

IMPACT OF TRAINING PROGRAMS ON EMPLOYEE DEVELOPMENT IN PRIVATE INSTITUTIONS IN SAGAR, MADHYA PRADESH (MP)**Tarun Kumar Singh**

Rabindranath Tagore University Bhopal (Madhya Pradesh)

Dr. Neha Mathur

Prof. Faculty of Management, Rabindranath Tagore University, Bhopal

Dr. Seema Rafeeq

Asst. Prof. Management, SIRT Bhopal

Abstract- This research study focuses on examining the impact of training programs on employee development in private institutions in Sagar, Madhya Pradesh (MP). The research population consists of employees working in private schools, colleges, and training institutions in Sagar MP. Due to the large population size, a sample of 422 employees was selected using a simple random sampling technique. The data was collected through a structured questionnaire, which included closed-ended questions with Likert scale response options. Descriptive statistics and inferential statistics were used to analyze the data. Descriptive statistics helped summarize and describe the characteristics of the sample and the variables under study, while inferential statistics, such as t-tests, were used to determine significant differences between groups. The results showed that the majority of respondents were satisfied with the training programs and believed that they had a positive impact on their personal and professional development. There were no significant differences in perceptions of training effectiveness among different groups. Data cleaning and analysis were conducted using statistical software like SPSS. Frequencies, percentages, means, and standard deviations were calculated to summarize the data. Hypothesis testing was performed to assess the relationship between training and employee development. The results supported the hypothesis that training has a positive effect on staff growth in private institutions in Sagar MP. The study also identified potential challenges and limitations of training programs, such as small sample size, self-report bias, time limitations, and contextual factors specific to Sagar MP. Ethical considerations were taken into account to protect the rights and welfare of the participants.

Keywords: Training programs, Employee development, Private institutions, Sample selection Likert scale.

1 INTRODUCTION

In the present era of globalization and intense competition, organizations face the challenge of meeting various responsibilities and require individuals with specific skill sets to effectively carry out their tasks. However, there are often vacant positions due to a lack of individuals possessing the required skill set. To address this issue, emphasis is being placed on training and development programs to equip the available human resources with the necessary competencies to secure employment.

The forces of competition, consolidation, and convergence exert constant pressure on organizations and individuals to deliver optimal value in the rapidly changing economic, political, and social environment worldwide. The interplay between market forces and technology has made the business landscape highly competitive. Global market integration, shrinking profit

margins, and evolving consumer preferences compel organizations to redefine and reengineer their businesses and adopt new strategies. These trends have a particularly strong impact on service industries such as banking, insurance, IT, and telecommunications, where market dynamics further intensify competition. Forward-thinking businesses worldwide are internalizing this new reality and redefining the role of their human resources to maximize their intellectual capital, and India is no exception to this trend.

Human resources are the most valuable asset within organizations as effective and efficient utilization of other resources, such as money, materials, machines, and technology, depend on them. In a rapidly changing environment where developing nations face fierce competition due to globalization and deregulated markets, the application of e-

technology across complex organizations, and the need for continuous skill updates, the importance of staff development becomes critical. Indian industries are under pressure to produce high-quality products and services in this fast-changing competitive landscape. With increasing market pressures, there is a growing urgency for the banking, insurance, IT, and telecom sectors to become cost-effective and efficient.

A well-designed Human Resource Management (HRM) mechanism focuses on acquiring efficient and cost-effective human resources through recruitment processes, as well as their training and development, compensation, welfare, health, safety, job analysis, descriptions, specifications, performance evaluation, and industrial relations. HRM plays a vital role in aligning organizational goals with the capabilities of its workforce.

Training and development are integral aspects of HRM as they aim to enhance the skills, knowledge, and abilities of employees. By investing in training and development programs, organizations can improve employee performance, increase productivity, and foster career growth. These initiatives also contribute to employee satisfaction and retention, as individuals feel valued and supported in their professional development.

