The effects of training on improving employee performance

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Abstract

This research investigates how ongoing employee training influences workplace performance, focusing on job satisfaction, productivity, and organizational success. In today's competitive world, businesses engage in organized training programs to improve individual skills and build a learning culture.

The study's purpose is to look at the relationship between employee training frequency and its impact on performance metrics, especially how continuous training improves job satisfaction and productivity.

Methodology: A quantitative approach was utilized to collect data from 160 employees from various firms that had created training programs. A comprehensive questionnaire was used to gather information on employees' perceptions of training efficacy and its impact on performance.

Results: The findings indicate a significant positive association between training frequency and employee productivity, supporting the assumption that ongoing training increases performance. Descriptive data showed that participants were positive with their performance evaluation (mean = 3.92) and workplace training (mean = 3.74). A statistically significant model ($p < 0.001$) found that workplace training explained 62.5% of the variation in performance evaluations.

Conclusion: The findings emphasize the importance of specialized training programs in increasing job satisfaction and overall employee productivity. This contributes to the growing body of studies on human resource development and organizational performance.

Recommendation: Organizations should implement ongoing training programs that are well-structured and relevant to employee needs. This strategy promotes individual performance while also contributing to overall organizational success.

Keywords: Training, Employee Performance, Productivity, Job Satisfaction, Continuous Improvement.

Introduction

Employee training is critical for improving workplace performance because it provides individuals with the skills, information, and competencies they need to succeed in their positions. In a competitive corporate climate, firms are always looking for ways to increase employee performance and productivity, with training and development emerging as one of the most successful approaches (Birdi et al., 2016). Companies that engage in training programs can not only increase individual skills, but also create cooperation, creativity, and efficiency across divisions. As a result, well-trained staff are better able to perform complicated jobs, adapt to change, and contribute to the organization's overall success (Huang et al., 2019).

The goal of this study is to analyze the benefits of ongoing training on employee performance in the workplace. It focuses on how organized training programs improve work happiness, productivity, and overall organizational performance. The study's goal is to establish if training programs effectively improve key performance indicators such as productivity, leadership abilities, and work satisfaction by examining answers from employees at diverse firms.

The research collects data directly from employees via a questionnaire, with an emphasis on their training program experiences, satisfaction with performance assessments, and the overall influence of training on their job. It also tries to understand how companies evaluate the efficacy of their training initiatives in terms of quantitative results. The premise for this study is that ongoing training greatly enhances employee performance, resulting in increased productivity and efficiency in accomplishing everyday activities. By investigating the relationship between training and performance, this study adds to the

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expanding body of literature on human resource development, emphasizing the need of continual employee education in ensuring long-term growth and sustainability within businesses.

Literature review

Training is an essential tool for improving employees' skills and knowledge. According to Aguinis and Kraiger (2009), training and development programs increase employee outcomes by enabling knowledge transfer and promoting behavioral adjustments. These enhancements have the potential to boost work performance, motivate employees, and raise organizational retention rates. Effective training is critical for improving employees' abilities, making them better at managing their job obligations and adjusting to organizational changes (Birdi et al., 2016).

According to research, firms that spend in training and development improve employee performance while also increasing total organizational productivity. Salas et al. (2012) conducted a meta-analysis that emphasized the link between ongoing skill development and increased work satisfaction, demonstrating that employees who participate in regular training are more fulfilled in their positions. This link shows that firms benefit from cultivating a learning culture, which may result in lower turnover and a more engaged workforce.

The direct correlation between well-structured training programs and performance development is extensively recognized. Continuous training has been found to improve employees' ability to efficiently satisfy job expectations, as measured by performance measures like as productivity and work quality (Punia & Kant, 2013). Employees that get regular training are more adaptable to organizational changes, which improves their efficiency in job completion.

Furthermore, training programs targeted to employees' unique requirements might result in considerable performance gains. For example, studies show that when training is matched with both individual and corporate goals, employees are more likely to meet performance targets (Huang et al., 2019). This alignment not only improves individual performance but also aids in the fulfillment of larger corporate goals.

