

A STUDY ON IMPACT OF TRAINING ON EMPLOYEE PERFORMANCE AND RETENTION WITH REFERENCE TO MAJOR MULTINATIONAL COMPANY

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ABSTRACT

In the present study an attempt is made to identify the impact of training on employee performance and retention. The success or failure of the organization depends on employee performance. Therefore, organizations are investing huge amount of money on employee development. Thus, every organization must seek to improve the quality of its workforce. One way of achieving this is through training. The importance of training can only be appreciated with a clear understanding of its direct impact on employee performance. An improvement in employee performance also leads to an improvement in the company's performance. . It is in this respect that a major multinational company was analyzed to establish a correlation between its training programs and the success of the company. Data was collected by conducting telephonic interviews to selected employees and human resource managers. The results revealed that the company had a comprehensive (planned and systematic) training program that every employee was aware of. Their training need assessment was based with the business requirement. The objective of the program is to improve both individual and organizational performance. Every employee no matter their educational background or level within the company had benefited from their skill mapping program. They not only have in house training program but a sabbatical program where the employees are sent to USA for one year training along with their family. Which has not only motivated the employees but also increased their morale and commitment towards their organisation and in turn has helped in retaining their talent. It has been observed that such regular training and monitoring will help the employees to perform better and reduce the level of attrition and increase more productivity. They have set an example for proper people management techniques, which can be adopted by other companies for better performance and productivity.

KEY WORDS: Mentoring, Performance, Retention, Training, Talent.