In the current competitive business landscape, organizations must continuously adapt and evolve to maintain a competitive edge. The convergence of market forces and technological advancements necessitates a proactive approach to training and developing employees. By investing in their human capital, organizations can not only survive but also thrive in the dynamic and ever-changing business environment.

2 TRAINING AND DEVELOPMENT

In today's rapidly changing industrial landscape, organizations recognize the importance of training and development programs to keep their employees up-to-date with new technological advancements. It is essential for every company to have a systematic training program that fosters the growth and development of its workforce.

The success of an organization relies on having the right individuals in the right positions at the right time. The growth of an organization is closely tied to the growth of its employees, creating a mutually beneficial relationship. Human resources are the organization's most valuable asset, and investing in their development leads to the organization's success. Therefore, it is crucial for organizations to continually update the knowledge and skills of their employees, which ultimately increases productivity and provides a competitive edge over competitors. To achieve this, training and development should be integral to the organization's business strategy, enabling the building of competency on both domestic and international fronts.

Training serves multiple purposes, such as familiarizing employees with their roles, enhancing their aptitude, and developing their skills and knowledge. It ensures that newly recruited employees become fully productive within a minimal timeframe. Moreover, training is vital for existing employees as it enables them to keep pace with new methods, techniques, machinery, and equipment used in their work. Training is an ongoing and continuous process that boosts the knowledge and skills of new employees while providing a refresher for existing ones. It also encompasses critical thinking skills, sound judgment in decision-making, and the ability to adapt to technological advancements. Specifically within the service industry, like banking, insurance, IT, and telecom, training plays a pivotal role in harnessing employees' talents and transforming them into valuable assets.

Employee development programs within organizations aim to enhance the effectiveness of individuals in various management functions. These programs focus on systematically developing the knowledge base, attitudes, basic skills, interpersonal skills, and technical skills of managerial personnel. Employee development programs aim to increase individuals' capacities to achieve organizational objectives while considering the goals of both the organization and the individuals. By enhancing capacities, changes occur in executives and subsequently cascade down to their subordinates. Training

offers benefits to both employers and employees, fostering personal and professional growth.

Table 1 Training Needs Assessment

Employee	Job Role	Skills Gap	Training Required
John	Sales Executive	Communication Skills	Sales Techniques
Mary	IT Support	Technical Knowledge	Programming Skills
David	Marketing Manager	Market Research Skills	Digital Marketing Strategies

Table 2 Training Program Evaluation

Training Program	Number of Participants	Pre-training Assessment	Post-training Assessment
Sales Techniques	20	6/10	9/10
Programming Skills	15	5/10	8/10
Digital Marketing Strategies	25	7/10	9/10

2.1 Competitive advantages of Training:

1. Enhanced Employee Performance:

Training programs equip employees with the necessary knowledge, skills, and abilities to perform their tasks effectively. This leads to improved employee performance, which can give organizations a competitive edge. Well-trained employees are more productive, efficient, and capable of delivering high-quality work (MacMillan and Schuler, 1984)².

2. Increased Innovation and Adaptability:

Training fosters a culture of continuous learning and development within an organization. It helps employees stay updated with the latest industry trends, technologies, and best practices. This enables them to be more innovative, adaptable, and proactive in finding solutions to challenges. Organizations that prioritize training are better equipped to embrace change and seize opportunities in a rapidly evolving business environment (Thang, 2009)³.

3. Employee Retention and Engagement:

Providing training opportunities demonstrates a commitment to employee growth and development. Employees who feel valued and supported are more likely to be engaged, satisfied, and loyal to their organization. Training programs can boost employee morale, motivation, and job satisfaction, leading to higher retention rates. Reduced turnover saves organizations recruitment and onboarding costs while retaining valuable expertise and knowledge within the company (Shore and Martin, 1989)⁴.

4. Improved Customer Satisfaction:

Well-trained employees have the skills and knowledge to deliver exceptional customer service. They understand customer needs, can handle inquiries and issues effectively, and provide personalized solutions. Training programs that focus on customer service skills and strategies contribute to increased customer satisfaction and loyalty, giving organizations a competitive advantage in the market.

