changes have occurred. Through designing training and development activities, the benefits outlined in this project work both direct and indirect can be achieved. Further, when employees learn new skills and acquire new knowledge, they increase their career potential and add extra value to their employers and others whose work is impacted by their performance. Following a well-structured plan for designing, implementing, and evaluating training and development programs is helpful in ensuring the effectiveness of the program and achieving a return of investment.

## IV. RECOMMENDATIONS

Training content and delivery approaches should be relevant to the job functions of employees. Organization should conduct appropriate training needs assessment to ensure that training content for employees would result in efficient data management and improved interpersonal relationship.

Seminars and workshops should be organized for the Human Resource department on the importance of systematic approach of training and proper procedure to follow in identifying skill gaps in the various departments.

The HR department should ensure also that adequate training design rich in content is used for employee training. The content should be able to include all the identified skill gaps while making sure that a trainer who is knowledgeable and experienced in that area is contracted for the training delivery.

It should be tied to the organization's culture and goals. The current mission and goals should guide the development of all training and development activities. Each potential training activity should be reviewed by asking: How will this help achieve the organization's mission or goals?

It should be relevant to the needs of the trainees. Some form of assessing the needs of the trainees should be completed prior to training to ensure that the program and learning activities are relevant to what the trainees need to learn or do.

It should be linked to the workplace. Once training is completed, a plan should be completed by all trainees outlining how they will integrate the training results into their job. Some type of action plan defining what activities will be completed, how they will be done, and when they will be implemented should be used.

## V. CONCLUSION

The results of this research strongly supported the relationship of training and development of employees with the employee performance. It is concluded that the performance can be increased with skills improving by training programs and also satisfaction level is high among employees if they are given with the proper training. We can conclude that the method of training facilitation has a successful outcome which was observed in employee performance and organizational effectiveness. Also, it can be concluded from the research that appropriate training and development of staffs can result in efficient performance of their job functions; therefore, inappropriate training and development can lead to underperformance of their job functions.

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