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INTERNATIONAL JOURNAL OF ENGINEERING SCIENCES & RESEARCH TECHNOLOGY
ESCALATING BUILD-OUT OF AN ORGANIZATION DUE TO MUSHROOMING PERFORMANCE AND JOB DISPATCHING BY THE WORKFORCE

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ABSTRACT

The Workforce is the triumph of an organization, it is the prime strength and weakness of an organization. The Success, prosperity and debacle of an organization is in the hand of its employee. The performance of the staff decides the fate and growth of an organization. A lot many organizations in presence state are hence spending a lot of financial stuff on the development and training of its staff. This paper endeavor to present a theoretical archetype and impactful models relating to staff performance improvement, their development and growth. The paper scrutinizes the impacts of training on employees and the drawbacks of current training and management system, the analysis and report lead to the generation of an optimal training management system and development program for the livewires. The paper provides a chassis of a new system of training for an organization which will lead to its increased buildout using the staff support. The paper presents a direct relationship between the flourishment and growth of an employee with its performance. The paper propounds a survey which portrays how the good or bad performance of an employee affects the effectiveness and productiveness of an organization. The paper moves ahead and examines the association and correspondence of organizations accomplishments and staff's magnification and growth. The bailiwick & sphere of grounding and priming aiming at development is cardinally concerned with the bettering of organizational produce and well-being of individuals. The survey part i.e. the literary survey studies and peruses the analysis and work of past scholars and researchers related to employee development and magnification of institute. This field of development is of great importance from HRD perspective. The evolution & blooming of an individual at an organization means a lot more than just grounding them for becoming learners with the payment of requirements of organizations i.e. just making them to learn regardless of the chief requirements. The training programs should aim to benefit the individual as well as the organization, Hence the HRD & MHRD should research on such programs which seeks high understanding of the conditions within which the program exists in the organization and its it fulfills the requisites or not.

Keywords: Training & Development, Performance, Employee, Organization, Career Planning, Organization Effectiveness.

1. INTRODUCTION

Training has a very significant and distinct role in the effluent accomplishment & growth of an organization and achievement of organizational goal by synchronously incorporating the interests of organization and the workforce. Across the whole world organizations are struggling and combating for growth, prosperity and competing in the same industry. The organizations are working hard and smart to scrutinize, procure and utilize human resources and workforce effectively. They must be more aware and realistic in maintenance of UpToDate resources. In the present state of art, organizations are encountering a hell amount of competition due to advancement in technologies, urbanization, globalization, changes in policies, politics and economics, hence there is a need to train the employee to inculcate and groom them for making adjustment and enhancing their performance. Organizations must take the responsibility to intensify and boost the work ability and outcomes and certainly the application or implementation of training and development. Workforce of an organization are its crucial force so it is vital to ameliorate the staff contribution to the organizational aims and goals as an effective way or means of sustainable performance. It is crucial for organizations to aid their workforce in obtaining the requisite skills needed and, increase commitment towards job dispatching. Organizations which approaches and provide good training programs to its staff from this stand point inexorably nurture and cultivate

people who executes well, progress and are capable of competing with others. Organizations must provide whole person development training.