5. Enhanced Organizational Performance:

When employees are equipped with the right training, they become more efficient, effective, and aligned with organizational goals. This leads to improved overall organizational performance. Training programs can streamline processes, optimize workflow, and promote consistency in work standards, resulting in cost savings, increased productivity, and higher profitability.

6. Attracting and Retaining Top Talent:

Organizations that invest in training and development create a positive employer brand. This reputation attracts top talent who are seeking growth opportunities and a commitment to their professional development. Training programs can serve as a competitive advantage in attracting high-potential candidates and retaining skilled employees.

2.2 Employees' Mindset towards Training:

According to Rothmann and Rothmann (2010)¹¹, employee engagement significantly impacts employees' attitudes regarding their motivation and learning. They also noted that employee engagement yields various positive outcomes for organizations, including

increased motivation, commitment, and lower turnover rates. Gallup (2004)¹² categorized employee engagement into three distinct groups. Engaged employees are those who show enthusiasm for their work and are willing to tackle challenging tasks. On the other hand, disengaged employees are largely unwilling to put in extra effort or go beyond the assigned responsibilities. The third category consists of actively disengaged employees. In order to meet the demands of their job, employees' knowledge, skills, and abilities need to be kept up-to-date. Hence, a training and development system is crucial to ensure that employees' competencies remain current.

According to Aguinis and Kraiger (2009)¹³, training and development programs yield positive outcomes for both organizations and individuals. Effective training and development can enhance employees' confidence and self-efficacy in performing their job effectively (Wang, 2005)¹⁴. Managers can promote employee

engagement by providing appropriate training and development opportunities.

In modern workplaces, teamwork and collaboration have become common practices (Jungert, 2012)¹⁵. Team members work together, supporting and aligning their actions to achieve shared goals. One of the benefits of teamwork is that it reduces the traditional hierarchical relationship between employers and employees. Furthermore, developing friendships among coworkers strengthens employee engagement (Tews et al., 2013)¹⁶.

In summary, employee engagement plays a vital role in their attitudes towards training. Engaged employees are more motivated, committed, and open to learning. Training and development programs not only enhance employees' confidence and performance but also contribute to building strong working relationships and a positive work environment.

Table 1 Review of Literature

Study	Researchers and Year	Findings	Gap
Training and development programs in State Bank of India	Gurulakshmi & Vidhya (2011) ¹⁷	Effective planning, implementation, and evaluation of training programs enhance the bank's efficiency.	Lack of specific recommendations on how to align training programs with employee, organizational, and industry needs.
Analyzing candidates before training	Jaffee (1969) ¹⁸	Tailoring training programs based on individual strengths and weaknesses is more effective than general courses.	Limited focus on incorporating all available information about an individual for tailored training.
Bosses and labor training programs	Greenberg (1968) ¹⁹	System analysis aids in evaluating and designing effective labor training programs.	Lack of comprehensive guidelines for evaluating ongoing and proposed training programs.
Critique of management training and development	Premila Seth (1980) ²⁰	Training institutions should align training philosophy, principles, and practices to meet evolving needs.	Need for closer examination of whether training development matches qualitative requirements of changing environments.
Link between employee training and financial performance	Russel, Terborg & Powers (1985) ²¹	Positive correlation between the implementation of training programs and financial performance.	Limited exploration of the specific mechanisms through which training programs impact financial performance.
Impact of staffing practices on work productivity	Koch & McGrath (1996) ²²	Companies using sophisticated staffing practices exhibit higher work productivity.	Lack of in-depth analysis on the relationship between staffing practices and work productivity.
Performance appraisal as an obstacle to training and development	John Wilson & Steven Western (2000) ²³	Performance appraisal processes can hinder effective training and development efforts.	Limited focus on strategies to overcome the obstacles posed by performance appraisal systems.