Job happiness is another important factor impacted by training. Tailored training programs that target specific skill shortages can improve job performance and happiness. Punia and Kant (2013) found that employees who received appropriate training had greater levels of job satisfaction and engagement. Performance assessments undertaken after training show that taught personnel are more able to reach their goals, enhancing their sense of success and job satisfaction.

Furthermore, work satisfaction resulting from good training can contribute to higher employee retention since pleased employees are more likely to stay with the company. This link underscores the significance of investing in staff development as a strategy for increasing overall workplace morale and lowering turnover rates (Kraiger et al., 2004).

Training programs help to boost productivity by providing staff with new skills and approaches that are relevant to their responsibilities. According to Aguinis (2009), continual learning allows employees to improve their task execution efficiency, which has a direct impact on organizational outcomes. Organizations that prioritize training find not only gains in individual employee performance, but also higher overall production levels.

Research has demonstrated that some training efforts, including as skill-based training and management development programs, can result in demonstrable productivity benefits. For example, technological training has been connected to faster task completion and higher operational accuracy (Birdi et al., 2016). As a result, firms who engage in comprehensive training programs are likely to gain a competitive advantage in their respective sectors.

Training is critical in leadership development since it influences not just job completion but also improves decision-making and problem-solving abilities. Arthur et al. (2003) discovered that training geared at strengthening leadership abilities improves performance at all levels of an organization. When employees receive role-specific training, they become more effective leaders and collaborators, establishing a healthy workplace environment.

Leadership training programs frequently include soft skills development, such as communication, conflict resolution, and teamwork, all of which are necessary for good management (Yukl, 2010). Organizations that engage in leadership training may build a strong leadership pipeline, ensuring that they have talented leaders ready to manage future obstacles and drive organizational success.

Well-structured training programs not only improve individual skills but also help teams flourish as a whole. Group-oriented training, such as team-building activities, has been demonstrated to enhance workplace cooperation and communication (Tannenbaum et al., 2012). This collaborative learning environment creates deeper ties among team members, resulting in

improved teamwork and overall performance. Continuous development via training is critical for firms striving to remain competitive in an ever-changing business environment. Organizations that prioritize training and development may foster a learning culture that promotes creativity and flexibility. Such a culture benefits not just individual individuals, but also the business as a whole, preparing it for long-term success in a changing environment.

Methodology

The purpose of this study was to see if there is a link between the number of training sessions and increased employee productivity in job fulfillment. To solve this issue, a quantitative research technique is used, with employees from various organizations filling out a standardized questionnaire. The study looks at relevant literature to establish the relationship between ongoing training and work performance, with an emphasis on productivity and task efficiency. The study used a descriptive-correlational model to look at the link between training frequency and employee productivity. The concept investigates whether continuous training has a direct and quantifiable influence on employees' capacity to manage day-to-day job demands efficiently. The most significant factors are training frequency (independent variable) and employee productivity in task completion (dependent variable).

Research Question*: Is there a relationship between the frequency of training sessions and the improvement of employee productivity in completing their tasks?*

Hypothesis*: Continuous training significantly improves employee performance, leading to increased productivity and efficiency in the completion of daily tasks.*

Data Collection: The sample includes 160 people recruited from diverse companies to ensure a balanced representation of industries and job types. The firms chosen for this study have established training programs, making them an appropriate setting for investigating the impacts of regular training. Employees at various levels, from entry-level to management, participate to provide a diversified viewpoint on the impact of training.

Data Analysis: Regression analysis was performed to investigate the relationship between training frequency and employee productivity. The sample was described using descriptive statistics, while the influence of continuous training on performance was assessed using inferential statistics. The SPSS software ensured that the results were correct.