The prime objective of training, progress, development and its learning procedure has always been an anchorage to an organization and now it become rather an enveloping trend emphasizing that organizations must induce learning culture as a social responsibility. It has been verified by many past studies and scrutinization that them exists a sound and valid linkage between training program and different sphere of organizations performance. Training programs improve staff ability and work dispatchability.Development not only covers and works on those activities which expands and intensify performance but also works for betterment and improvement in one's growth and personality. The concepts of development comprise of the individual employee in the organization but also involve all the other factors which can influence the organizational performance. Need of the employee must be considered for the fulfillment of organization's needs. The Workforce must prepare all stages of employee life cycle to meet the future demands of organization.The initiatives for development are interwoven in all the parts of human resources systems. Employee development is a combined or joint, on-going and hardworking effort on the part of an individual and the organization in which he or she works to upgrade and intensifyone's knowledge, skills, and abilities. Successful and effective employee development requires a balance between an individual's career needs and goals and the organization's need to get work done Initiative for employee development program comes from the staff and its desire to learn.The training and development methodology, programs and types of training have undergone a hell many changes in recent times.
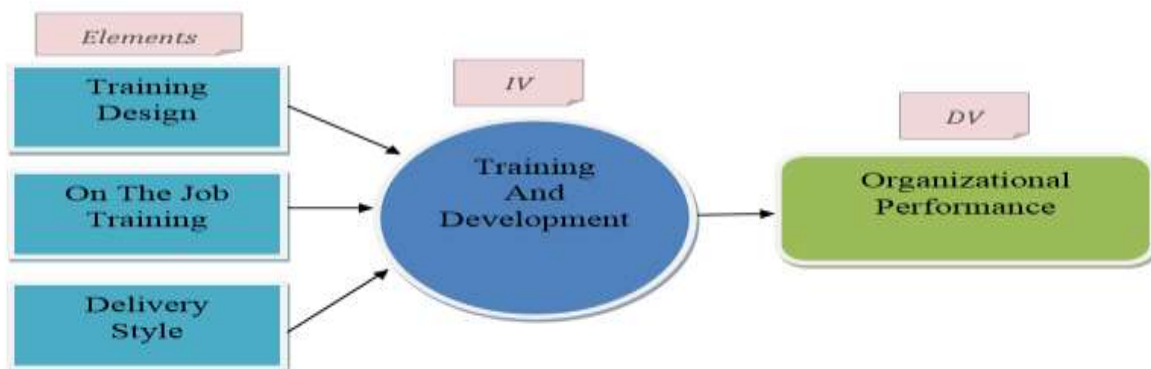

Fig: Performance and Training

2. IMPORTANCE OF INCULCATING EMPLOYEE DEVELOPMENT PROGRAM

The development activities for employees are very fruitful and necessary for the employee, this kind od educational and fun based activities indicated to the staff that the organization cares for them and want them to grow. A lot many organizations are spending and investing funds for the same. When an organization is able to provide a friendly workplace to its staff then the employees work hard and full dedication, and use their skills to the at most for achieving organizational goals. There are many views regarding employee development and one of them says that employee development mainly focuses and aims at:
- Self-Growth and Enhancement
- Learning which is self-directed

This points directly portrays that the development program must be pinpointed by the Workforce who seriously and sincerely wants to gain knowledge and who are willing to learn new things. The willingness to learn in staff will make them to show their area of interest in the developmental activities and hence they will be much more satisfied with their work. This interest in the activities will intensify their performance and working ability. The Workforce development depends 50% on the individual and their desire and curiosity to learn and grow.

The desire to learn in a individual will lead him to learn more and not only to learn but also to practice more, eventually he or she will get indulge in other activities such as workshop, seminars, and different training sessions, either on work or off work. This will surely lead to his growth and eventually increases his performance.

A person or employee must always be really to learn or should posses the desire to learn, if he doesn't have the desire to magnify then even the wisdom he posses is of no significance and even the resource provided to him will be of no use as he doesn't want to grow. Development is not only the responsibility of the organization but it is the prime responsibility of the employee. Staff from all level must indulge himself or herself in development activities.Employee development also depends on the organizations culture, mentality of the management their attitude and the limitations of resources.

Fig: Employee development & organizational effectiveness

HR Practices on Performance of an Employee

There are five major practices which effect on employee performance:
- Job autonomy
- Organizational support
- Training
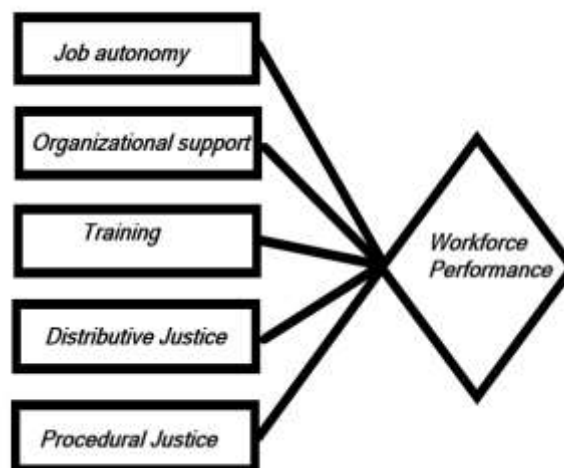- Distributive Justice
- Procedural Justice

