**Chapter 2**

**2.1 Agile Scrum Methodology Overview**

The fast-paced technological environment has compelled organizations to adopt the Agile Scrum Methodology as a means of putting particular emphasis on their employee's learning and growth, as well as the interrelationships in the market and with other factors such as technology and demand. Effective learning and development programs have a substantial impact on job satisfaction, motivation, and employee retention, ultimately strengthening their skills and capacities.

As part of a development strategy, performance monitoring is crucial to enhance employee performance as one of the development initiatives. The objective of the present scoping review is to evaluate the current state of knowledge and scholarship between these factors and workforce excellence.

To ensure the success of learning and development initiatives, companies need to implement a performance monitoring system that closely tracks and measures employees' progress in various learning and development activities. Businesses can receive important feedback and analyze the impact of training on staff improvement by tracking performance.

In summary, this chapter will provide the primary elements relating to the influence of efficient employee training and development as well as comprehensive performance evaluation on the issues of workforce efficiency and attainment of corporate goals. The knowledge accrued from this exploration will have a great impact on the research design and methods to be used in the final project.

**2.2 Enterprise Architecture Concepts**

The design of the system will acknowledge the company’s requirement for workforce excellence to keep the improvements in line to ensure that organizations can effectively nurture talent and prepare employees for future challenges.

**2.3 Relevant Studies and Research**

1. In Siddiqui's (2018) study, the author examined the significance of training and development programs as an integral component of human resource development (HRD). It is well acknowledged that all tasks, regardless of their scale or the size of the organization, whether in the primary, secondary, or tertiary sector, necessitate the involvement of human resources. Human resources are a vital asset for any organization to which they are affiliated. It is imperative that these human resources receive comprehensive training and development to acquire optimal skills, knowledge, and competencies. This will enable them to function with the greatest confidence and contribute to both personal career success and organizational advancement. Training and development programs are utilized as effective means to transmit essential knowledge and facilitate learning processes. Training methods can be classified into two categories: on-the-job training and off-the-job training and development approaches. This study serves as a conceptual exposition in this particular direction. This study has utilized secondary sources of data. The findings suggest a significant correlation between employee performance and the utilization of training and development strategies. It is recommended that careful selection of training and development methods be employed to effectively impart information, skills, and capacities to employees, as the choice of training methods significantly influences employee performance.

Blain (2009) asserts that empirical evidence indicates that 44% percent of employees undergo training in job-related technical abilities, whereas 33% percent receive training in information technology sector (IT) skills. In the previous year, 18% of the workforce participated in sales-related training, whereas 25% engaged in people development skills training. Additionally, 21% of employees received management-based skills training, and 15% percent underwent leadership skills development.

2. According to Sathi (2022), an organization's culture encompasses its identity, personality, and character. Organizational culture includes the collective values, beliefs, and assumptions that guide individuals in their conduct and collaboration, as well as in decision-making and work practices. Factors that contribute to the style of life of an association encompass its historical background, environmental context, and the individuals who hold leadership positions and are employed and motivation levels are evident to a certain degree. In numerous instances, employees exhibit heightened levels of effort in pursuit of organizational goals when they perceive themselves as integral components of the corporate culture. This research aims to conduct a meticulous empirical investigation on the influence of organizational culture on employee performance in higher education institutions, specifically focusing on the context of Rajasthan. This study aims to examine the correlation between employee compensation, qualifications, experience, and working hours, and assess the impact of these factors on employee performance within the context of organizational culture.

The engagement of employees in training and development initiatives has been found to enhance their capabilities and subsequently improve their task performance, leading to increased employee effectiveness. The discovery aligns with Cole's (2002) proposition regarding the objective of assisting training, which is to develop a learning tool aimed at acquiring specialized knowledge and abilities for a particular occupation or task.

The concepts of learning, training, and development might be interpreted in two distinct ways by employees. The provision of assistance for employees' growth, employees learning as well as development might be regarded as an inherent motivation. Additionally, it can be considered an extrinsic motivator as it provides employees with additional resources that can aid them in accomplishing their objectives (Bakker & Leiter, 2010). It is widely recognized that as employees acquire a deeper understanding of their job responsibilities, their confidence levels tend to rise, enabling them to operate more independently under minimal supervision from their immediate superiors. This, in turn, fosters the development of their self-efficacy and devotion to their work.

3. Naim & Lenka (2017) asserted that amidst various factors that impact employee productivity such as supervisory support, task acknowledgment, performance or operations management, and corporate justice; learning and development are the most productive tactics to stimulate positive outcomes from employees. Learning and development in management research and job experience explore how people learn or build themselves independently or as groups in the sense of developing a whole new idea and skills that help them work or improve in their present or potential job positions.

Training is a regular practice that necessarily does not involve individual learning and development (Antonacopoulou, 2019 & 2001). Being practical, organizational behavior and anticipations regarding training aim to equip employees overnight, which is restrictive to only work abilities, study halls, and graphic presentations (Vinesh, 2014). However, learning and development are aimed at the progressive strategy to refine employees as individuals beyond the conventional skills-only perspective in human resources development (Van Vulpen, 2021). The Objective of learning and development has consistently been to leverage with an organization to inculcate values in their employees as an obligation (Lievens, 2020). It has been likewise demonstrated by numerous examinations in the past that there are sound associations between different learning and development processes and various proportions of employee productivity and consequently sound organizational performance (Lievens, 2020; Van Vulpen, 2021; Strauss, 1993).

4. According to Landa (2018), training has a significant positive relationship with employee performance. Training is considered a fundamental tool in organizational capacity building to improve its performance and achieve its goals (Sasidaran, 2018). As cited in Afroz (2018), training and development is the organization's strategic instrument to improve employee performance by acquiring and equipping employees with cutting-edge skills and knowledge along with the right organization attitude by the best practices to do their tasks within the planned goals and objectives. Training is the main pillar that is significantly predicting employees’ performance, it enhances their capabilities, capacities, competencies, and recognition for their work and duties (Kenny & Nnamdi, 2019)