

The Impact of Training & Development in Employee Motivation & Productivity

Global Assignment Writers

HIGHER NATIONAL DIPLOMA

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Semester :

Date of submission :

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Abstract

Human resource can be identified as the invaluable resource of any organization in order to accomplish the stated goals and objectives successfully. Thus the satisfaction and the motivational level of the employees are highly required to a firm in order to get the work done through them. Since the entire research is mainly focusing to find out whether there is a relationship between the training and development of the employees of the organization and their motivational and productivity level. The main purpose of this research is to investigate the impact of training & development in employee motivation & productivity and it is basically aimed to carry out two main hypotheses depending on this purpose such as “there is a relationship between the training and development of the employees & their motivational and productivity level” or not. In order to this successfully, it may use both theoretical and methodological aspects regarding with this matter and make ultimate conclusion on those effective findings and analysis itself.

Introduction

As the main research problem is to investigate the impact of training & development in employee motivation & productivity here, it has been selected a company called “John Keels Office Automation (Pvt) Ltd” in order to make the whole research success, it may use both of the primary data sources as well as the secondary data sources for having more reliable and accurate information on this matter itself. As the primary sources of the primary data gathering process, so it may use a fair methodology of distributing questionnaires for the selected sample of the company and it may use the company annual reports and its monthly publications as the secondary sources of the data gathering itself. Thus the selected sample size is 125 employees of the organization while covering the all levels of management hierarchies of the company.

Research problem

Research is conducted to find out the employees' perception on existing training & development programs. It will determine the ways to develop training & development to enhance the employee motivation & productivity. Further it will identify the most influenced training & development factors which affect the employees' motivation & productivity. Finally it will lead to grow the positive factors while removing the negative factors.

Therefore this Research attempts to answer the following Questions

Research Questions

1. Does the Selected Company have the Proper training & development programs? If not why?
2. Does the training & development support the performance of employee motivation & productivity? If not why?
3. Does the training & development give the employee motivation & productivity? If not why?

Research objectives

1. Main Objective of this study is to investigate the impact of training & development in employee motivation & productivity.
2. To find out the employees' perception about training & development
3. To recommend the required changes to the training & development to attain employees' motivation & productivity.

Literature review

Training can be identified as an educational process and the People are able to learn through several ways such as new information, reinforcing, re-learn and thinking, experiencing etc. The main objective of training can be seen as creating high impact which is going beyond at the end of the period itself. Thus it is focusing to create specific actions & commitments which may focus on the incorporation of the people as well as improving their skills at the work place itself. (Chamberlain, 2005)

Secondly it is better to identify about the **“Development”** which implies the process which employees are exploring, planning & creating the future of the people at work place through designing a better learning plan in order to achieve the organizational requirements. Thus the training is basically lies with the lower level management and middle level management and development process lies with the top level management within the organization itself. There are several reasons for the necessity of training and development within the organization such as increasing employee satisfaction and their productivity as well as the overall quality, supporting employees to achieve their potential personnel needs in their succession planning, creating a benchmark of the employee status of improvement as well as their performance, Retaining high talented work staff itself etc. because of these reasons it can be seen that it is highly required to have better employee training and development programs and plans within the organization in order to achieve its stated goals and objectives successfully. Since the entire research is aiming to prove the following hypothesis;

HYPOTHESIS

There it has aimed to achieve the above mentioned two main research objectives successfully & in order to do so, it had to gather more reliable and accurate data though the usage of research methodology of random sample technique based on the gathered information & data, it is mainly attempting to prove one of the following hypotheses.

H₀: training & development is positively related to motivation & productivity.

H₁: training & development is not positively related to motivation & productivity.

Depending on the final decision of the above hypotheses, it is aimed to carry the whole research furthermore.

Methodology

Research Methodology is the path way to find out the actual reason for identified research problem. It is an insight view on the research problem. It is used to critically evaluate the research findings relating to the research problem. Therefore Researcher should implement suitable and comprehensive research methodology to gain successful research findings for such problem. Thus here, it has applied Non – experimental, Cross – Sectional Design to investigate the relationship between perceived training & development and perceived motivation & productivity of Staff attached to John Keels Office Automation (Pvt) Ltd. Thus Perceived training & development is the Independent Variable and training & development is the dependant variable of said research. It has developed the questionnaire to reveal the individuals perception and attitude towards training & development and training & development. Designed Questionnaire is delivered among the randomly selected staff members to collect the Primary data relating to the Research and it may use the company annual reports and its monthly publications as the secondary sources of the data gathering itself. The aim major finding is to see the relationship between the The impact of training & development in employee motivation & productivity in John Keels Office Automation (Pvt) Ltd. In order to do so, it has been carried out several theoretical & methodological processes in the entire research effort. Through the findings it also aimed to make some appropriate recommendations on that in order to enhance the further the impact of training & development in employee motivation & productivity in John Keels Office Automation (Pvt) Ltd while ultimately giving a reliable & timely conclusion on this matter in order to make the whole entire research effort successful. (Chamberlain, 2005)

Project Plane (Gantt chart) (Appendix 01)

Conclusion

Ultimately it can be concluded that the whole research purpose to investigate the relationship between the training and development of the employees of the organization and their motivational and productivity level. Thus there it may use both theoretical and methodological aspects of the research matter while gathering primary data through distributing a questionnaire to the selected sample of employees of the John Keels Office Automation (Pvt) Ltd. After gathering the relevant, accurate and timely data, it may give a better conclusion and some reliable recommendations at the end of the research through analyzing the gathered information properly while successfully achieving the research objectives as well.

References

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Appendices

Appendix 01

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