Results

Table 1 shows the demographic distribution of the study's participants, highlighting their geographical origins, housing type, gender, and educational level. Gjilan accounted for 50.6% (81 participants), followed by Ferizaj at 26.3% (42 people) and Prishtinë at 13.1% (21 people), indicating substantial presence in these regions. The majority of participants (63.7%, 102) reside in cities, while 36.3% (58) live in rural areas. The gender distribution is nearly equal, with 50.6% male (81 individuals) and 49.4% female (79 individuals). In terms of education, 50.0% (80 individuals) have completed secondary school, 47.5% (76 people) have a higher education degree, and just 2.5% (4 people) have attended primary school, indicating a well-educated participant pool in general.

Table 1. Demographic Distribution of Participants

Regions	**N**	**%**
Prishtinë	21	13.1%
Mitrovicë	11	6.9%
Gjilan	81	50.6%
Ferizaj	42	26.3%
Prizren	5	3.1%
Residence	**N**	**%**
Urban	102	63.7%
Rural	58	36.3%
Gender	**N**	**%**
Male	81	50.6%
Female	79	49.4%
Education	**N**	**%**
Primary education	4	2.5%
Secondary education	80	50.0%
Higher education	76	47.5%

The organization's on-the-job training programs are typically well-received, with a large number of employees reporting satisfaction. Specifically, 35.6% to 36.3% of employees are pleased with the training programs and how new abilities are taught, while 27.5% to 31.3% are fully happy. Neutral responses vary from 21.9% to 28.1%, showing areas for improvement, particularly in satisfying the needs stated through performance reviews. Employee dissatisfaction levels are relatively low, ranging from 5.0% to 9.4%. Overall, feedback indicates that, while the majority of employees are satisfied with the training sessions, several areas may be improved.

Table 2. Employee Satisfaction with On-the-Job Training Programs

On-the-Job Training	Very dissatisfied		Dissatisfied		Neutral		Satisfied		Completely satisfied	
	N	%	N	%	N	%	N	%	N	%
Our organization develops comprehensive training programs for its employees in all aspects of quality.	11	6.9%	9	5.6%	39	24.4%	57	35.6%	44	27.5%
Workers in every role typically undergo training programs annually.	9	5.6%	15	9.4%	45	28.1%	43	26.9%	48	30.0%
Training needs are identified through a formal performance evaluation mechanism.	9	5.6%	8	5.0%	43	26.9%	56	35.0%	44	27.5%
New knowledge and skills are periodically conveyed and shared among employees to work effectively in teams.	7	4.4%	10	6.3%	35	21.9%	58	36.3%	50	31.3%