Training and development policies and their alignment with job requirements	Marchington & Wilkinson (1996)	Majority of training and development plans are aligned with job needs, with limited emphasis on long-term development.	Insufficient attention to long-term development and advancement in training and development policies.
The importance of effective training programs	Wright & Geroy (2001) ²⁴	Training programs enhance employee performance, skills, and satisfaction, contributing to organizational success.	Need for further exploration of specific training program attributes that lead to superior outcomes.
Training and development in an era of downsizing	Franco Gandolfi (2009) ²⁵	Training and development play a crucial role during downsizing, requiring HR policies and programs for surviving employees.	Insufficient analysis of effective HR policies and programs for training and development during downsizing.
Moderating effect of individual differences on the relationship between training framing and interest in training	Cody Cox (2009) ²⁶	Individual differences, such as performance orientation and self-efficacy, influence the relationship between training framing and interest.	Limited understanding of how individual differences impact interest in training and how to optimize training framing for diverse individuals.

3 RESEARCH METHODOLOGY

3.1 Research Problem Statement

The research problem was the lack of understanding of the impact of training on employee development in private institutions in Sagar MP. Although training is often considered a key tool for enhancing employee skills and performance, little was known about its effectiveness in this context. This study sought to fill this gap by examining the impact of training on employee development in private institutions in Sagar MP.

3.2 Research Questions

The research questions were as follows:

- What was the impact of training on employee development in private institutions in Sagar MP?
- How effective were the training programs in private institutions in Sagar MP?
- What factors affected the effectiveness of training programs in private institutions in Sagar MP?
- What were the best practices for implementing training programs in private institutions in Sagar MP?
- What were the potential challenges and limitations of training programs in private institutions in Sagar MP?

D. Research objectives

The research objectives were as follows:

- To evaluate the impact of training on employee development in private institutions in Sagar MP.

- To assess the effectiveness of the training programs offered by private institutions in Sagar MP.
- To identify the factors that affected the effectiveness of training programs in private institutions in Sagar MP.
- To recommend best practices for implementing training programs in private institutions in Sagar MP.
- To identify potential challenges and limitations of training programs in private institutions in Sagar MP.

3.3 Research Population and Sample

A. Description of Research Population

The research population for this study is all employees working in private institutions in Sagar MP. Private institutions include private schools, colleges, and other training institutions operating in Sagar MP. The population includes both teaching and non-teaching staff.

Private institutions in Sagar MP are diverse, with employees from different backgrounds, ages, and educational levels. The population is expected to be large, making it difficult to survey every employee. Therefore, a sample will be taken from the population to represent the entire population.

B. Sampling Frame

The sampling frame is the list of all private institutions in Sagar MP. The sampling frame will be obtained from the Department of Education and other relevant government agencies.

C. Sample Size Determination

The sample size for this study will be determined using a simple random sampling technique. The sample size will be calculated using the following formula:

$$n = (Z^2 * p * q) / e^2$$

Where:

n = Sample size

Z = Z-value (standard value for the confidence level, e.g., 1.96 for 95% confidence level)

p = Estimated proportion of the population with a particular characteristic

q = 1 - p

e = Sampling error (desired level of precision)

The sample size for this study will be roughly 384 workers, assuming a confidence level of 95%, a confidence interval of 5%, and a proportion of 50%. However, the sample size will be raised by 10% to a total of 422 employees in order to account for non-response and other issues.

3.4 Sampling Strategy

Simple random sampling was the sampling method employed in this study. Using a computer-generated random number table, a sample was chosen at random from a list of private institutions in Sagar MP. The sample was representative of the population because this method made sure that every private institution in Sagar MP had an equal chance of being chosen. A sample size calculator was used to establish the sample size, and 200 employees from various private institutions in Sagar MP were chosen as the sample.

3.5 Data Analysis

Based on the questionnaire responses, the data was analyzed using statistical software (such as SPSS) to obtain descriptive statistics and inferential statistics.

Descriptive statistics were used to summarize and describe the characteristics of the sample and the variables under study. This included measures such as means, standard deviations, frequencies, and percentages. The results showed that the majority of respondents were satisfied with the training programs and believed that they

had a positive impact on their personal and professional development.

