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Impact of Training on Employee Performance: A Study of Pharmaceuticals Companies in District Okara

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Abstract

The purpose of study is to find out the relationship between training of employee and employee performance, in this study findings how much employee training impact on employee performance. In this research study the quantitative research. Instrument used for the research is questionnaire. Data collected from okara pharmaceuticals employee .sample size is 150. SPSS 20 use for data analysis. The significance of study in Pakistan employee of pharmaceuticals companies how the training effect on employee performance. Findings of this study are employee training effect positively on employee performance.

Key Words: *Employee Training, Employee Performance, Pharmaceuticals.*

Introduction

Every organization wants to improve its performance as compare to its competitors, but without the effective performance of their employees it can't be possible. Organizations treat training and development to improve their performance. Researcher defined that Training & Development: It is a planned learning in which the employee teaches that how to perform their present and future duties which are assigning to him during their jobs (Neelam Tahir, 2014). Every organization knows that their success is totally dependent on their skillful, knowledgeable as well as well experienced employees. To maintain their sustainability, every organization wants to the continuous training for their employees. For this purpose, the US based organization annually spends more than $126 billion. This thing shows that the training and development is very important for all level of employees in the organization (Fard, 2013). Due to increasing the productivity of an organization training has been considered as an important factor. It enhances the employees and also provides ability to the employees to perform their work with more efficiently. The employees training are most necessary for training because it helps for an organization to maximize their productivity and economic growth. High rate of returns on an investment shows that the organization have well trained employees. Continuously training is helpful for an organization to improve the ability for their employees. For this purpose, organizations are trying to manage the training programs in vocations. In all over the world mostly consider that the HRM department are play a vital role for training and development purpose of the employee, when the performance of employee would increase it also indicates that the organization would be more flourished. Organization will be lead effectively when the level of performance of its employees would be increase. The development of employees through training activity are very important because it also shows that the organizations sincerity for the development of its employees (Abdul Hameed, 2011).

In many studies, it is consider that the management is responsible for the two-way communication process between the management and the employees. It is the duty for the management to giving the more opportunities for their employees to grow their skills and promote them into the top level. Increasing the capabilities of their hard work employees through skills and knowledge are a big medium to get the competitive advantage in all over the global market. Many or almost all the organizations consider that the continuous learning an employee are training and development. The strategic positioning of training and development are directly related to the employee's performance that contributes to achieve the organizations goals. Due to the technology advancement organizations uses different ways to train their employees. Training gives the organization a scale like (bench mark) to evaluate their employees through assigning different tasks. Through training, trainees are trying to develop the interest to participate in the training (Niazi, 2011). Many employees in the organization spend more than 50% time of their lives only for the indoor tasks in the organization, that totally affect their mental abilities, status and performance of the employees. It also affects the performance of the organization because the employees are the main assets of the organization. Presently organizations should consider that training increase the employee performance while acquiring more information in training which helpful in jobs to perform their duties (Hafeez, 2015). Without employees an organization is just like a person who has not blood in his veins. Any event employees are more responsible for the necessary and great bulk work not only to be done but keep in their minds for the customers satisfactions. Employee performance the total output in case of employee development. The employee's performance will ultimately affect the output of the organization. When the new and current employees are not properly trained, they may not be able to perform their duties properly. In the workplace training is the necessity for employees. In the training section, employees are refers to the different programs that provide them opportunity to get or improve their skills. Due to the importance of training in improving the employee's performance, today every organization is aim at gaining the competitive advantage for the competitors. Due to the importance of training there are too many researches only for the relationship of training and showing its relationship to the employee performance. Purpose of this research is to define the relationship of effective training and superior employee performance and giving recommendations to the firms how they improve their training programs through which their employees performs well job (Dr . Amir Elnaga, 2013).

Background of Problem

In 21st century, due to the technology revelation the competition increases between the organizations. Every type of work in the organizations are done by people, whatever the organizations move from the manually to automatic work. So, there are require of skill full and trained employees to operate or use the latest technology, in this situation there is need of training for the employees to utilize these technology and increase the organization performance. This study gives help to the researcher to develop the research paper on the policies of organizations for training and development (MATOFARI, 2015).

Problem Statement

The researcher investigates the problem which is based on the above discussion. It identifies that how training playing an important role on the employees performance? For this purpose the researcher investigate the impact of training and development on employee performance (Anam Amin, 2013).

Research Objective of this Study

Following are the objective of this research.