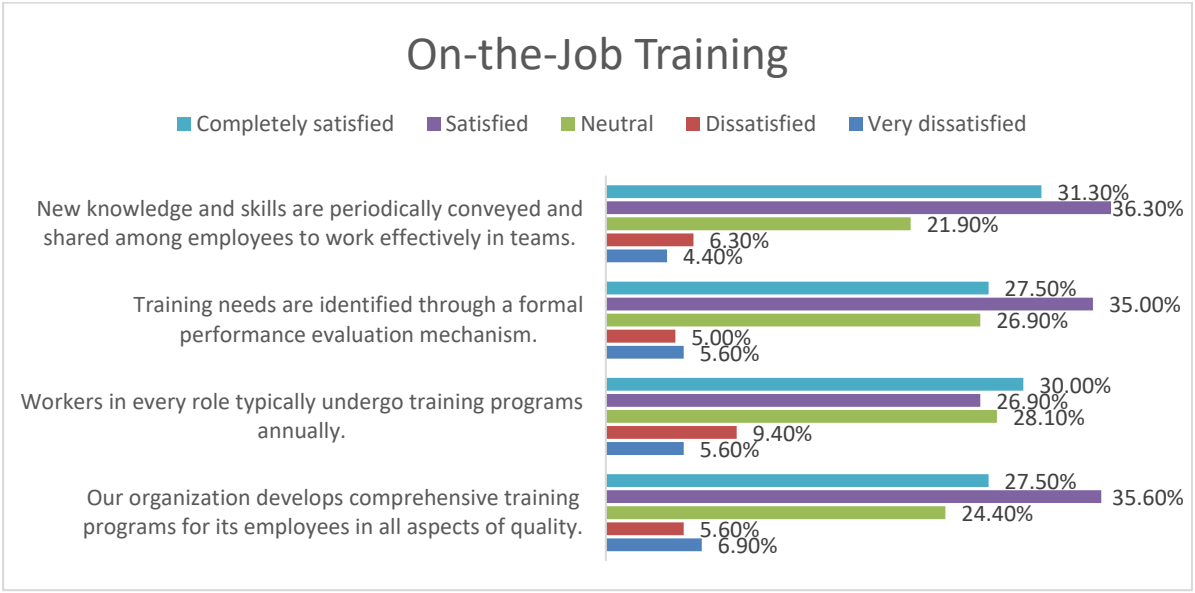

Figure 1. Employee Satisfaction with On-the-Job Training Programs

The performance evaluation system in the organization is generally viewed positively by employees. The majority feel satisfied with various aspects of the system, including how it measures performance objectively (38.1% satisfied, 25.6% completely satisfied), promotes growth (42.5% satisfied, 27.5% completely satisfied), and provides regular feedback (37.5% satisfied, 33.1% completely satisfied). Employees also trust the evaluation process (38.1% satisfied, 35.0% completely satisfied), with strong impact noted on individual and team behavior (36.9% satisfied, 38.8% completely satisfied). Additionally, many employees see clear career development opportunities (41.3% satisfied, 34.4% completely satisfied), with management aware of their aspirations and promotion prospects (40.6% satisfied, 35.0% completely satisfied). However, a smaller proportion remains neutral or dissatisfied, suggesting room for further improvement, particularly in using evaluation data for decision-making and clarifying promotion opportunities.

Table 3. Employee Satisfaction with Performance Evaluation System

Performance Evaluation	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Completely satisfied

	N	%	N	%	N	%	N	%	N	%
Employee performance is measured based on objective and quantifiable results.	7	4.4%	7	4.4%	44	27.5%	61	38.1%	41	25.6%
The evaluation system in our organization is growth and development-oriented.	8	5.0%	5	3.1%	35	21.9%	68	42.5%	44	27.5%
Employees in our company receive regular performance feedback and guidance.	8	5.0%	8	5.0%	31	19.4%	60	37.5%	53	33.1%
Employees have confidence in the performance evaluation system.	7	4.4%	8	5.0%	28	17.5%	61	38.1%	56	35.0%
The evaluation system has a strong impact on both individual and team behavior.	7	4.4%	6	3.8%	26	16.3%	59	36.9%	62	38.8%
Evaluation data is used for decision-making regarding job rotation, training, and compensation.	10	6.3%	6	3.8%	36	22.5%	63	39.4%	45	28.1%
Employees have a clear career development path within the company.	6	3.8%	8	5.0%	25	15.6%	66	41.3%	55	34.4%
Employee career aspirations within the organization are known by management.	6	3.8%	6	3.8%	27	16.9%	65	40.6%	56	35.0%
Employees in our organization have more than one potential promotion opportunity.	11	6.9%	8	5.0%	33	20.6%	52	32.5%	56	35.0%
The company supports employees' career plans and development.	7	4.4%	9	5.6%	33	20.6%	51	31.9%	60	37.5%
The company prefers an internal employee whenever a position becomes available.	6	3.8%	9	5.6%	35	21.9%	45	28.1%	65	40.6%
Every employee is aware of their career path within the organization.	7	4.4%	5	3.1%	22	13.8%	54	33.8%	72	45.0%
These promotion opportunities and the integration of performance evaluation components influence the behavior of qualified and competent employees.	8	5.0%	10	6.3%	33	20.6%	58	36.3%	51	31.9%