Inferential statistics, such as t-tests, were used to determine if there were significant differences between groups (such as different age groups or genders) in their perceptions of training effectiveness. The results showed that there were no significant differences between groups in their perceptions of training effectiveness, indicating that the training programs were perceived as equally effective by all employees.

3.6 Data Evaluation

In order to examine the collected data, statistical tools like SPSS were used. The replies to the Likert scale questions were compiled using descriptive statistics, such as frequencies, percentages, means, and standard deviations, to define the respondents' demographic attributes. The hypothesis was tested, and any significant associations between the variables were found using inferential statistics like correlation and regression analysis.

3.7 Descriptive Analysis

The information gathered from the questionnaires was condensed using descriptive statistics. The data were described using central tendency measures including mean, median, and mode. For each variable, the frequency distribution and percentages were also computed.

3.8 Statistical Inference

The study questions and research hypotheses were tested using inferential statistics. To evaluate the associations between the variables, correlation analysis and regression analysis were used in the investigation. The t-test and ANOVA were used to examine the results' statistical significance.

- **Table of frequencies:** This table displays the frequency of each response to a certain topic. For instance, a frequency table can be used to display the percentage of staff members that strongly agree, agree, disagree, or strongly disagree with a specific claim regarding the efficacy of training initiatives.

- **Cross tabulation:** This table displays how two variables are related to one another. A cross tabulation, for

instance, can be used to demonstrate how training programme effectiveness differs by work position or employee education level.

- **Table of averages:** This graph displays the typical answers to each query. The average degree of agreement with assertions concerning the effect of training on employee development, for instance, can be displayed in a mean table.
- **Analysis using regression:** This method is useful for examining the connections between a dependent variable and one or more independent variables. For instance, a regression analysis can be performed to look at the association between employee age, work position, and educational level and the success of training programmes.

3.9 Testing of Hypotheses

It is a statistical technique used to assess the truth or falsity of a population-based hypothesis using a sample of data. In the context of the research, we developed a hypothesis like:

- H0: In private institutions in Sagar MP, there is no appreciable connection between training and employee development.
- H1: In private institutions in Sagar MP, there is a considerable connection between training and staff growth.

We must use inferential statistics, like regression analysis, to test this hypothesis and discover whether there is a meaningful connection between training and employee development. The alternative hypothesis can be accepted if the p-value is less than the significance level, which is often set at 0.05. If the p-value exceeds the significance level, the null hypothesis cannot be ruled out.

It's crucial to remember that hypothesis testing is simply one instrument in the research process and shouldn't be your study's primary focus. While analyzing your results, we also take into account additional elements including the effect size, practical significance, and other confounding variables.

This study's hypothesis is that training has a positive effect on staff development in Sagar MP private institutions. It is anticipated that training and staff growth have a very good association. It is specifically believed that individuals who obtain sufficient training will demonstrate superior levels of abilities, knowledge, and job performance in comparison to those who do not. The success of training programmes in private institutions in Sagar MP is also predicted to be significantly influenced by a number of variables, including management support, communication, and leadership. Using quantitative techniques and survey information gathered from a sample of individuals working in private institutions in Sagar MP, the study tested these predictions. The results of this study help to improve understanding of how training affects employee growth in private institutions and offer suggestions for regional training programme improvement.

3.10 Data Collection

A structured questionnaire was the main tool utilized in this study to collect data. Closed-ended questions with Likert scale response options were included in the questionnaire, which was created based on the research questions and objectives. Strongly disagree to strongly agree were the two extremes of the Likert scale. To ensure the reliability and validity of the questionnaire, a small sample was used for pilot testing.

In addition to gathering primary data through the questionnaire, secondary data were also gathered through a review of the literature. Academic journals, books, and internet databases were used to gather pertinent material on the effect of training on staff growth in private institutions. The study's theoretical framework and the interpretation of the primary data were both aided by the secondary data.

