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The Effect of Training and Development on Employee Retention

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Abstract: A valuable resource for a company is its human capital. As a result, companies must not only find and hire skilled and experienced workers, but also retain them over the long term. This study examines the findings and outcomes of academics that looked into the connection between employee retention and training. Training is regarded as the primary tactic to affect employee retention and is a crucial component in improving organizational success. Field research was conducted for the study, which focuses on how training and development affect employee retention. employing a questionnaire approach to get information from workers in the enterprises located in the Khamgaon region. The results demonstrate that staff retention and training and development are positively correlated.

I. INTRODUCTION

In any firm, training and development is a crucial aspect of human resource management. Training's goal is to improve workers' abilities, attitudes, and knowledge by assisting them in picking up new work habits. Employee knowledge base expansion and upskilling are facilitated by training and development. It's an exercise meant to help employees reach their goals and perform better. Training and development programs are designed to help staff members perform better in their allocated roles and inspire them to give their all so they can demonstrate their eligibility for advancement and pay increases at performance reviews. Enhancing an employee's whole personality is the goal of training. The management initiates training.

Importance of Training and Development

- Training and development are important aspect when company aims to optimally utilize their manpower.
- It is a key for the succession planning of the organization as it helps in upskilling employees in various aspects like team management and leadership.
- These are vital to motivate the employee and to increase their productivity and therefore helps the organisations to retain employees.
- Training and development are significant aspect to develop a team spirit in the organization.
- It teaches employee to perform job properly without any risk as they are trained well.
- It helps in increasing profitability and enhance corporate image.

Training and development play a crucial role in shaping the performance and retention of employees in organizations like Unilever Khamgaon, One Asia, Yash Company. Employee retention is a significant concern for any company. When employees receive training and development opportunities, they tend to feel more engaged, motivated, and valued within the organization. This, in turn, increases their loyalty and commitment to the company.

Training and development are essential components of an employee's professional growth journey within Khamgaon region factories. These programs provide employees with the necessary skills, knowledge, and tools to excel in their roles, adapt to evolving industry trends, and contribute effectively to the company's success. Here are some key aspects of how training and development impact employee retention:

Employee retention

The capacity of a company to retain its workers inside and create a more stable, effective staff is known as employee retention. Businesses who are successful in reaching high rates of employee retention have an edge when it comes to both hiring new employees and accomplishing corporate objectives.

Today, one of the biggest issues facing businesses and HR departments is employee retention. It is currently a crucial component of contemporary HRM initiatives.



These days, a lot of businesses have come to the realization that, in order to remain profitable and competitive, one of the most important business goals is to concentrate on staff retention (Arthur, 2001). Employees leave the company for three primary reasons: voluntary resignation, retirement, or firing. Decisions on retirement and termination are made by the organizational management, although

Training and Development:

Training and development refer to the process's organizations use to enhance the knowledge, skills, and abilities of their employees. These two terms are often used together, but they have distinct meanings:

Training:

Definition: Training is a systematic process of acquiring skills, knowledge, and competencies necessary to perform a specific job.

Purpose: The primary goal of training is to improve job performance. It focuses on specific tasks, roles, or functions within an organization.

Methods: Training can take various forms, including on-the-job training, workshops, seminars, online courses, mentoring, and more.

Timing: Training is often provided when employees join an organization or when they take on a new role or responsibility. It can also be ongoing to keep employees updated on new skills or technologies.

Development:

Definition: Development is a broader and more long-term process that aims to improve an individual's capabilities beyond the current job role.

Purpose: The primary goal of development is to prepare employees for future roles and responsibilities within the organization. It is about building a broader set of skills and competencies for career growth.

Methods: Development activities may include job rotations, mentorship programs, leadership training, executive coaching, and higher education or specialized courses.

Timing: Development is often a continuous process and may not be tied to a specific job change. It is more about investing in an employee's overall growth and potential.

II. LITERATURE REVIEW

- **Umbarkar and Husain (2023)**

The satisfaction of workers at Shivangi Bakers Private Limited (Parle-G Biscuit Company) in Khamgaon was the main subject of this study. According to the report, training increases workers' production and work efficiency while also ensuring their job satisfaction.

- **Shah Shaksank 11 April 2011**

Serving the community has traditionally been valued in Indian culture as a major duty of the business and commerce community. Any organization can obtain its labor force and, in a sense, "the license to operate" from the society and local community. The entity that an organization owes its existence to is society. Any company owes this significant constituency in a number of ways. Despite the fact that academics have identified a variety of models and frameworks for Corporate Social Responsibility, the author has encountered a lack of real-life examples of prominent firms and their efforts to protect the environment and promote societal welfare, particularly in the Indian setting.