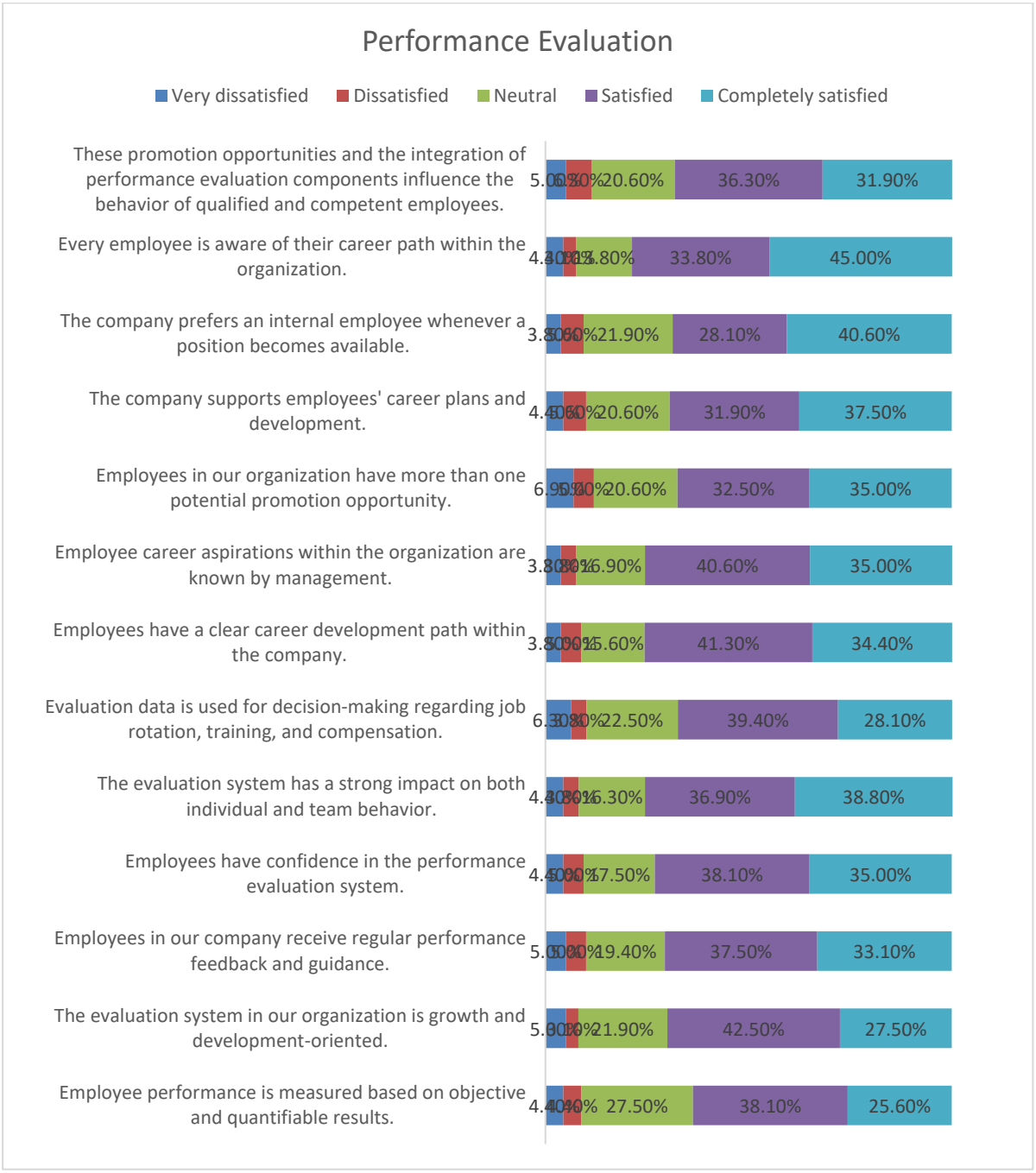

Figure 2. Employee Satisfaction with Performance Evaluation System

Reliability test – Alpha Cronbach's

Table 4 displays the Cronbach's Alpha scores for the study's question groups. The study demonstrates a high level of internal consistency among the variables. The Cronbach's Alpha for the Trainings group, which consists of four questions, is 0.920 (92.0%), suggesting strong reliability. The performance group, which consists of thirteen items, gets an even higher dependability score of 0.963 (96.3%), indicating excellent internal consistency. Cronbach's Alpha for all variables averages 0.941 (94.1%), showing that the questionnaire questions are well-structured and successfully evaluate the target constructs, ensuring the validity of the data collected throughout the study.Table 3: Reliability test

