

Impact of Training Programmes on HDFC Bank Employees

Turkish Online Journal of Qualitative Inquiry (TOJQI)

Volume 12, Issue 8, July 2021: 1128-1134

Impact of Training Programmes on HDFC Bank Employees

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Abstract:

The goal of this article is to get a better understanding of the workers' thoughts and feelings about different training options. Training and development programs at the chosen private banks had been studied, and their effect on staff performance had been shown. Proactive actions used by any organization lead to up-skilling the workforce, fostering a creative culture of innovation, and building a good company image for the organization in the eyes of different stakeholders. Support provided by a supervisor and the quality of inputs go hand in hand with employee performance and overall work happiness. When workforce members are motivated and happy, this creates a lower employee turnover rate and makes it easier to recruit and retain the best people at any organization. In light of the findings, workers at HDFC Bank are glad their training and development programs are providing them with the tools they need.

Keywords:Human resources, Training and Development, Career development, Perception.

I.INTRODUCTION

Experts the world over have created a distinct approach, called training and development, for imparting new skills to employees of any organisation and for their career progression by using formal curriculum. In every organisation, it has turn into the mainly common and ongoing bustle to improve employee skills and knowledge in concurrence with the changing environment. Cost optimization with available resources has become a pressing necessity for any company, which can only be possible by improving employee performance and productivity, only by ensuring sufficient employee training and development that should be provided by professionals.

The structured, ongoing attempts made within organisations through a variety of educational approaches and the initiatives for improving the effectiveness and self-fulfillment of their employees are characterized by training and growth. In the modern workplace, these efforts have taken on a wide range of applications, from instruction in extremely specific job

abilities to long-term career development. Training and development has emerged in recent years as a formal business activity, an essential part of strategy and a recognized restraint with various theories and methodologies (Inc, n.d). The understanding of workers in training and development programmes and their impact on employee performance have been examined in this paper.

II REVIEW OF LITERATURE

Budhwar and Boyne (2004) performed a research and discovered that Indian private- and public-sector HR management activities did not vary much. Moreover, the private sector in India has made some more sensible approaches in certain HR functional areas including pay and training and development, than the public sector. According to Aguinis and Kraiger (2009), there is considerable evidence supporting the benefits of preparation, both for individuals and teams. Performance advantages include, but are not limited to, variables that influence performance. One of the most important roles of human resources is employee development. Both Kozlowski and Salas (2009) show that training programs are dependent on organizational peer evaluations as well. Cognitive, behavioral, and emotional results of training are possible. Van Vianen (2011) claims that age and an opinion toward training and development programs are positively correlated. the connection between age and training, as well as the individual's self-theory, is shown to be regulated by how much developmental assistance an employee believes he or she is receiving.

In order to have a clearer picture of these connections, researchers Lee and Bruvold (2003) created a social exchange theory to describe them. As reported in a study of 405 registered nurses from two nations, findings indicate that at the individual level, PIED (Pornification, interference, and desensitization) is associated with both job satisfaction and emotional engagement, but not with ongoing involvement.

Salas et al (2012) found that organizations in the United States spend billions of dollars each year on training. Training and development strategies enable businesses to adapt, compete, flourish, and evolve, while at the same time being safe, improving operation, and helping the company accomplish its objectives. Preparation has effectively been utilized in high-risk situations such as emergency rooms, commercial aviation, and the military to reduce mistakes. Training may be effective when it is designed in an appropriate manner in companies. An efficient method of sourcing and training human resources is therefore a significant contributing factor to the overall success of an organization.

Every aspect of contemporary life has technology incorporated, including training. Industry practice surveys reveal that many organizations are using new forms of training technology in support of existing ones, or instead of the standard kinds of training. In training, you want to concentrate on what you can do in the near term; for long-term growth, you want to think long-term. Training programs usually focus on eliminating errors in the current work, while career development programs concentrate on long-term goals. Development is about

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acquiring life skills and abilities that you may never use in a real-world setting, while training is about acquiring particular information and skills.

'Conventional training' is needed in order to teach essential work-related abilities, methods, and knowledge, and a substantial portion of this can only be accomplished by way of a 'inventive' training methodology. The training and development guide is focused on the wellbeing of the person and is not to the advantage of organizations (Vinesh, 2014).

OBJECTIVES:

1. To estimate the degree to which the level of supervision and the quality of training affect employee satisfaction with training programs.
2. The aim of this research project is to learn about how happiness on the job affects performance and career recommendations.
3. The connection between training programs and employee performance is discussed in the passage.
4. To discover the patterns in the preferences of the workers of the chosen private bank with regard to training programs.

III.METHODOLOGY

Data on which a research study is based is gathered using a standardized questionnaire. In Figure 1, you can see the variables (variables indicated in the conceptual model) that are being measured. In analyzing the connection between the variables, the regression tests have been employed. Data was collected from books, journals, and electronic sources.

