The Effect of Training on Employee Work

1Rashid Saeed, 2Rab Nawaz Lodhi, 3Qutab Sarfraz, 4Ambar Iqbal, 5Zahid Mahmood and 6Moeed Ahmed

3Head of Management Sciences Department, COMSATS Institute of Information Technology Sahiwal, Pakistan
2COMSATS Institute of Information Technology Sahiwal, Pakistan
3Bahria University Islamabad, Pakistan
4Department of Business Administration, Bahauddin Zakarya University, Sahiwal Campus, Pakistan

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Abstract: The employee is the life of any successful organization or disaster of a company depends on its employees’ work. Therefore, senior management realized the importance of investing in training and development for the benefit of improved employee work. This conceptual work, to study the effect of training on employee work and give suggestions on how the company can improve employee efficiency through effective training approach adopted for the study programs according to qualitative research as a review of the literature and case studies on the importance of training in improving the work of the workforce. In addition, paper is analyze and understand the structure and patterns related to the development of our employees through training and theoretical development and its impact on employee work, based on an idea of the current evidence that relationship, offering suggestions for senior management in the form of a list, the corresponding for all companies to evaluate the employee's work and find out the real cause (s) of work issues so the problem can be solved in time through the required training program. Study in hand against restrictions as there are few signs that are directly connected to the relationship between training and employee work. Therefore, there is a need to conduct empirical research in the future to test the proposal discussed in the study. Study in hand gives a brief overview of the literature on the effectiveness of training and how it affects the work increase of employees and finally concludes with the recommendation to provide guidance for future studies using different levels of the plan to study the impact of training in the practice of employee work.

Key words: Training • Employee work

INTRODUCTION

Training is used to improve skills, information and abilities of talented workers and this has proved to be an important source of competitive advantage in the market. The desired information, skills and abilities of employees to make them efficient on the job and this requires effective training programs which also cause, motivation and employee commitment. If organizations want that their employees to work the way they want them they have to train them so that those employees can work at their optimum level. Most cases of a long-term plan to invest in the development of new skills of their employees, leaving them with dangerous conditions they may encounter in the future, to cope, improve work employees through higher levels of motivation and commitment. If employees recognize their interest in organizing by offering training programs, they turn their efforts to establish social objectives and demonstrate a high work on employment. Employees are the most valuable asset of any business because it can make or break a company. Employees are often responsible for the majority of the work and the customer satisfaction and the quality of products. Without proper training, the current employees have not
received new information and skills development. Training is a necessity in the workplace. Without it, employees do not have a firm grip on their responsibilities and obligations.

**Research Problem:** This study begins to recognize the need for effective management of training impact employee work. Training a systematic process for the development of staff skills and information and efficiency, it is necessary to make an effective way to work overall the training the effects of competition, revenue and work. Unfortunately, the majority of governments and private organizations and international organizations have recognized the importance of training to increase their production and staff when the economy is slowing down or when profits fall, many organizations seeking to reduce the training budget. This will go to the high turnover of jobs and increase the cost of hiring new employees in the non-profit organization.

Research shows the past brought a positive link between training and staff work, such as training benefits for employees with the company through positive affect employee work by enhancing staff skills and behavior. I realized that the company shareholders and focuses on the importance of customer satisfaction training and thus realize the value of staff development [1].

Fulfilling the above discussion in mind, the important role of this study is to answer the following research questions.

**Research Question:** How training affect the employees’ work.

Through the study of the various studies and reports, magazines and books on the subject under discussion, the following objectives are being implemented.

- To explore the importance of preparation.
- Recognize the importance of employee work.
- To explore the relationship between training and staff work.
- Develop guidelines for evaluating the work of the staff.

**Review of Literature:** In the fast pace of business change and uncertainty around the world and organizations realize its borders in dealing with the new challenges [2]. But you still have that companies need to invest in training programs.

Make your competent enough to deal with the uncertainty and take the time to resolve effective competition in the market staff. Effective training is useful for a variety of business opportunities, for example, an important role to create and maintain opportunities for individual and organizational level and thus contributes to the Organizational change process [3]. Moreover, increase the memory capacity of a work force of talented people and the reduction of unintentional rotation [4]. Moreover, it indicates the presence of a long-term commitment towards employees and increases the level of motivation of staff [5]. All this leads to the acquisition of competitive explained by Youndtet [6] as well as improve employee work and organizational productivity [7, 8, 9].