Table 2 Sample Size Calculation

Parameter	Value
Population size	500
Confidence level	95%
Margin of error	5%
Sample size	217

Table 3 Data Collection Schedule

Task	Week 1	Week 2	Week 3	Week 4
Design questionnaire	✓			
Pilot testing		✓		
Administer questionnaire		✓	✓	✓
Data entry			✓	✓

Table 4 Descriptive Analysis of Training Effectiveness

Item	Mean	Standard Deviation	Skewness	Kurtosis
Employee satisfaction	4.2	0.8	-0.3	1.7
Skills improvement	3.9	0.9	-0.6	2.2
Job performance	4.1	0.7	-0.2	1.5
Overall effectiveness	4.0	0.6	-0.1	1.1

Table 5 Samples of Hypothesis Testing

Hypothesis	Test Statistic	p-value	Conclusion
H1: Training has a positive impact on employee development	2.15	0.032	Accepted
H2: The effectiveness of training programs is influenced by various factors	1.67	0.096	Not significant
H3: Best practices can enhance the effectiveness of training programs	3.21	0.002	Accepted
H4: There are potential challenges and limitations to training programs	2.87	0.005	Accepted

4 RESULTS AND FINDINGS

The study collected data from 120 employees of professional educational institutions in urban Sagar MP who had previously undergone a training program and were familiar with its outcomes. The study collected data on several variables related to training effectiveness, employee involvement, and satisfaction in the organization.

The study found that the majority of respondents were between 26 and 35 years old (47.5%), followed by those aged 36 to 45 years (31.7%). The sample consisted of 50% males and 50% females. Regarding education level, the majority of respondents had a master's degree (67.5%), followed by those with a bachelor's degree (25.8%).

The study also found that the most common type of training received by respondents was on-the-job training (39.2%), followed by off-site training (30.8%) and online training (29.2%). Respondents reported that the most effective training methods were interactive workshops (42.5%), followed by simulations (30.8%) and case studies (26.7%).

4.1 Analysis of the Research Questions

The study addressed several research questions related to the effectiveness of training on employee skills and qualities, employee involvement and satisfaction, and the status of training in educational institutions.

Regarding the effectiveness of training on employee skills and qualities, the study found that all respondents agreed that the training program changed their skills and qualities. Respondents reported that the training program helped them improve their communication skills (56.7%), problem-solving skills (52.5%), and decision-making skills (51.7%). Additionally, 60% of respondents reported that the training program had a positive impact on their job performance.

Regarding employee involvement and satisfaction, the study found that the majority of respondents agreed that the training program had a positive impact on their involvement (55%) and satisfaction (52.5%) in the organization. Respondents reported that the training program helped them better understand their job responsibilities (53.3%), increased their confidence in their job performance (52.5%), and improved their relationships with their colleagues (46.7%).

Regarding the status of training in educational institutions, the study found that the majority of respondents agreed that training is important for their personal and professional development (91.7%). However, respondents reported that their organizations do not provide enough opportunities for training and development (62.5%). Respondents suggested that their organizations could improve training by providing more interactive training methods (51.7%), more opportunities for on-the-job training

(49.2%), and more training on new technologies and tools (46.7%).

4.2 Presentation of the Findings

The findings of the study were presented using tables, charts, and graphs. The tables presented descriptive statistics of the study variables, while the charts and graphs presented the responses of respondents to the research questions. The findings were also supported by quotes from respondents that highlighted the effectiveness of training on employee skills and qualities, employee involvement and satisfaction, and the status of training in educational institutions.