- To investigate the meaning and importance of training.
- To determine the relationship of training with job performance in pharmaceuticals sector of Pakistan.
- To determine the relationship of on time training with job performance in pharmaceuticals sector of Pakistan.
- To determine the relationship of on the job training and off the job training with job performance in pharmaceuticals sector in Pakistan.
- To examine how training and development contribute to the individual performance and productivity.
- To understand the organizational policies and practices with the job performance in pharmaceuticals sector of Pakistan.

Research Questions

- What is the relationship of training with the job performance in pharmaceuticals sector of Pakistan?
- What is the relationship of on time training with job performance in pharmaceuticals sector of Pakistan?
- What is the relationship of on the job training and off the job training with job performance in pharmaceuticals sector in Pakistan?
- How the organizational policies and practices with the job performance in pharmaceuticals sector of Pakistan?

Significance of Study

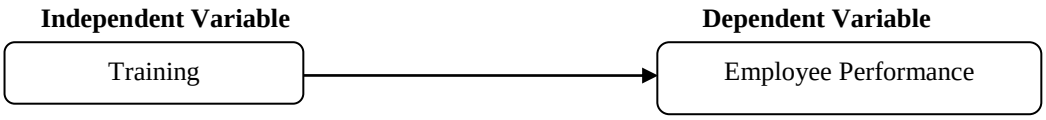
In this research, the researcher will investigate that the work of HR professionals in pharmaceutical industry in Pakistan to understand the importance of training and how it improves the performance of the employees in different areas and in different working conditions of pharmaceuticals companies in Pakistan (Hafeez, 2015).

Literature Review

In this research paper the researcher expose the alternative relationship between the training opportunities and employee outcomes after the training. For this purpose, a cross sectional survey of conducted in which 343 employees from a broad range of Norwegian service organizations showed that the relationships

between perceived training opportunities, and employees performance (Kuvaas, 2008). Every organization considers that their employees are assets; with its effective performance organization can achieve its goals. In this research the researcher used qualitative approach for the collection of data and adopting using a questionnaire in which comprising the 18 questions that distributed to the 120 respondents (Nassazi.A, 2013). In this study, the researcher investigates the importance of training for the school teachers analyzing its relationship for the performance of the teachers. For this purpose, the researcher used both qualitative and quantitative methods; questionnaires are used for the collection of data. Researcher distributed 220 questionnaires randomly to the teachers and received 197 questionnaires (Azara Shaheen, 2013). In this study the researcher investigate the relationship between the employees training and their job satisfaction. For this purpose, researcher conducted the research and receives the data through 134 employees of five big Greek organizations, after get the training through the different training programs. The researcher found the positive result between the training and employee performance (Bouris, 2008). Purpose to examine this study is to investigate the relationship between job training and the job satisfaction. Researcher use questionnaire by survey method, and distributed to the 552 technical service employees in nine giants organizations in United States and Canada. The researcher fined the positive relationship between the training and job satisfaction (Schmidt, 2007). Researcher investigating the efficacy of the employees, for this purpose the researcher conducts the research on 129 employees. After training the employees were tested in different ways. The researcher found the positive relationship between the training and employee performance (McClaran, 2003). For the research purpose the researcher meets the managers of 60 different hotels and restaurants with his supervisor. In which 58 hotels and 56 restaurants employees were participated in the research. Researcher was use questionnaire to collect the data averagely for 3 employees of each hotel & restaurant. The hotel employees were filled the questionnaire during its break timing. Researcher was found a positive relationship between training and the employee performance (Marisa Salanova and Sonia Agut, 2005). The employees spend most of the time of their lives at workplace. For this purpose the researcher conducts the research on those employees who spend most of their time on their duties. The researcher collects the data for more than 500 teachers who work in higher education institution in Punjab. He used questionnaire for the collection of data. The researcher found the positive relationship between the employees and their work place (Pirzada Sami Ullah Sabri, 2015).

Research Model



Methodology

In this research paper, researcher used a quantitative research approach. The quantitative research is use to find the answer of the question through the analysis of the data (Taylor, 1998). On the other hand, qualitative research approach is used for uniqueness, because it doesn't give any conclusion in advance (Taylor, 1998). For this purpose he use questionnaire as a research instrument with the help of a survey method, to find out the performance of the pharmaceuticals employees.

Sample size of the Study

It means the population for which the researcher collects the data. Population of this study are consisting the employees of different pharmaceuticals companies which are performing their duties in Okara city. For achieving the research objectives of this research the researcher distribute 150 questionnaires among the pharmaceuticals employees which are performing their duties in Okara city. Researcher designs the questionnaire with the help of 5 point likert rating scale. A way through which the researcher is focuses on the particular research, through data collection and analysis of data. Research is design and classified under the three titles.