- **Hassan, Waleed et al. (2013):**

Our research focuses on the idea of employee retention, which is strongly influenced by on-the-job training. One of the most crucial elements in keeping workers in businesses is job training. Based on our investigation and analysis, we end with the answers we received from putting out surveys people working in the telecom industry. It is evident that the majority of professionals—men and women alike—want on-the-job training. This study showed that all employees require on-the-job training.

- **HUL Case** (fulfilling expectations of employees)

Abhinav Joshi, Anurag Siddharth, Ashish Kumar Maharaj Harsh, and Son Sachin Patel are the members of the group.



- The case study looks at how employee expectations are evolving at Hindustan Unilever Ltd., the Indian division of the multinational FMCG giant Unilever and a market leader in the country's fast-moving consumer goods (FMCG) industry. HUL had a reputation for being a "leadership factory" and the "dream employer" in corporate India. The lawsuit follows the company's development. It examines the difficulties HUL has encountered in the past ten years with regard to shifting employee expectations and the requirement to alter HUL's conventional employment paradigm.
- **Ital., Maqsood Haider (2015):**
The management uses this report as a resource when developing ways to increase staff retention. The findings show that the telecom industry is very competent and effective in keeping employees. Employee knowledge is developed through training and development in order to improve performance. Enhancing effectiveness and keeping key personnel both depend on training and development.
- **Maryam Tijani Abba (2018):**
In her research, she looked at the connection between staff retention and training and development in a few chosen banks in the Bauchi metropolitan area. Nigerian banks deal with a wide range of issues pertaining to staff retention and training and development. Based on the study's findings, it was determined that staff retention is significantly impacted by training and development, which accounts for 20% of the total.
- **Gan Jen Ling (2019):**
Organizations may find this review paper to be helpful in gaining insight into how training affects employee retention. The review's findings indicated how crucial training is in influencing workers' retention, thus businesses and HR professionals should pay attention to this issue.
- **Muhammad Aleem et al. (2020):**
The study's findings unequivocally show that employee commitment and retention are significantly impacted by training and development. The study's conclusion unequivocally shows that employee commitment and retention are significantly impacted by training and development.
- **Mohamed Yusuf Damien (2020):**
In order to enhance employee performance and retention, the researcher suggests that management of the institutions develop methods to create employee training policies based on employee effectiveness and commitment. In a few chosen telecom firms in Mogadishu, Somalia, the study verified that there is a positive correlation between job training and staff retention.
- **Ume Amen (2021):**
The study's conclusions and outcomes demonstrated that employee retention and job satisfaction are significantly impacted by training and development. Furthermore, the ramifications, constraints, and suggestions for further study were spoken about. The aim of this study is to determine and investigate how training and development affect work satisfaction and staff retention in Pakistani educational institutions.
- **In 2022, Daniel Dietz et al.**
Thus, this article suggests that general, visible, and credible training might benefit businesses in two ways: it can boost productivity and retention. This article aims to ascertain the impact of training on retention. We discover that training has a considerably beneficial retention effect based on big linked employer-employee panel data that includes complete information on the employees' employment and training history.

III. RESEARCH METHODOLOGY

Objective:

- To identify the preferred types of training programs desired by employees to enhance their skills and knowledge.
- To investigate and analyse the impact of training and development programs on employee retention.
- To analyse and bring forth the benefit of training for retention to employees
- To identify the extent by which management support and rewards affect employee retention.



Research type: Descriptive type of research.

Sampling size: Data is collected Using a sample size of 100 Respondents.

Sampling technique: Simple random Sampling. A Questionnaires was administrated to different employees and working professional to obtain data for purpose of analysis.

Data Collection method: Through online Questionnaires using the google form platform. Survey a technique is employed to obtained a sample of employees through the Questionnaires in khamgaon region factories., like Hindustan Unilever Limited, One Asia, Yesh company etc.

