

A Study on “Impact of Learning and Development Programs on Career Advancement”

OPEN ACCESS

Volume: 11

Special Issue: 1

Month: March

Year: 2024

E-ISSN: 2581-9402

Received: 07.02.2024

Accepted: 11.03.2024

Published: 22.03.2024

Citation:

Muniraj, Kiruba. “A Study on ‘Impact of Learning and Development Programs on Career Advancement.’” *Shanlax International Journal of Management*, vol. 11, no. S1, 2024, pp. 87–91.

DOI:

<https://doi.org/10.34293/management.v11iS1-Mar.8090>

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Abstract

The reason for this study is to investigate the effect of Learning and improvement programs on Career advancement. Data for this observation has been collected from personnel in various sectors including education, IT, and banking. A total of seventy-nine responses had been acquired from individuals. Descriptive statistics were used to investigate the data. Organizational support, skill enhancement, and training delivery, in line with the observed findings, have a significant effect on professional development and career advancement. Consequently, organizations can implement more learning and development programs for employees to foster both individual growth and organizational productivity. Similarly, providing employees with career advancement opportunities is essential to ensure their long-term retention with the company.

Keywords: Learning and Development Programs, Career Advancement, Skill Enhancement, Training Delivery, and Organizational Support.

Introduction

Learning and development, also known as training and development, career growth or advancement, and skill enhancement, are essential components of an organization's human resource management for effective functioning and the achievement of predetermined objectives. The organization's objective is not only to select the right persons for the right job but also to encourage them to make the best use of their efficiency and effort for better performance of the organization. Human resources are often described as dynamic, and the successful functioning of the organization hinges on the attitude, behavior, and performance of its employees. Career advancement serves as an effective strategy for retaining employees while also recognizing, promoting, and retaining them. A strategic approach for managers to initiate career development plans with employees is to engage in one-on-one meetings to understand their strengths, areas for improvement, and long-term career goals. Hence, organizations must invest in career advancement to retain employees and reduce turnover. A sense of psychological connection with the organization, stemming from a positive emotional state leading to job satisfaction, commitment, a sense of pride in the organization, a desire to remain with it, forming an emotional bond, and recommending others to work with the organization, further underscores the importance of prioritizing career advancement initiatives.

Literature Review

Abdul Rahman Beydoun et. al (2023)(1) explored the pivotal role of Training and Development (T&D) in Human Resources Management, emphasizing its significance in achieving competitive advantage and responding to global challenges. Focused on determining factors and the importance of T&D, it also delves into its relationship with organizational performance, innovation, and competitive advantages. Dagnew Gebrehiwot Giday et.AL (2023)(2) investigated the impact of training on employee performance in Mekelle City, Ethiopia, this study found that training needs assessment and resource availability significantly influence performance. It recommends improving training program effectiveness and enhancing the management of training resources in the Tigray Territorial Education Bureau. Mohamed Hamed et.AL (2022)(3) Examining Oman Air's employee performance during the COVID-19 pandemic, this research underscores the crucial role of effective training and development. It reveals the positive association between training initiatives and enhanced employee performance, emphasizing the strategic importance of such programs for organizational productivity and success. Dr. H. C. Bindusha et.AL (2022)(4) focused on organizational dynamics and performance optimization, this study emphasizes the significant impact of training and development programs on employee performance. It highlights the consensus in literature regarding the positive effects of such initiatives on reducing turnover, increasing productivity, and contributing to higher financial returns for organizations. Dewi Rama Niati et.AL (2021)(5) investigated the interplay between training, work performance, career development, and motivation, this study, conducted in PT. Asam Jawa, South Labuhan Batu Regency, Indonesia, suggests that training and motivation positively impact job performance and career development. Recommendations include improving training programs and motivation strategies. Hastuti Mulang (2021)(6) addressed the challenges in education quality, this research focuses on competences, work motivation, and learning environment as crucial variables influencing human resource performance among elementary school teachers in South Sulawesi Province, Indonesia. The study recommended addressing those factors to enhance educational outcomes. Topiwala Mrunali, Dr. Anuradha et.AL (2021)(7) Assessed the effectiveness of training and development on employee performance at JK Paper Ltd, this study revealed a significant impact on employee productivity, attrition reduction, and financial returns. It highlights the need for regular updates to wage structures and creative approaches to identify training needs. Indra Prasetyo et.AL (2021)(8) Utilizing a quantitative approach, this study in Indonesia establishes a significant influence of vocational training on employee career development. The findings advocate for companies to prioritize and encourage job training initiatives for overall career enhancement. Oduwusi Oyewole Oluwaseun (2020)(9) made a comprehensive review, this article highlights the positive correlation between employee training and development and organizational success. It emphasized the need for increased employee participation in training programs to optimize organizational performance and effectiveness. Kunalika Gourikar (2020)(10) Investigated the effectiveness of training and development on employees' performance in India, this study reveals employee satisfaction with the organized sessions. It suggests that management should provide more incentives and rewards to motivate employees and enhance their participation in training and development. Chandrasekar Thangavelu, Dr. Jawahar Rani Kanagasabapathi (2019)(11) focused on career development practices through training, in-service training, and e-learning, this study explores their positive impact on the quality of work life of executives in the automobile industry in Chennai. The findings stress the significance of these practices in enhancing overall job satisfaction. Yvonne Steinert et.AL (2016)(12) made systematic reviews spanning from 2002 to 2012, this study on faculty development initiatives revealed positive outcomes, increased confidence, and awareness of effective teaching practices. It highlighted key program features for sustained educational improvement. Bassam

