

A Study To Explore The Factors Of Training In Enhancing Employee Performance In Automobile Industry

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ABSTRACT

Training plays a crucial role in improving employee performance, particularly in the automobile industry, where technological advancements and quality standards are constantly evolving. This study aims to explore the key factors influencing training effectiveness and their impact on employee performance. The research employs a mixed-method approach, combining surveys and interviews with employees and training managers from leading automobile firms. The findings suggest that structured training programs, management support, technological integration, and continuous learning significantly enhance employee productivity, efficiency, and job satisfaction.

Keywords: Training, Employee Performance, Automobile Industry, Skills Development, Organizational Growth

1. INTRODUCTION

The automobile industry is a highly competitive and rapidly evolving sector that demands a skilled and knowledgeable workforce. Training is a vital component in ensuring that employees remain competent and adaptable to technological and procedural changes. This study investigates the factors that contribute to effective training and how they influence employee performance within the automobile industry.

The automobile industry requires a highly skilled workforce to adapt to evolving technologies and market demands. Training programs serve as a vital tool for upskilling employees, increasing productivity, and improving job satisfaction. However, understanding which training factors are most effective in driving performance is essential for optimizing resource allocation and achieving organizational goals.

Literature review

Literature review is a mirror of any research, with the help of Published reports, published research Papers, Annual reports, theories related to training and Training Schedules of past training, contacted by different organizations will be very helpful for writing review of literature more over Training is an essential component in ensuring employees possess the necessary skills and knowledge to meet industry standards. Effective training enhances technical expertise, improves problem-solving abilities, and fosters innovation.

Moslehpour, M. et. al. (2022), demonstrated that the rising overall vehicle creation and utilization unfavorably influence the ecological, monetary, and social prosperity. Albeit the auto organizations are attempting to take care of this issue by embracing corporate supportability, there is a hole in the surviving writing on maintainable corporate practices that are the most vital to engage better maintainability execution. This study features the effect of center corporate maintainable practices credits, government drive, innovation utilization, and hierarchical culture on the feasible execution of the auto business in India. The review proposed six viewpoints and 53 measures from the writing survey. The ongoing article has utilized overview polls to gather the essential information. The current article additionally applied the brilliant PLS to test the relationship among the factors. The outcomes demonstrated that the corporate maintainable practices credits, innovation utilization, and hierarchical culture have a positive and huge linkage with the reasonable presentation of the car business. The ongoing article directs the controllers in fostering the guidelines to further develop feasible authoritative execution utilizing manageable corporate practices.

Aman, M. A., et. al. (2021), Aman, M. A., et. al. (2021), indicated that The yearly demand of transportation is booming as the communication systems are developing and population is growing in urban areas. Purchasing ability is increasing faster than ever with the progress rate Of GDP which ultimately increases the desires for cars, motorbikes and commercial vehicles. Nowadays, automobile industry is considered as one of the thrust sectors in Bangladesh. To keep pace with competitive

world, the productivity and performance of workers need to be maintained in high level. There are many variables that affect the employees' performance at their work place. These factors include employees' ability, clear understanding of role, organizational support, job content and financial rewards, proper evaluation, manager's decision, environment etc. All these key factors have positive impacts on productivity which directly govern the total production. The study analyzes interaction among the factors applying correlation analysis using SPSS software and prioritizing them in accordance with their existence in workplace. The study showed that the present condition of factors like ability, clarity of role and organizational supports are not satisfactory which indicate the fields of further improvement. Besides, the study found that environmental condition and incentives have the most contributory impacts in the viewpoint of employees.

Jin, X., Li, M., (2020)., Threatened by the energy crisis and environmental pollution, most countries in the world are vigorously developing new energy vehicles to promote low-carbon environmental protection and boost a green transportation system. Based on the intelligent manufacturing standard system, this study constructed a new energy vehicle intelligent manufacturing development-influencing factor model. Taking the intelligent manufacturing development ability as the dependent variable, taking external environment factors, commonalities among the new energy vehicle enterprises, and industry progress as independent variables, five hypotheses are proposed. This study used a structural equation model to test the hypotheses and reveal the mechanism of how factors influence the new energy vehicle intelligent manufacturing. The results show that external environment factors and industry progress directly and positively affect the development capability of intelligent manufacturing of new energy vehicles, while the commonalities among the NEV enterprises have an indirect effect through industry progress on intelligent manufacturing of new energy vehicles. Based on the analysis, this study puts forward some suggestions for better development of new energy vehicle intelligent manufacturing.