**Training:** Training can be provided through a variety of methods, such as training and guidance, cooperation and participation of the nominal subordinates. This teamwork allows employees to actively participate in the work and a better rating, which works to improve the organization.

Training programs for not only employees, but also help the organization to achieve the best use of human resources in order to obtain a competitive advantage. Thus, it is necessary for the company to the national plan, such as training programs for their employees to improve their skills and competencies that are needed in the workplace.

Education does not only develop skills that are being used, but to hone their skills in thinking and creativity to make the best decision at the time and how productive. It also allows staff to deal with customers and effectively respond to your appeal within.

Indicates education to interventions planned to improve elements of the business functions independently everything about professional development, which seems to be necessary to achieve the objectives of the organization's programs. Training can also help to reduce the work force of anxiety or frustration and the original work at work. Workers feel unable to perform this task with the required level of work often decide to leave this company will or the performance of the company is DD more than the difference between the required skills and manpower and increasing dissatisfaction with the staff. Robin [10] suggests that learning can be an effective tool to improve job satisfaction, as an employee of the law leads to better estimates of senior management, so that the employee feels more put in their work. And According to different researchers and qualified personnel are better able to
satisfy customers and employees who learn through a training program show a higher degree of job satisfaction with the senior event.

**The Importance of Training:** Growth and refresher training for all staff in the organization is essential for success through regulatory orders. It is useful to both employers and employees. He said he was employee training will be more efficient and productive. Can improve the quality of the current staff. This is not only to encourage and inspire the team to increase productivity and [11] to give all the information necessary to perform their work and how much training is important to know their work. Advantages of learning the following: increased job satisfaction and increased morale, motivation and financial gain and low staff turnover rate and the power of new technology and products and the development of innovative strategies and techniques to increase the yield increase as a result.

**Employee Work:** According to studies Hawthorne and many other research institutions working in the production staff and confirms that employees are satisfied with their jobs because they work higher, job retention and therefore stronger, for those who are not satisfied with their work [12]. Moreover, it is said that employees are more likely if the market were not satisfied and lose the incentive to show of good deeds. Top staff work in happy and satisfied employees and management found easily encourage high performance to achieve the objectives strong [13]. Can only be achieved when employees feel worthy to do their job and to achieve through better training programs recognize the role of education and practice for senior executives to create a better working environment for the end improves the level of stimulus as well as the work of the workers. According to Leonard, Barton [14] an organization that provides the amount of information as a source of competitive advantage with competitors, must build systems that ensure continuous learning and effective way to do so is education. A study explained the part of the well-trained staff are better able to achieve business goals and gain a competitive advantage in the market And discusses the importance of staff training in accelerating work in the learning process. Male Kamoche and Muller [15] that the training should lead to a culture that promotes learning and increase the work of the staff and eventually rise in the return on investment (in training) for the strong. "Field of Human Resources expression typical works of the staff are all part of the work of an employee of a company or a company or institution. This includes all aspects that affect, directly or indirectly, related to employees" (employees' work, work location) employee is important for the company to make every possible effort to help low performance. The law is divided into five components: planning, monitoring and development, evaluation and reward. The planning stage and planning means setting goals, develop strategies and identify the tasks and timetables for achieving the goals.

Monitor is part of the goal looked to see how one can do good to meet them. Monitoring means continuous measurement of work and provides continuous feedback to employees and work in progress of their groups to achieve their goals. Continuous monitoring allows you to control how employees meet predetermined criteria and make the necessary adjustments to be real or standards problematic. It may be useful to see the work and compare different time or staff. The organization must know that their best performers at the end of the session are the bonus stage. This phase was to reward and recognize the unique nature of which is better than expected.