Mohsin Mozael (2015)(13) Focused on maximizing employee performance through various training methods, this study proposes new approaches to employee training. It emphasized the potential benefits of practical training in improving employee performance and reducing organizational costs. R. Anbu Ranjith Kumar et.AL (2015)(14) investigated the effectiveness of training and development in Ashok Leyland across India, this study explores employee opinions and attitudes. The results indicated positive dynamics in the relationship between superiors and subordinates, emphasizing the importance of training effectiveness and satisfaction. Khawaja Jehanzeb et.AL (2013)(15) made a conceptual study that delves into the structure and components of employee training and development programs. It recognized the substantial financial investments in employee development, emphasizing the importance of knowledge, expertise, and skills in training programs for both organizational and employee benefits.

Research Objectives

- To evaluate the effectiveness of different training delivery methods, including instructor-led sessions, e-learning, workshops, and mentorship programs.
- To assess the impact of Learning and Development Programs on individual career growth, considering metrics like promotions, lateral moves, and increased responsibilities.
- To investigate the contribution of training initiatives to skill enhancement among employees, focusing on specific skills and their alignment with industry needs.
- To examine the role of organizational support in facilitating the effectiveness of Learning and Development Programs.
- Analyze and compare the outcomes and participant satisfaction associated with various training modes, such as In- person training, virtual training and Hybrid mode of Training.

Method

Descriptive Research

Descriptive research, often known as statistical research, includes characteristics and descriptive data about the population or phenomena under study. Descriptive research answers the questions of who, what, where, when, and how. The data description is accurate, precise, and through, however the research is unable to explain what a casual circumstance is. A structured questionnaire was utilized in this descriptive study to obtain primary data from employees from different organizations, while secondary data was gathered from publications such as journals and websites.

Survey Method

The survey method is a research technique involving the systematic collection of data through structured questionnaires or interviews from a targeted sample to gather information about attitudes, opinions, behaviors, or characteristics. It allows researchers to quantify and analyze responses to draw statistically significant conclusions about a particular population or phenomenon. The survey was taken among employees of the organization who came across various training and development programs during their career phase. The questionnaires were framed in terms of MCQ's, liker scale, linear scaling and yes or no questions. A total of 79 respondents were taken for survey.

Sampling Method

Sampling is a crucial methodological component in research, Involving the selection of a subset of individuals or elements from a larger population. This process aims to represent the entire population, ensuring that findings derived from the sample can be generalized. Various sampling techniques, such as random, stratified, or purposive sampling, are employed based on

research goals and characteristics of the population. A well-executed sampling strategy enhances the external validity of research results, allowing researchers to make inferences about the broader population from the collected data.

Sampling Procedure

The convenience sampling approach was used in the study to choose sample respondents by selecting participants from various locations, different sectors of personnel, different age group, diverse educational qualification. A systematic questionnaire comprising of closed-ended questions was used to gather the data.

Findings and Results

- 50.6% of personnel prefer In- person training, 30.4% of them prefer hybrid mode and remaining personnel prefer virtual training
- The employee prefers Kinesthetic method, i.e., hands on, practical as a effective method of learning with 45%.
- 98% of personnel feels that their current learning Efforts align with the goals and objectives of their organization.
- 87.2% of people experience a change in professional growth after attending a learning and development program.
- More than 80% of people were satisfied with their support from their organization through getting encouraged for continuous learning programs, learning opportunities, mentorship and guidance, rewards for the implementation of learning acquired in the real time.
- More than 85% of personnel were enhanced their skills by observing the change in job performance, applying the skills during their task and day to day projects, cross training, enabling themselves to take up challenges in the job responsibilities and they more encouraged in obtaining additional certifications.
- 75% of personnel experience a career growth by identifying career advancement opportunities within their organization.

Recommendations

- The organizations can focus more on Visual (pictures, diagrams, and charts), Auditory (lecture or group discussion learning methods. They can provide them in a more interactive manner.
- Since almost 50% prefer In- person training, this can have provided more frequently in the organizations to encourage the personnel learning interest.
- More learning and development programs can be conducted in order to enhance their personnel skill and provide them more career advancement opportunities.

Conclusion

The purpose of this research was to investigate the impact of learning and development programs on career advancement. The survey shows that 87.2% of people experience a change in professional growth after attending a learning and development program, which is significantly a good sign. In conclusion, the research found that variables consisting of learning and development programs has a positive impact on career advancement among employees since almost 75% of employees are satisfied with the content deliveries during their learning and development programs, enhanced with their skills, getting significant support from their organizations. This may imply that organizations can invest additional funds to enroll employees in learning and development programs in order to improve job performance. Furthermore, it is critical to provide employees with career development

opportunities within the organization so that they can retain with the organization for a long time and contribute their best to improving the organization's performance outcomes.

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