Chaubey, A., & Sahoo, C. K. (2019), stated on their study which aims to focus on examining the impact of transformational leadership on employee creativity to enhance organizational innovation through mediating effect of intrinsic motivation and the moderating effect of organizational culture on the relationship between employee creativity and organizational innovation in Indian automobile industries. In this study they collected the Responses from engineers, managers and R&D professionals from car manufacturing and R&D units from southern India through a structured questionnaire. Their Empirical findings proved that transformational leadership has a positive effect on employee creativity, as mediated by intrinsic motivation. Studies also revealed that employees tend to exhibit higher creative potential when they are exposed to a higher degree of distinct shared assumptions, values and beliefs, which governs their behaviour in an organization and As research was carried out in Indian automobile manufacturing and R&D units, it cannot be generalized across the broader range of sectors and international environment. This research is unique in its attempt to empirically test the moderating effect of organizational culture in enhancing organizational innovation in Indian automobile industry.

Objectives of study

- To explore the factors of training in enhancing employee performance in automobile industry

Research Methodology

Research design serves as the blueprint for a research study, outlining a structured plan of action that includes objectives, hypotheses, and methodologies for data collection. It forms the foundation of the research, ensuring a systematic approach to gathering both primary and secondary data. A well-prepared research design enhances the effectiveness of the study, facilitating the collection of relevant information and ensuring optimal outcomes.

By carefully structuring the research process, the design safeguards against inconsistencies and improves the reliability of findings. This study adopts an exploratory approach, aiming to investigate key factors in depth.

This study adopts a mixed-method research design. Primary data is collected through self-designed structured questionnaire with employees and training managers from automobile companies. Secondary data is sourced from industry reports, academic journals, and case studies. The collected data is analysed using both qualitative and quantitative techniques.

Sample

A sample represents a subset of a larger population, consisting of individuals, objects, or results that can be quantitatively analysed. It is selected from a broader group to draw conclusions about the entire population. Sampling is essential in research as it allows for the collection of meaningful data while optimizing resources such as time, money, and effort.

The primary objective of sampling is to obtain maximum information with minimal resource expenditure, ensuring efficiency without compromising accuracy. A well-chosen sample enhances the reliability of research findings, making it possible to generalize results to the larger population. By carefully selecting a representative sample, researchers can analyse trends, identify patterns, and make informed decisions while maintaining the feasibility of the study.

Findings and Discussion:

To check the reliability of questionnaire Cronbach alpha technique is used followed by factor analysis.

The observed value shows that the value of Cronbach's alpha is 0.968 for 88 items taken in the present study. As this value

is more than 0.70 hence it is interpreted that the research instrument is reliable to undergo further data analysis.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.852	.968	88

Factor Analysis

Factor analysis is a statistical technique used to reduce the number of variables by grouping them based on their common characteristics. This method helps in identifying patterns and relationships among variables, simplifying data interpretation. Through this process, six key factors emerged as the outcome, representing underlying dimensions that explain the variability in the dataset.

By grouping related variables, factor analysis enhances the efficiency of data analysis and allows researchers to focus on the most significant factors. This approach not only reduces complexity but also improves the clarity of insights drawn from the data, making it a valuable tool in research and decision-making.

Name of Factor	Statements	Factor Loading
Employee Attribute	Employees capability plays an important role in training / learning.	0.934
	Training increased the competitiveness of the employees.	0.937
	Training brings the discipline in employees disciplined employees are easy to train.	0.946
	Training improves employee's efficiency.	0.898
	Employee competency can be improved by training.	0.932
	Training helps in bringing out the creativity of the employee.	0.955
	Experienced employees are more receptive to training.	0.373
	Employee performance improves with continuous learning.	0.917
	Productivity of employee increases after training.	0.968
	Training is the one of the best way to improve employee's skill.	0.876
	Employee satisfaction can be increased with training.	0.841
	Frequent training keeps the employee ready to face any challenge.	0.909
	Trained employee is more satisfied with the work they perform.	0.760
	Training prepares an employee to take leadership roles.	0.855
	Training improves the learning skills of the employees for being more receptive to new learning	0.931
	Through training, learning attitude can be developed in employee.	0.916
	Capabilities of employees can be enhanced through training.	0.912
	Training inculcates the learning environment in the organization.	0.962
	Training improves the morale of the employee.	0.929

	Training improves the organizational competitiveness.	0.971
	Improvement in employee commitment toward the organization, is an outcome of training	0.965
	Training improves the organizational culture.	0.872
	Training improves the employee and organizational performance.	0.890
	Training brings the positive impact on mind-set of employees.	0.765
	Training helps in increasing the self-confidence of the employees.	0.898
	Training is must to improve the skills of the workforce.	0.973
	Work life stress can be mitigated through training.	0.762
	Employee training is a way to make an organisation sustainable.	0.931
	Training brings synergy in the organization.	0.934
	Training encourages employees for innovative thinking that brings innovation in system.	0.888
	Training encourages team work among the employees."	0.873
	Training is relevant to employee welfare.	0.933
	Working environment gets improved with trained employees.	0.905
	Training helps in enhancing / changing the working style of the employee.	0.936
	Do you agree that training fosters team working stimulates behavioural responses to achieve team goal in the organisation.	0.917
	Do you agree active coaching methods and critical thinking techniques, can activate learner to create harmonious learning environment and team synergy.	0.783
Organizational Performance	Do you Agree your work performance get significant change in KRA Assessment due to implementation of training takeaways?	0.880
	Do you agree that continuous improvement initiatives in the organisation driven by employees, are inspired and outcome of employee learnings."	0.725
	Do you agree the gain of continuous improvement initiative is measurable?	0.850
	Do you agree the team synergy can be measured quantitatively & qualitatively as training outcome on organisational key matrix as wastage reduction, process cost reduction etc.?	0.903
	Do you think that persistence in the face of adversity is often described as an outcome of training?	0.753
	Do you agree that individual belief pattern is directly proportionate to learning ability?	0.802
	Do you agree Eudemonic well-being (EWB) creates impact on learning and its outcome?	0.766