Group of questions	Variables	Alpha Cronbach's	%

Trainings	4	.920	92.0%
Performance	13	.963	96.3%
Mean of Alpha Cronabch's		.941	94.1%

Hypothesis 1: Continuous training significantly improves employee performance, leading to increased productivity and efficiency in the completion of daily tasks.

The theory indicates that continual training improves employee performance by increasing productivity and job efficiency. Based on 160 respondents, the descriptive statistics reveal a mean performance assessment score of 3.92 (SD = 0.89) and a workplace training score of 3.74 (SD = 1.00), showing that employees had a generally good opinion of both performance and training, with some variance.

Table 4. Descriptive Statistics for Performance Evaluation and Workplace Training

Descriptive Statistics

	Mean	Std. Deviation	N
Performance Evaluation	3.9154	.88924	160
Workplace Training	3.7375	1.00345	160

The Model Summary provides information on the overall fit of the regression model. The R-value of 0.791 demonstrates a strong positive association between workplace training and performance evaluation. The R Square value of 0.625 suggests that workplace training is responsible for about 62.5% of the variation in performance evaluation scores. Furthermore, the Adjusted R Square of 0.623 is close to the R Square value, indicating that the model fits well with the population from which the sample was drawn. The Standard Error of the Estimate is 0.54632, which is the average distance that the observed data deviates from the regression line.

Table 4. Model Summary for Predicting Performance Evaluation Based on Workplace Training

Model Summary[b]

					Change Statistics				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	.791[a]	.625	.623	.54632	.625	263.248	1	158	.000

a. Predictors: (Constant), Workplace Training

b. Dependent Variable: Performance Evaluation

The ANOVA table assesses the overall the regression model. The F statistic is p-value is 0.000, suggesting that the model is significant. This shows that the association workplace training and performance evaluation attributable to chance, which strengthens the findings.

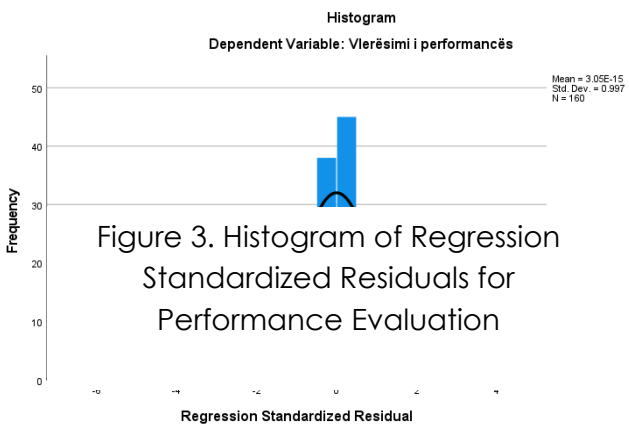

Figure 3. Histogram of Regression Standardized Residuals for Performance Evaluation

significance of 263.248, and the statistically between is not validity of the

Table 5. ANOVA for the Regression Model Predicting Performance Evaluation Based on Workplace Training

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	78.572	1	78.572	263.248	.000[b]
	Residual	47.158	158	.298		
	Total	125.730	159			

a. Dependent Variable: Performance Evaluation

b. Predictors: (Constant), Workplace Training

The Coefficients table describes how the independent variable influences the forecast of the dependent variable. The unstandardized coefficient for Workplace Training is 0.701, which means that for every one-unit increase in training, performance assessment rises by 0.701 units, assuming all else remains constant. This demonstrates the favorable effect of training on performance.