Fig: HR Practices

Employee Development is now taking the stand of a highly crucial and strategic significant imperative or concern in organizations in contemporary business scenario. The prime variables affecting employee performance are:
- Grounding & grooming
- Training
- Authorization

- Contribution or involvement
- Delegation

The prime variables affecting employee development are:
- Employee learning ability
- Skill-development
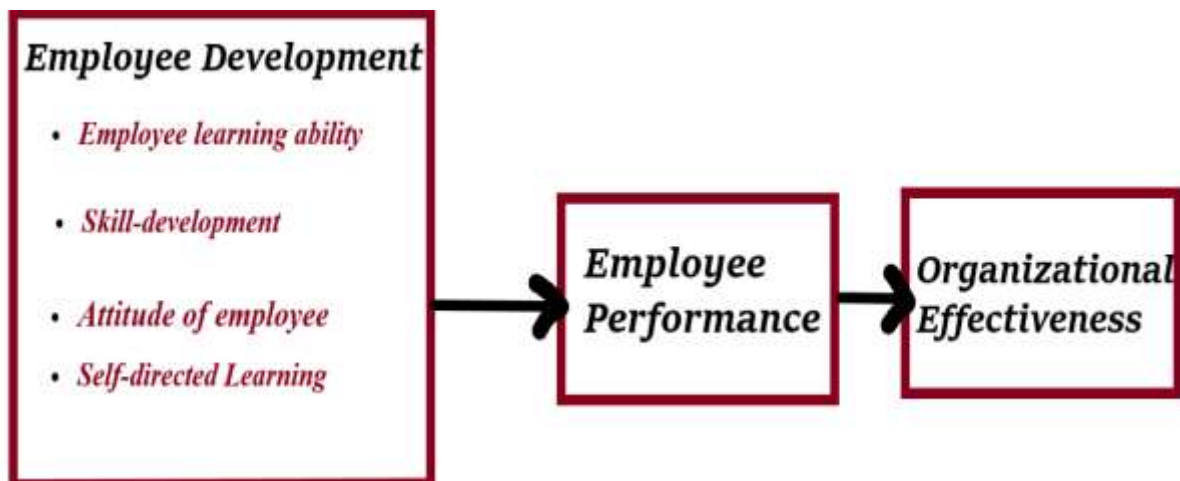- Attitude of employee
- Self-directed Learning

Fig: Variables for employee development

3. HR Training and Management
The development, growth and training falls under the HRD functions and is a vital function of HRM.

Training:
Training is recognized as one of the prime functions of HRM. This field is admiring a lot many researchers towards it. Many scholars have given different definitions of training. Gordon defines Training as "*training as the accurately planned and highly systematic modification or magnification of behavior through series of learning events, activities, sessions and programs which result in the participants achieving the levels of knowledge, skills, competencies and abilities to carry out their work effectively.*"

According to researchers, the recognition of importance and real value of training in current scenario is swayed and prejudiced by the influence of intensifying competition and the fostering success of those organizations where development of employee was given some or high preference. In contemporary scenario the advancements in technologies and changes in organizational structures causes the organization and employees to realize that progress relies on the skills and abilities of employees, hence need for training and development is flourishing.

Benefits of Training:
The motive or impetus of training is to acquire knowledge, learning desire and positive attitude for learning. Training provides short term and long-term benefits to employee and employer. The chief benefits associated with training and grounding are:
- More confident and raised morale
- Production cost decreases and quality increases
- Reduced absenteeism at workplace
- Improve Staff quality and work quality
- Efficient Management system
- Enhanced Responsibility
- Increased pay and promotion

Needs of HR Training:
The need of training and development chiefly arises at three levels in an organization namely:
- Strategic or programming Level
- Tactical or adroit Level
- Operational or implementational Level

Strategic or programming Level:
This is the level where the founding fathers or the top management decides and consider the missions, aims, goals, strategies and problems or the organization needed to be thought off and resolved.

Tactical or adroit Level:
This is the level where the necessities are determined in the middle management thinking of the coordination and cooperation needs between different departmental units.

