Thesis( brief write-up)

Impact of training on employee performance based on employee perception

**Objectives:**

1. To find the influence between the factors leading to training effectiveness

2. To find the impact of training on employee performance

**Abstract:**

This research aims at identifying the impact of training on employee performance. This study explored the factors that affect training program such as training delivery, training transfer, employee motivation. A quantitative analysis was carried out where in a questionnaire was distributed to employees who underwent training, to understand the influence of training program on employee performance. The study reveals that there exists an interplay between the factors training delivery, training transfer, employee motivation as well as training has an influence on employee performance.

**Factors:**

* Training delivery (TD)
* Training transfer (TT)
* Employee motivation(EM)

**Dependent variable:**

* Employee performance(EP)

The equation obtained after regression is

Y= -0.0346(TT3)+ 0.2655 (TD8) + 0.0529 (TD4) + 0.1025 (TT5)+ 0.6979 (EM3) -0.1230 (EM1)

The above equation explains that

* TT3 has negative impact on performance

When an employee does not implement what he/she learned in the training , it reflects on their performance

* TD8 has positive impact on performance

Employees perform better if they are updated with new techniques and technology related to their work

* TD4 has positive impact on performance

If proper time is allotted for a training program then employees learn better and training transfer takes place at an increased rate leading to increased performance

* TT5 has positive impact on performance

With proper support from peers , an individual can easily implement the learning from the training on the job

* EM3 has positive impact on performance

When an employee takes an initiative to attend a training program , he/she is willing to learn and experiment leading to better performance

* EM1 has a negative impact on performance

If management does not include the trainees while deciding the content course they may not be motivated to attend the training program which hinders performance

Inference:(What needs to be taken care of by the organization)

1.Topics covered in the training should be up to date with the recent technology(technical trainings)

2.Appropriate time must be allotted for the training ( A course which demands 12 hrs should be given 12 hours rather than trying to complete it in 8-10 hrs)

3.Peers must support their fellow colleagues in implementing anything new learned in the training

4.Management should include trainees while deciding the content of the course so that they are aware of what they will be dealing with in the training program

#the top 9 features are(extracted using extra trees classifier)

#'TT3'-I use most of what i learnt in the training program

#'TD8'-Topics covered in the training were up to date with the recent technology(technical trainings)

#'TD2'-The trainer interacted well with the trainees

#'TD4'-Time allotted or the training was appropriate

#'TT5'-I get support from my peers when i implement learning from the training

#'EM3'-I take initiative to attend training programs

#'TD1'-I was able to understand the topics covered in the training

#'EM1'-Management should include trainees while deciding the content of the course

#'TD5'-Training material provided was useful