**The Relationship Between Training and Employees Work:** Many previous studies provide evidence that there is a strong positive relationship between human practices and resource management law of agency [16]. Visitor [17] noted that in his research that the training and development program, as one of the most important human practices of resource management and positive impact on the quality of work, skills and opportunities and thus causes an increase in workers on the job. Ratio is ultimately responsible for the highest rank in the organization. A research has found a good balance between training and staff work as r = 0.233. Thus, we expect that it is impossible for the company to obtain a high yield without the effective use of its human resources and this can happen only if the company is able to meet their workforce needs related to work on time. Education is the only way to identify deprived of needed workers and creates a significant level of expertise, so that they can work towards achieving organizational results Sultana. A goals moreover research conducted in the telecom sector in Pakistan, said R² 0.501, meaning that 50.1% of the difference in the practice of paid worker training program. In addition, T-value was 8.58, explaining a good indicator of employee training certificates.
As shown in Harrison [18], learning and training affect agency workers work more than work and what they say is a key factor in achieving the goals of the company. However, the introduction of training programs as a solution to the work, including on issues such as the gap between standards and actual practice is the best way to improve employee law [19].

According to Swart et al. [19], bridging the gap refers to the work of making appropriate training measures for the development of specific skills and abilities of employees and increases the rank of staff. It also develops the concept, saying that preparations to help organizations realize that their employees are not very good and therefore, their information, skills and attitudes are formed according to the needs of the company. There may be several reasons for the adverse personnel action, such as employees may feel more motivated to use their skills, cannot be sufficiently confident in their abilities, or they can be in front of work-life conflict. All these factors must be considered when selecting the most appropriate business training intervention that helps organizations solve problems and improve the level of employee engagement and motivation to meet the expectations of society to stage shows. As described by Swart et al. [19] Superior employee relationship arises only because of the quality of the curriculum, which leads to motivation of employees and their needs fulfillment. This not only improves the overall staff work effectively perform their current job, but also enhance the information, skills and attitudes of staff needed for future work, which contributes to better organization of action. Through training and staff levels have been developed to enable work related to work effectively and achieve the goals of the company on a competitive basis.

However, an employee of the work also influenced by some environmental factors such as corporate culture, organizational structure, job design, evaluation rules and policies governing the strength of community and group dynamics. If the above-mentioned problems in society and the law will not decrease due to lack of appropriate information, skills and attitudes, but because of these restrictions. Making learning effective and have a positive effect on employee training to run these things must be taken into account a researcher [20]. In addition a researcher states that employees feel more committed to the company when they feel their commitment to the organization and thus show the highest ratio.

Bartel [7] reports that there is a good balance between training effectiveness and productivity of the employee, but it is possible Swart et al. [19], it is the responsibility of managers to identify factors that prevent the effectiveness of training programs and to take the necessary steps to neutralize their impact on employee rank. In addition, Ahmad and Bakar [21], concluded that the high level of commitment is achieved when employees achieve learning outcomes and improve the impact, both on an individual level and organization. These data are also consistent with the results of Kim [22] research project.

In general, it can be said that the effect of the curriculum on outcomes such as employee motivation, job satisfaction and organizational commitment are not given much attention so far. Seldom work is done to check if the company can affect their working relationship and training appropriate action. According to Lang [23], training should be planned in a way that leads to the commitment of the organization. On the other hand Gaertner and Wollen [24] suggested that employee commitment is the result of some human resources, i.e., succession planning and promotion, career development and training. All of these measures, if successful will result in a great work employee. In addition, Meyer and Smith [25] examined the relationship between human management practices of resources and commitment to the organization to determine the causes of an work of employee efficiency.

While the above literature provides evidence of the benefits of training and its positive impact on employee title, Cherami et al [26] argues that the rule, especially when you feel reluctant to invest in ITSN resources for various reasons. Sometimes, despite receiving training programs effective and timely, the employees held for that money to the value of their market and employment opportunities, or want to change jobs just because of higher wages and therefore, an investment company learning outcomes as value, not profit. He also noted that because of opposition organization and training, individuals are encouraged to invest in their career development and job expansion [27]. If Arnoff [28] the ability to accelerate the training program and innovations in the workforce and contribute to avoiding obsolescence of human resources, which can occur due to demographic factors such as age, interest, or inability to adapt to technological change. Process that learning is the process of improving information, skills and attitudes, which leads to satisfying employees on the job title. In addition, he noted that the need and objectives of the training must be defined before offering staff.
Scott, a garment manufacturer and Spiegel [29] argued that it would be better to study the management of the organization, as it makes employees more efficient and effective. He also said that the practice of teaching and strong relationships with other actors HR Mamoria [30] which allows employees to grow within the company and increase their market value on the market. In addition, training of staff, to shape the behavior associated with the work and to encourage their participation in the success of the organization and, ultimately, the company gets the harvest because of the great works of his staff. Mamoria [30] further noted that a well-trained staff is able to make effective use of agency resources by putting small. According Ohabunwa [31] when employees are well trained agency may delegate responsibility and authority for their belief in ensuring the success of the organization.