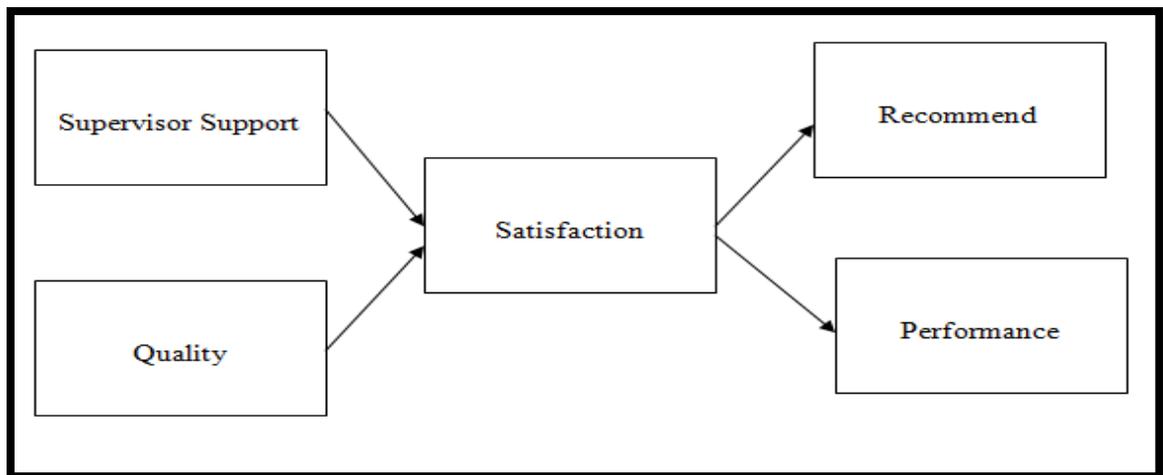


Figure 1: Conceptual Model of the Study

IV DATA ANALYSIS

According to the demographic profile of the sample, the bulk of the participants are male (69%) and the remainder are female (31%). The responders, on average, are 38.5 years old and have 6.93 years of experience. From Table 1, it can be seen that employee performance is excellent, since the mean value is 4.600 and the standard deviation is 0.494. With a mean value of 3.950 and a standard deviation of 0.674, the mean satisfaction score is low.

Table 1: Descriptive Statistics

	N	Mean	Std. Deviation
Satisfaction	60	3.950	0.674
Quality	60	4.100	0.705
Recommend	60	4.200	0.605
Supervisor	60	4.300	0.462
Performance	60	4.600	0.494
Valid N (list wise)	60		

The supervisor's assistance has an effect on training satisfaction.

According to Table 2, the p-value for the supervisor variable is less than 0.05, which means that H1 is accepted. Training and development initiatives that are supported by supervisors result in higher employee satisfaction.

Table 2: Coefficients Dependent Variable: Satisfaction

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	7.567	0.763		9.922	0.000
Supervisor	0.885	0.154	2.607	5.742	0.000
Quality	0.046	0.101	0.048	0.459	0.648

H2: Employee happiness is impacted by the quality of training and development programs.

H2 is rejected since the p-value is greater than 0.05, as shown in Table 2.

The relationship between employee happiness and endorsement of training and development programs is noteworthy.

Since the p-value for satisfaction in Table 3 is more than 0.05, H3 is accepted. Thus, there is a connection between employee happiness and workers' endorsement of their supervisor.

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Table 3: Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	6.760	0.326		20.723	0.000
Satisfaction	0.648	0.081	5.723	7.959	0.000

Table 4: Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	4.335	0.384		11.301	0.000
Satisfaction	0.067	0.096	2.092	0.700	0.487

This is shown in the fact that workers who participate in training and development programs are more satisfied with their job performance.

Because the p-value for satisfaction in Table 4 is greater than 0.05, H4 is rejected. Thus, there is no correlation between employee happiness and the workers' performance.

It can be seen from the table and figure below that workers place a strong emphasis on computer software and leadership abilities. Only a small number of respondents have expressed the desire for training programs different than those given.

Table 5: Preference of training programs

Model	Frequency	Percent
Presentation Skills	15	25.0
Computer software	21	35.0
Leadership Skills	21	35.0
Others	3	5.0
Total	60	100.0

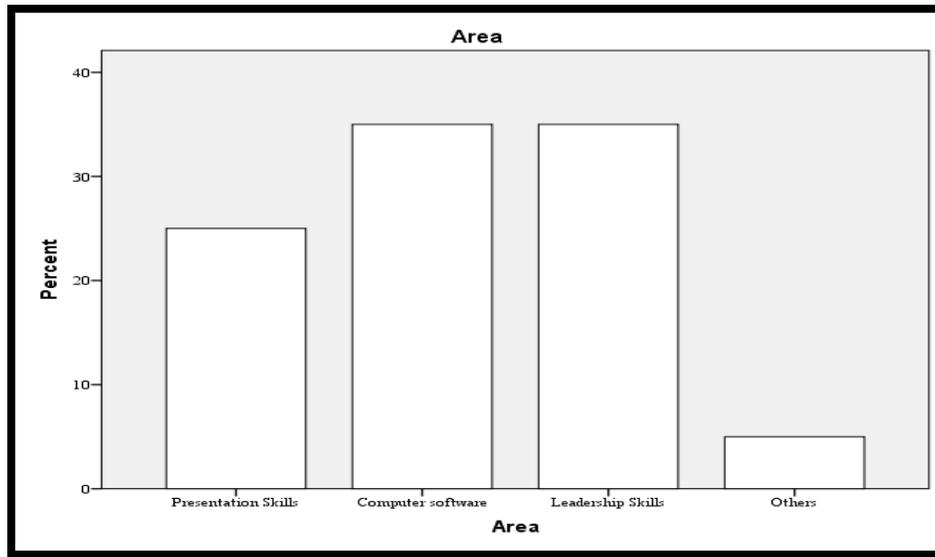


Figure 2: Area of interest for future training

VI. CONCLUSION:

Training programs are known to make employees more satisfied and to give them the drive to help others get a good job. Training and development of employees is essential to running a company, whether in terms of the human resources department or not. These two endeavors are meant to help employees to be more productive and efficient. Training is a company-organized program that is used to help employees acquire the necessary information and abilities to handle their duties. Development is a concerted process where an organization's population undergoes and develops; it is an exercise of self-assessment. Attainment of staff retention and employee satisfaction combined with increased performance is possible via programs that include training and development.

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