	Do you think that the learning associated with being socialized to move as team for organisational growth?	0.840
Human Resources and Development	Age of employee affect the over all training program	0.548
	Business performance improves dramatically after training.	0.860
	Employee feel more involved with organization post training.	0.911
	Do you value the learnings and post learning deliverables help to develop your career in the organization?	0.870
	Do you agree Hedonic well-being (HWB) always effect on learner's mind and training effectiveness?	0.858
	Do you agree the need based planned perpetual training in positive organisation climate stimulates organisational growth?	0.869
	Do you agree that continuous improvement initiatives in the organisation driven by employees, are inspired and outcome of employee learning	0.819
Job Satisfaction and Culture	Attitude of employees plays an important role in learning.	0.671
	Trained employee works towards the maximum customer satisfaction.	0.665
	Training generates employee interest in work.	0.399
	Training improves the organizational work climate.	0.773
	Do you agree job satisfaction and technical nous affects learning and its outcome.	0.802
	Do you agree the intangible gain of training as individual or team can be measured through observations and engagement?	0.825
	Do you agree the overall impact of training on individual and team performance at work can be measured?	0.063
	Do you agree that positive gain supports to emotional stability which plays very important for positive impact on learning."	0.346
Leadership and Management	Training improves the employee engagement with an organization and work.	0.532
	Training prepares employee to face any changes in organization arising out of change in external environment.	0.798
	Training should be given basis need of the organization, employee and environment.	0.784
	Do you Agree the organizational practices affect learnings and post learning key takeaways translation into action?	0.766
	Do you agree that engagement and empowerment of participants in post learning application are important to lead the improvement initiatives in organisation?	0.087

	Do you agree learning empowerment provides opportunities to make effective decisions for handling stakeholders of the organisation?	0.548
	Do you agree perceptual learning involves the improvement of our ability to resolve adversity and eliminating the enterprises risks?	0.743
	Do you agree that training helps in problem solving and developing ways to foresee challenges at work in business?	0.796
Work Environment and Well-being	Employee's behaviour changes after training.	0.529
	Training increased effectiveness in an organization.	0.599
	Do you Agree implementation of learning deliverables at work, help to achieve organisational goal?	0.844
	Goal Alignment is important for workforce working towards company's overarching goals.	0.621
	Do you agree mental alertness is powerful tool for absorbing information and facilitating the learning experience to accelerate improvement initiatives?	0.769

Factor-1- Employee Attribute: - as the result shows that maximum variables come into employee attribute in which factor loading is highest on Training improves the organizational competitiveness value 0.971, and among all attributes are nearer to it and many variables are playing important role to engaging employees for their betterment, this can be concluded as employees attribute is key factor for any organisational growth.

Factor-2- Organizational Performance: - This factor also plays very vital role in this variable team synergy is key variable which has factor loading 0.903, it shows that group performance is essential in an organization because when an organization work for their employees they also get motivated and give the result.

Factor-3- Human Resources and Development:- as the result shows that employee involvement is more after training it is just because team HRD is also get involved into employees post-performance .

Factor-4- Job Satisfaction and Culture:- this factor is totally dependent over job satisfaction of employees and how they involve themselves in organizational culture moreover organizational culture is also give motivation to do better.

Factor-5- Leadership and Management:- Training prepares employee to face any changes in organization arising out of change in external environment this is having maximum factor loading that is 0.798, that shows good leadership quality will boost up employee confidence and once employee become confident they can handle all challenge under the guidance of good leader.

Factor-6- Work Environment and Well-being:- as all organizations are having their own work environment and employee has to adjust with that once employee becomes familiar with work environment and well-being it automatically improves employees performance. Do you Agree implementation of learning deliverables at work, help to achieve organisational goal? Has highest factor loading that is 0.844, which shows that that by the implementation of learning deliverables at work with freedom motivates to get end result.

Conclusion and Recommendations This study concludes that training is a critical factor in enhancing employee performance in the automobile industry. Organizations should focus on developing comprehensive training programs, leveraging technology, fostering a culture of continuous learning, and ensuring managerial support to maximize training outcomes. Future research can explore industry-specific training innovations and their long-term impact on organizational success.

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