Operational or implementation Level:
This is the level where the requirements are determined with lower executive management and other employees considering difficulties related to operations and implementations like performance issue in department etc.
An organization which formulates human resource training and development goals that aims to provide both informal and formal training programs then such organization possesses a workforce that possesses effectiveness and competitiveness. Before implementing any HR training program, then comes a need to pinpoint the relevant necessities of the organization.
According to Wognum (2001) and Torrington et al. (2005), there are threecategories of identifying training and development needs:
- Resolving problem
- Improving certain working practices
- Changing or renewing the organization situation

Training and development methods:
There are broadly two different methods that organizations may choose from for training and developing skills of its employees. These are on-thejob training given to organizational employees while conducting their regular work at the same working venues and off-the-job training involves taking employees away from their usual work environments and therefore all concentration is left out to the training. Examples of the on-the-job training include but are not limited to job rotations and transfers, coaching and/or mentoring. On the other hand, off-the-job training examples include conferences, role playing, and many more as explained below in detail.

Different organizations are motivated to take on different training methods for a number of reasons for example;
(1) depending on the organization's strategy, goals and resources available, and the target group to be trained which may include among others individual workers, groups, teams, department or the entire organization.
(2) depending on the needs identified at the time, and the target group to be trained which may include among others individual workers, groups, teams, department or the entire organization.

Methods of trainings:
- Job rotation and transfers
- Coaching and/or mentoring
- Orientation
- Conferences
- Role playing
- Formal training courses and development programs
- Employee performance

Planned training according to Kenney and Reid consists of the following steps:
- Identify and define training needs
- Define the learning required in terms of what skills and knowledge have to be learnt and what attitudes need to be changed.
- Define the objectives of the training

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- Plan training programs to meet the needs and objectives by using right combination for training techniques and locations.
- Decide who provides the training
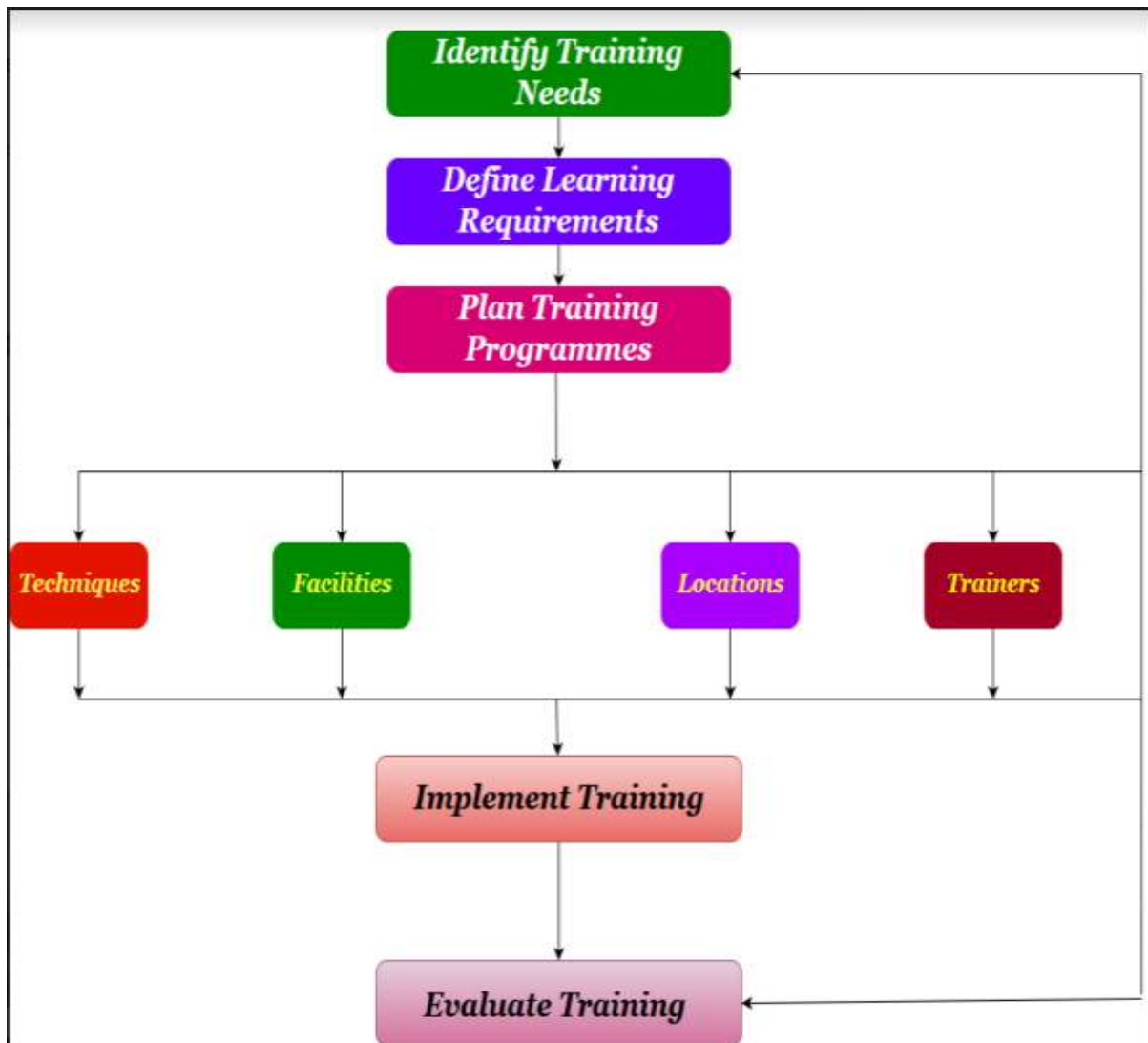- Evaluate training.
- Amend and extend training as necessary.