Analysis and Interpretation:

There is a Training provided by company?	
Count in %	
Yes	100
No	0

Table No. 1

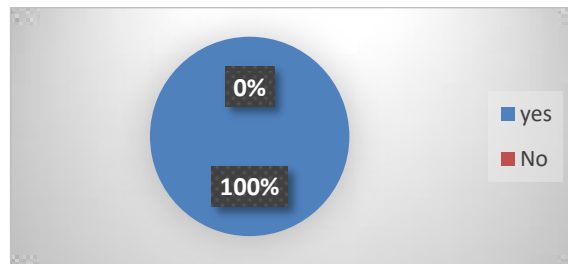


Chart No.1

The result indicated that 100% employee says that there is training provide by company to them.it means that the training program is conducted by the company for the employees

Which types of training do you expect from the company?	
Count in %	
Safety training	12
Stress management training	37
Soft skill training	39
Technical training	12

Table No. 2

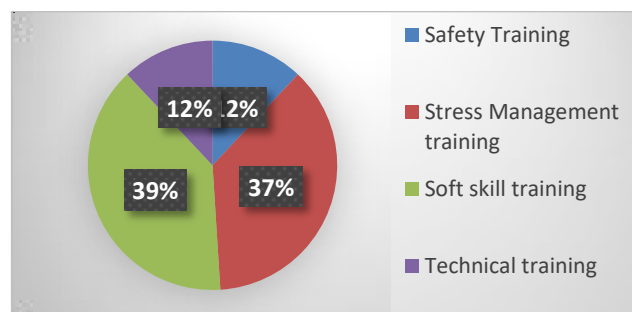


Chart No.2



The result indicated that 12% employees are except the safety training from the company and the 37% have Stress management training, 39% employees have soft skill training While 12% employees have technical training.

how do you perceive the impact of training and development programs on employee retention within our organization?	
Count in %	
No Effect	15
Improving job satisfaction and skills.	39
Career growth and professional development opportunities.	40
Demoralised	6

Table No. 3

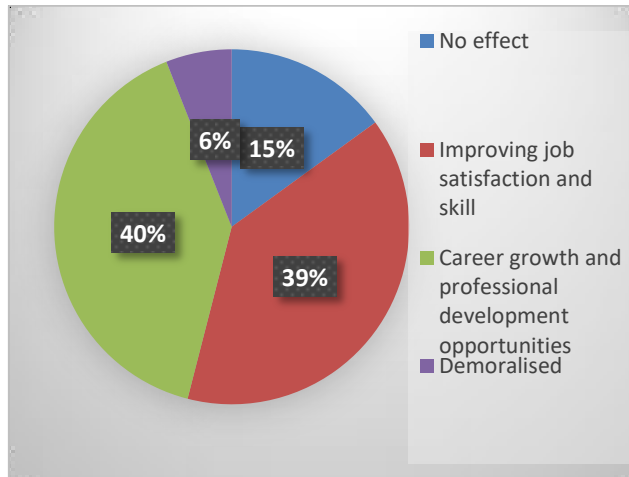


Chart No.3

The result indicated that the 15% employees select the no effect, 39 % are Improving job satisfaction and skill, 40% are Career growth and professional development opportunities, and 6 % employees are Demoralised. It means that the result indicates positive effect.

What are the benefits did you gain from training?	
Count in %	
Change yourself	15
Doing proper work	31
The pace of work has increased	40
Salary Increased	14

Table No.4

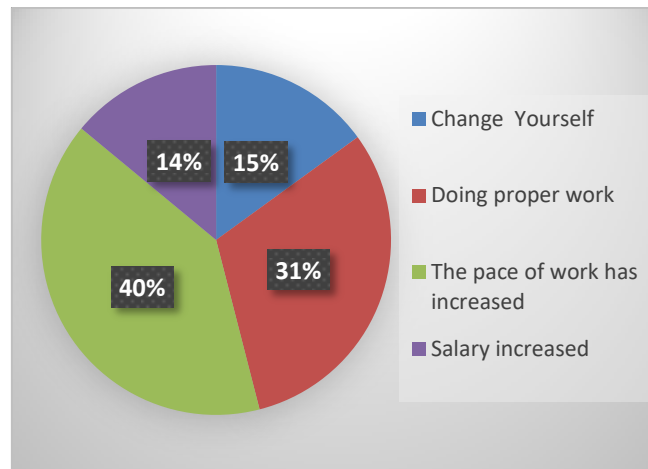


Chart No.4

The Result indicate that 15 % employee can change yourself after getting training, 31% employee can do proper work,40% employees pace the work increased, and 14% employees has increased in their salary.

IV. CONCLUSION

Based on the aforementioned findings, it can be concluded that employee retention in today's market can be achieved through challenges. Data analysis and subsequent findings have generated a summary that indicates that employees stay loyal to the company and do not leave as long as they are satisfied and have a positive perception of the retention strategies of the company. As a result, a respectable picture has emerged in this direction.

Suggestion:

- Provide proper training to that employee who are not satisfy with the training given by company.
- If the company organized the training program for employees, then they must be attending that training program.
- Arrange the other training program for employees like stress management training, soft skill training, etc.

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