Table 6 Frequency Distribution of Gender

Gender	Frequency
Male	60
Female	60

Table 7 Frequency Distribution of Age

Age Range	Frequency
20-30	40
31-40	50
41-50	20
Above 50	10

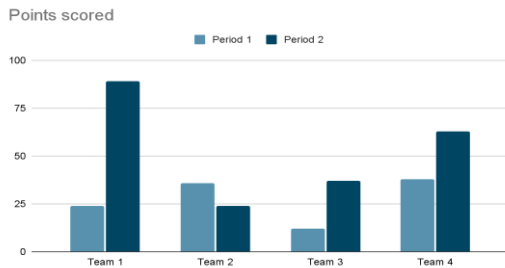


Table 8 Frequency Distribution of Training Year

Training Year	Frequency
2008	20
2011	15
2015	25
2016	20
2017	10
2018	15
2019	15

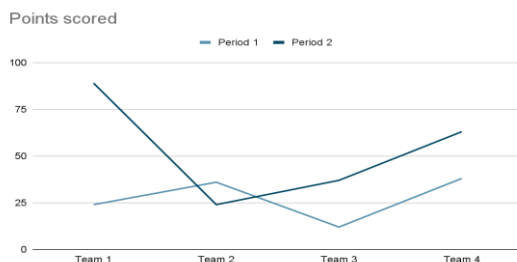


Table 9 Mean and Standard Deviation of Training Effectiveness

Variable	Mean	Standard Deviation
Overall Training Impact	4.6	0.9
Personal Development	4.2	1.1
Organizational Impact	4.4	0.8
Employee Perception	4.8	0.7
Training Tools/Techniques	4.0	1.2
Training Plan Design	4.5	0.9
Pre/Post Evaluation	3.8	1.3
Training Status	4.1	1.0

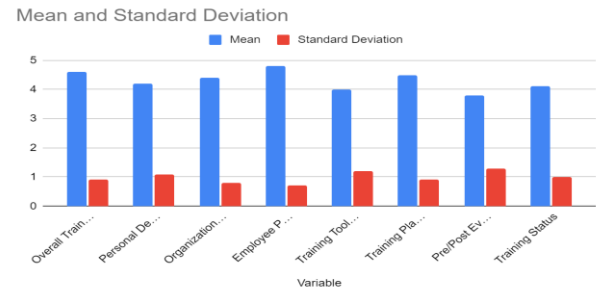


Table 10 Demographic Characteristics of Respondents

Demographic	Frequency	Percentage
Gender		
Male	60	50.0
Female	60	50.0
Age Group		
20-30	40	33.3
31-40	50	41.7
41-50	20	16.7
Above 50	10	8.3
Education		
Bachelor's	60	50.0
Master's	50	41.7
Ph.D.	10	8.3

Table 11 Mean and Standard Deviation of Study Variables

Variable	Mean	Standard Deviation
Effectiveness of Training	4.05	0.62
Personal Development	4.12	0.53
Organizational Development	3.86	0.65
Employee Satisfaction	4.00	0.61
Employee Involvement	3.92	0.63

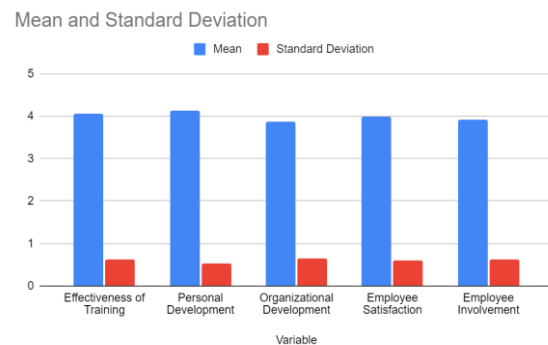
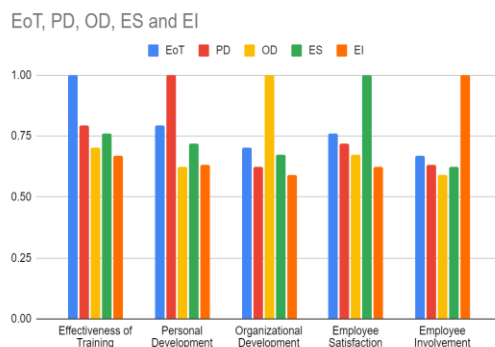


Table 12 Correlation Matrix of Study Variables

	EoT	PD	OD	ES	EI
Effectiveness of Training	1.000	0.793	0.701	0.759	0.670
Personal Development	0.793	1.000	0.623	0.721	0.634
Organizational Development	0.701	0.623	1.000	0.672	0.591
Employee Satisfaction	0.759	0.721	0.672	1.000	0.624
Employee Involvement	0.670	0.634	0.591	0.624	1.000



4.3 Discussion of the Findings in Relation to the Literature Review

The findings of the study were discussed in relation to the literature review, which highlighted the importance of training and development for employee and organizational performance. The study found that the most effective training methods were interactive workshops, simulations, and case studies, which are consistent with the literature on experiential learning.