Fig: Process of Training

4. CONCLUSION

One of the highly valuable and supreme system for human resources is the Workforce development and progress system. An organization can very efficaciously procure and clinch its deadlines, decided goals and can employ a competitive stand to its staff and can survive and stand in the competition. The training and timely grooming of the employee makes them to react & respond very quickly to the requisites and drastically changing market needs. Trained and mature employee can provide good and apt service as compared to others. The work performance of the staff decides the fate and destiny of an organization. The best performance of company individuals results in great customer retention and admiration leading to optimistic impacts on the organization in many regards like shares, market stand, its values, profitability, effectiveness, etc. Effectiveness and productiveness of a deemed organization depends on its Workforce development system and the effectiveness of

a Workforce development system depends on few other human resource systems like performance management system, human resources climate etc.

- The design of training program and activities associated with it has significant effect on the organizational performance and effective build-out.
- On the job training has a very efficacious impact on the organizational performance.
- The style and way of delivery has a very notable and worthy effect on the organizational working.
- Effective Training & development programs has noteworthy effect on the organizations individual and on the workplace.

A lot many organizations are not meeting with the demands of the staff in regards of training and their growth which eventually lead to the foundation of gaps in the requisite skills and knowledge and vis -a-vis the procured skills have become so wide that the direct correspondence and interconnection between the performance, the outcomes and the training get badly interrupted. In the present state of art their still prevails a wide gap between the skills and abilities provided to employees in the organization and the implementation and its proper applications in the realistic world so far i.e. in industrial sector chiefly, due to which organizations now feel that there must be a close association or liaison between the one imparted and the one required so that the Workforce development and magnification program can be made more optimal and purpose oriented.

5. FUTURE WORK

The Workforce training systems are modified and their implementation is changed but yet a hell lot manipulation and updations is necessary. Training institutes provide the organization with different Workforce training systems with different modifications but yet there is much more to be done in them to make them more standable, scalable and purpose fittable or technology fittable. In future, improvement in the customized and off-the-shell programs and training models based on customer's business functions can be done. Association between training and growth of staff with the organizational business activities and needs is lacking in the present system and can be effectively achieved in future. Specifically, it is observed that worthy and significant training policy and the development plans can be a cardinal factor in sermonizing inequalities in different aspects of employment like race, gender etc. In future Study can be conduct on different departments of the organizations that which department needs more training and development. It is a significant recommendation that organizations produce a training, or grooming or an andragogy program aiming to empower or rule the employees to carry out their roles to the highest standards, and dispatching high quality service to customers.

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