**Theatrical Framework:** Be the intellectual property, the staff to be a good source to gain competitive advantage and training is the only way to develop their intellectual organizational construction workers. For this reason, the prior review of the literature, you can set the following problem

**Proposition:** Those employees who were given training were able to perform well on job and improve quality and effectiveness over time hence was able to achieve organizational goals.

- **Effective Training Programs Employee Work.**

**MATERIALS AND METHODS**

This research is done using questionnaire as a research tool to study the relationships between training and employee work. This research work will serves as a means to help acquire useful information or knowledge about the subject area. By drawing on the existing literature, not only topic under consideration is theorize, but also formulates and discusses the proposition that will help illuminate and discuss some ways for the firms to understand the effect of training on employees work. For this purpose 150 questionnaires were distributed among employees of different organizations and 120 employees/responded.

**RESULTS**

The descriptive analysis of the data collected for this study revealed the following statistics. The participation of males in this study is 58.3% while the contribution of females is 41.6%. The analysis revealed that the people of age group of 21-30 are in majority. Regression table measures the amount of total variation in dependent variable due to independent variables. The result shows a significant and strong positive relationship between Independent variable and dependent variable. The value

<table>
<thead>
<tr>
<th>Model Summary*</th>
<th>Change Statistics</th>
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<tr>
<td>Model R R Square Adjusted R Square Std. Error of the Estimate R Square Change F Change df1 df2 Sig. Change Durbin-Watson</td>
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<tr>
<td>1 .928 .860 .859 .46345 .860 788.105 1 128 .000 2.032</td>
<td></td>
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</tbody>
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| a. Predictors: (Constant), Employee training  
 b. Dependent Variable: employee work |

**Reliability**

<table>
<thead>
<tr>
<th>Cronbach's Alpha</th>
<th>N of Items</th>
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<td>.956</td>
<td>2</td>
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**Correlations**

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<th></th>
<th>Independent</th>
<th>Dependent</th>
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<tbody>
<tr>
<td>Employee training</td>
<td>Pearson Correlation</td>
<td>.928**</td>
<td>Sig. (2-tailed)</td>
<td>.000</td>
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<td></td>
<td>N</td>
<td>130</td>
<td>130</td>
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</tr>
<tr>
<td>Employee work</td>
<td>Pearson Correlation</td>
<td>.928**</td>
<td>Sig. (2-tailed)</td>
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**. Correlation is significant at the 0.01 level (2-tailed).**
of R square in table below is 0.860. This value indicates that there is almost 86% variation in dependent variable (employee work) is due to independent variable (work training) as shown. Instrument used in the study was reliable with cronbach’s alpha value of employee training and employee work is 0.956. Pearson correlation technique was used here to discover the relation between the two variables. Employee training and Employee work shows a positive and significant relationship at 0.000 significant levels with a correlation value of 0.928.

CONCLUSION

As shown in the table that the variables of the instrument are highly correlated with each other with the value 0.956. Showing the relationship between employees and training with the help of person correlation tells that there is high correlation exist with the value of 0.928 between the employee training and employees work performance. In the table of model summary it shows the value of R square 0.860 and the value of Adjusted R square is 0.859 which are also gives the significant results. The table also shows the value of F statistics which is 788.106-098>0.05 also significant results showing. The regression results are also significant having the value of Pearson correlation 0.928 which is also shows the strong relationship between employee training and employee work performance. So overall the results are significant by applying the regression and correlation. So on the basis of results the study will accept the hypothesis that employee training has positive effect on employee work.

Recommendations:

- The organizations have to give special attention on the training of the employees.
- The extensive training will increase the employee performance.
- The training of the employees also makes them competitive in the market.
- The HR is also a part of intellectual capital also gives the competitive advantage in the market.

REFERENCES