- Exploratory
- Explanatory
- Descriptive

The descriptive study is design to collect the information in an accurate way. The descriptive research is describing about the people who take part in the research. The data can be collected through opinion, attitude, suggestion and other information can be obtained.

Population

The pharmaceuticals company employees from different companies in Okara Pakistan. Pharmaceuticals companies GlaxoSmithKline, Pfizer, Sanofi Aventis, Novartis, and Getz.

Sample Size

The sample size for this research is the 150 employees that are work in different pharmaceuticals companies.

Research Instrument

Researcher collects the data with the help of questionnaire.

Data Collection

The researcher collects the data through 5 point likert scale which consist of

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Hypothesis

H1: There is positive relation between training and employee performance.

Results

Reliability

Reliability analysis of independent and dependent variable, dependent variable is employee performance and independent variable is training. Reliability analysis indicate that errors in dependent and independent variable analysis.

Reliability Statistics

Cronbach's Alpha	N of Items
.983	17

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Independent variable is training of employee with dependent variable employee performance reliability analysis result show that Cronbach Alfa coefficient of .983was calculated in above table and nearer to one that show that perfect reliability of dependent and independent variable.

Demographic Statistics

Age:

In age statistics there are two types of age level set less than 20 years and 20 to 25 years. Value 1 give to less than 20 year value 2 give to 20 to 25 year:

		Frequency	Percent
Valid	less then 20 years	71	47.0
	20 to 25 years	80	53.0
	Total	151	100.0

The above table shows that 47% less than 20 year respondent and 53% is 20 to 25 year.

Gender

In this study there are two types of genders male and female. Value one for male and two for female.

		Frequency	Percent
Valid	Male	126	84%
	Female	24	16%
	Total	150	100.0

The above table shows that respondent of the research 126% male and 16% female.

Correlations

		Training	Employee Performance
Training	Pearson Correlation	1	.974**
	Sig. (2-tailed)		.000
	N	151	151
Employee Performance	Pearson Correlation	.974**	1
	Sig. (2-tailed)	.000	
	N	151	151

**. Correlation is significant at the 0.01 level (2-tailed).

Correlation analysis was applied to test the relationship between Training and Employee performance. There is correlation (r=.983, p <0.01 that show there is highly strongly positive relation between employee performance and training.

Regression Analysis

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.974[a]	.948	.948	.25218

a. Predictors: (Constant), Training

In the above table model 1 indicates result regarding to hypothesis $H_{1:}$ There is positive relation between Training and Employee performance. The value of r and R^2 between o and 1 that is also indicates fitness of research model. The fitness of all research questions regarding independent variable training and dependent variable is employee performance is confirmed.

Anova [B]

Model		Sum of Squares	D f	Mean Square	F	Sig.
1	Regression	173.830	1	173.830	2.733E3	.000[a]
	Residual	9.476	149	.064		
	Total	183.306	150			

a. Predictors: (Constant), Training

b. Dependent Variable: Employee Performance

H1: There is positive relation between training and employee performance. Significance of ANOVA model is less than .01 that shows that the results are significant. Means of square is less than which indicates the respondent response is error free against question of hypothesis H1.the f value is high in model 1 which also helps to shows perfect significance of study so H1 is accepted and proved through ANOVA.

Coefficients [a]

Model		Un standardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.704	.073		-9.682	.000
	Training	1.220	.023	.974	52.282	.000

a. Dependent Variable: Employee Performance

According to statistical analysis in this section the results indicates the training has been influential on employee performance and there is also positive relationship between training and employee performance in the context of the research study sector.

Limitations

The one of the major limitation of our research was that it only based on the pharmaceuticals employees that relates different companies but work in Okara city. Due to the shortage of time we were not conducted the research on the surroundings area and other cities that are closely situated to the Okara city.

Conclusion

For the last few decades, the administrative management and HR department plays a vital role for enhancing the employee's performance ability. It is also important for an organization to get skilled and capable employees for better performance. In an organization training and development provide many opportunities to the employees to get better position and make better career in life. On the other hand, employees are the most valuable asset of an organization; if they are skilled and trained they play a vital role for getting the competitive edge on their competitors. That is why, our purpose of this research was to find out the relationship between Training and Development and Employees performance. Above result shows that employee training positive effect on employee performance.

Recommendations

This research contributes on training and development in pharmaceuticals companies in Okara city. In all over the world especially western countries, there is a lot of research conduct on training and development. Our research contributes a small developing a research on the training and development in Okara city of the study indicated that the employees working in pharmaceuticals companies. In future this study will become more accurate. Sample size can be increased. Research will conduct on other sectors like Pesticides and FMCG sector.

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