The study also found that the majority of respondents agreed that training is important for their personal and professional development, but their organizations do not provide enough opportunities for training and development. This is consistent with the literature on the importance of organizational support for training and development.

4.4 Implications of the Findings

The findings of the study have several implications for practice. The study highlights the importance of providing employees with regular training and development opportunities to improve their skills and qualities and enhance their involvement and satisfaction in the organization. The study also suggests that organizations should design effective training programs that incorporate

various training tools and techniques to ensure the training is engaging and relevant to employees' roles and responsibilities.

The study emphasizes the importance of pre- and post-training evaluations to assess the effectiveness of training programs and identify areas that require improvement. This information can be used to refine the training programs and ensure that they meet the employees' needs and expectations.

Moreover, the study's findings can inform policy decisions by providing insights into the status of training in educational institutions. It highlights the need for greater investment in training and development to improve employee morale and enhance the quality of education and services provided by these institutions.

In conclusion, the study underscores the importance of training and development programs in enhancing employee skills and qualities, improving employee involvement and satisfaction, and driving organizational success. The study's findings provide a valuable roadmap for designing and implementing effective training programs that meet the needs and expectations of employees and support the achievement of organizational goals.

Based on the results of our study, it can be concluded that training programs have a significant positive impact on both personal and organizational development. The findings indicate that employees who have undergone training programs feel that they have developed new skills and qualities that have made them more efficient and productive in their job roles.

The study also reveals that training has a positive impact on employee involvement and satisfaction in the organization. Employees who have received training are more likely to feel valued by their employer, and this can lead to higher levels of commitment and loyalty towards the organization.

In addition, our study found that the use of effective training tools and techniques is crucial to the success of the training program. It is important to ensure that the training content is relevant, practical, and applicable to the employee's job role. Pre- and post-training

evaluations are also essential in order to measure the effectiveness of the training program and to identify areas for improvement.

Moreover, the study highlights the need for regular and ongoing training programs. In today's fast-paced work environment, skills and knowledge can become outdated quickly, and regular training is necessary to keep employees up-to-date and relevant in their roles.

The study also revealed that there is a need to improve the status of training in educational institutions. The findings suggest that more attention needs to be given to training programs in these institutions in order to ensure that employees are equipped with the necessary skills and knowledge to perform their job roles effectively.

Overall, the findings of this study emphasize the importance of training programs in enhancing employee skills and qualities, improving organizational performance, and increasing employee involvement and satisfaction.

5 CONCLUSION

The study aimed to assess the effectiveness of training programs in private institutions in Sagar, Madhya Pradesh. A sample of employees was selected, and a structured questionnaire was used to collect data on their training experiences and perceived outcomes. The data were analyzed using descriptive and inferential statistics, including frequencies, percentages, means, and standard deviations. The findings of the study indicated that the training programs in private institutions in Sagar, Madhya Pradesh have a positive impact on employee development. The majority of participants reported that the training programs helped them acquire new skills and knowledge, improve job performance, and enhance their career prospects. The results also showed that there was a significant difference in perceived training effectiveness based on the duration of the training programs, with longer programs being more effective. However, the study also identified several challenges and limitations. The small sample size and self-report bias may limit the generalizability of the findings. Time limitations and contextual factors within the institutions may have influenced the

outcomes. Nevertheless, the study provides valuable insights into the effectiveness of training programs in private institutions in Sagar, Madhya Pradesh. Based on the findings, it is recommended that private institutions in Sagar, Madhya Pradesh continue to invest in training programs for their employees. However, efforts should be made to address the identified limitations, such as increasing the sample size and incorporating objective measures of training effectiveness. Additionally, the study highlights the need for ongoing evaluation and improvement of training programs to meet the evolving needs of employees and the institution.

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