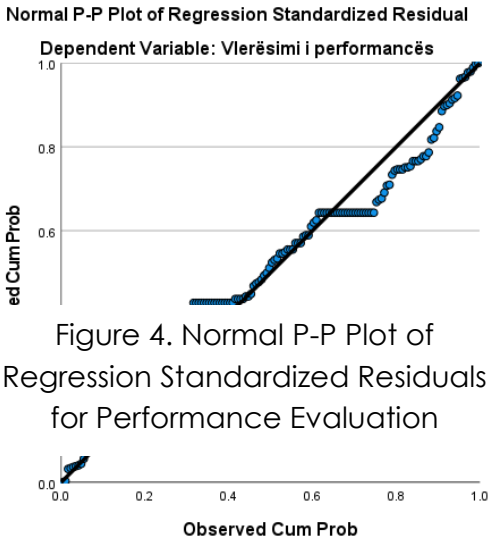

Figure 4. Normal P-P Plot of Regression Standardized Residuals for Performance Evaluation

Furthermore, the standardized beta (Beta) of 0.791 indicates a significant impact of workplace training on employee performance assessment appraisal. The constant, 1.297, is the projected performance score when no workplace training is provided.

Table 6. Coefficients for the Regression Model Predicting Performance Evaluation Based on Workplace Training

Coefficients[a]

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.297	.167		7.764	.000
	Workplace Training	.701	.043	.791	16.225	.000

a. Dependent Variable: Performance Evaluation

Based on the data, we can confirm Hypothesis 1: Continuous training significantly improves employee performance, resulting in increased productivity and efficiency in accomplishing daily tasks. The regression analysis indicated a statistically significant correlation, supporting the notion that workplace training is an essential factor in boosting employee performance.

Conclusion

To maximize effectiveness, firms should prioritize the development and implementation of organized training programs tailored to employee needs, as well as identify skill shortages and align efforts with individual and corporate goals. Continuous evaluation of these programs is essential, which involves obtaining participant feedback and tracking performance outcomes in order to adjust training strategies. Setting up a culture of continuous learning increases employee engagement and job satisfaction while also giving opportunities for professional growth through workshops, seminars, and mentorship. Furthermore, investing in leadership development programs results in effective leaders who can drive team performance and create collaboration.

The research highlights the importance of regular training assessments, as well as individualized training strategies that accommodate for individual learning styles and preferences. Incorporating technology into training enhances learning experiences and gives employees tools to adapt to changing workplace demands, such as e-learning platforms and virtual training, which increase accessibility and flexibility. Combining these strategies allows organizations to develop a competent, motivated workforce that is well-prepared to tackle current and future challenges.

The findings of this study emphasize the need of continual training in increasing employee performance inside organizations. The data analysis found a strong positive relationship between workplace training and performance appraisal (R = 0.791, R Square = 0.625). This shows that the efficacy of workplace training programs is responsible for approximately 62.5% of the variation in employee performance evaluation scores. Furthermore, the unstandardized coefficient for Workplace Training was determined to be 0.701, suggesting that for every one unit increase in training, the performance evaluation score increased by 0.701 units. This statistical evidence supports the notion that ongoing training significantly increases employee performance, productivity, and overall organizational success.

To maximize effectiveness, firms should prioritize the development and implementation of organized training programs tailored to employee needs, as well as identify skill shortages and align efforts with individual and corporate goals. Continuous evaluation of these programs is essential, which involves obtaining participant feedback and tracking performance outcomes in order to adjust training strategies. Setting up a culture of continuous learning increases employee engagement and job satisfaction while also giving opportunities for professional growth through workshops, seminars, and mentorship. Furthermore, investing in leadership development programs results in effective leaders who can drive team performance and create collaboration. Finally, introducing technology into training enhances learning experiences and gives employees tools to adapt to changing workplace demands, such as e-learning platforms and virtual training, which increase accessibility and flexibility.

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