

Training and development for a Sustainable Organizational growth at food processing company

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Abstract—The subject of training and development for the workers which is one of the best ways to increase the performance of the employees in an organization. The purpose of the study to know the new way and possibilities to maximize the level of training which supports the human resources for sustainable organizational growth. The study has made to find out the human resources training process and how it will be to analyze the gap between the knowledge of the human resource and the expectation of the organization which results of the achieve the goals and objectives of the company. And to measure the various training methods which help the human resource to successes in their job.

Keywords—: *sustainable development, Human resources, management, training and development,*

I. INTRODUCTION

Training and development is a process that molds the employees in an organization in an effective manner. It plays the important role to increase productivity, ensure safety at work, personality development for the higher position. Most of the companies invested little more part of the money for the purpose of human resource training and development which resultant in the future vision of an organization. Such invested program can take the form of employing specialist training and development staff and paying salaries to staff undergo training and development. Mainly employees working in sales, marketing, and the management needs more in terms of training to increase the sales compared to the previous achievement.

II. RESEARCH OBJECTIVE AND METHODOLOGY

This section shows the adoption design to complete the study which includes data collection methods, hypothesis and sample size. The study examined the training and development influence the performance of an employee in ---organization.

The data has been collected from the different chains of food processing company. The study design in the company based on the gap between the employee performance and the training and development. The employees, workers and middle-level management were already prepared for the informed to visit for questionnaire filling a purpose. The Likert five scales have been used for the survey questionnaire.

III. METHODOLOGY

The Research Sample: Sample structure by age in the organization:

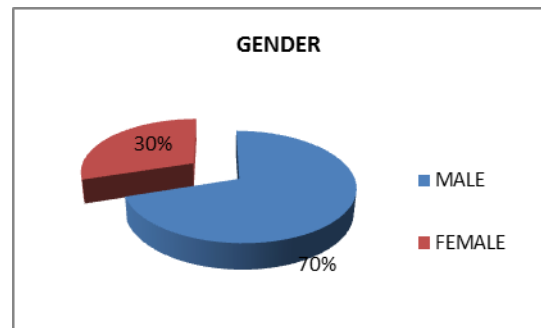
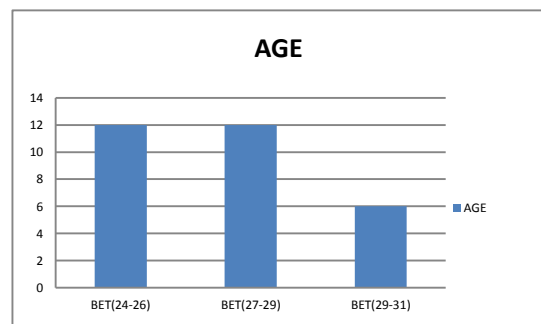


Fig.1: Sample structure by sex in the organization

IV. TRAINING AND DEVELOPMENT

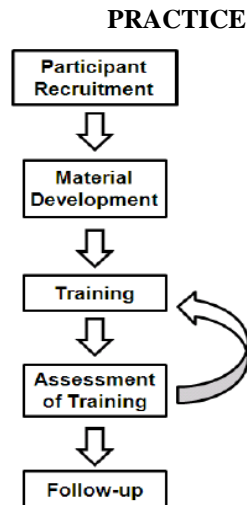


Fig.2

Training and development is a process that molds the employees in an organization in an effective manner. It plays the important role to increase productivity, ensure safety at work, personality development for the higher position. Most of the companies invested little more part of the money for the purpose of human resource training and development which resultant in the future vision of an organization. Such invested program can take the form of employing specialist training and development staff and paying salaries to staff undergo training and development. Mainly employees working in sales, marketing, and the management needs more in terms of training to increase the sales compared to the previous achievement

V. RESEARCH DISCUSSION AND ANALYSIS

To analyze hr training and development, I turned to the application of questionnaires to a sample of 300 employees that researches were conducted in three major organizations. The following findings and analysis were based on the questions asked individually.

Training and Development Process is very important for every organization, for creating effective teamwork. Most of the employees accept that training makes the employee's performance and org spent money on employees training so they consider training is a part organizational strategy According to employee's explanation, people prefer job training methods because they can learn more compared to off job training method. Employees agree on the induction training, it creates a positive atmosphere any new job address concerns, increasing the level of comfort and belonging feeling etc. On a job method gives extra coaching, job rotation, job instructional technique. Many of the employees strongly agree with training and development program helps to improve employee performance relationship, the employee

gets more employees from a different sector of the company. It shows every 3 months conducting a training program in an organization. It results in the growth of the company. Well, employee upgrading with new technology. Most of the employee strongly accepts with training increases the motivation level. Training gives the whole set of a package like upgrading technology, increase motivation, understudy etc. Training gives more productivity is strongly agree by employees because of organization plan training for the employee when employees are not at the higher level, which results in more productivity of the company. Most of the employees are strongly accepts (satisfied) with candidates selection for training. When there is a need for training of an employee, training selection occurs based on their performance. Employee strongly accepts with training help to increases the production of both the quantity and quality, at the time of training employee learn about product quality at all. They agree with it but also they can learn about a decrease in waste and spoilage, reduction supervisory burden, development in quality of products, improvement of production rate, and improvement in the method of works. It makes group efforts in decision making; individually they can show their standards of working. Training makes a developing line-up work and a leadership skill which is strongly agreeable, situation awareness, communications, conflict management, decision making, leadership, team care. Employees are strongly agreed with present developmental activity, so there not necessary to change

VI. RECOMMENDATIONS AND CONCLUSION:

Training and development in the company have forced a positive impact on the performance of employees. This can help the company to create a sustainable competitive advantage over other key players. The company should formulate and develop good friendly training and development process. The processing system evaluates the performance of employees over a period of time. The trends in hr practices throughout the world are changing dynamically. Nowadays management is highly concerned about the worker's retention and controlled turnover than cost cut off. The main purpose of involving training and development motivates the employees to improve the performance of employee resulting in organization performance. The company needs to pay attention to individual performance and measures by using human resource analytics.

VII. REFERENCE

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- [16]. Relevant details should be given including experimental design and the technique (s) used along with appropriate statistical methods used clearly along with the year of experimentation (field and laboratory).