

A Study on Learning and Development Practices and Career Growth of Contract Employee in Construction Industry

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Abstract—This study seeks to assess the current training and development initiatives provided to contract employees. The strategies like skill development, technical training, safety training. The aim is to look into those initiatives are beneficial for the enhancement of the competencies of the employees and it investigates the link between learning and development of the contract employees by examining the training programs can enhance competencies, offer better job performance, increase employability, a result in either a renewal of contract or increase in the scale of operation. On the whole, this research contributes to the better understanding of the learning & development practices can support the career progression of the contract employees along with the suggestions and recommendation to the organisation like conducting more employee engagements, cross functional collaboration and sustainable workforce within the organisation. The SPSS tools were used for the analysis.

Index Terms—Learning & Development, Training, Career growth, Contract employees, Employee engagement

I. INTRODUCTION

In the current fast business environment, organization have to deal with a constantly shifting, highly competitive landscape, learning and skill development have a vital role to play in this context as a key driver for the organisations seeking to achieve their strategic objectives. Learning and Development have emerged as a significant activity for the human resources (HR) department, and the goal is enhanced performance through employee development. Some companies are seen to give more importance to training contract employees compared to permanent employees, thus creating a learning gap between contract employees and permanent employees. This study compares the

prospects of career development of the contract employees with that permanent employee to establish the gaps in the HR practices.

II. SCOPE OF THE STUDY

This study aims to analyse the training and development programs and the satisfaction levels of the contract employees with the link between learning initiatives and career development. Moreover, this study also provides the current L&D status of the contact employees and supports the organisation with recommending strategies to improve the L&D and career progression.

III. STATEMENT OF THE PROBLEM

The absence of structured learning initiatives and defined career paths for contract employees may lead to concerns regarding the effectiveness of the present HR practices. The purpose of this study is to investigate whether the learning and development practices given to contract employees are effective in terms of their career growth and whether these practices are similar to those given to permanent employees.

IV. LIMITATIONS OF THE STUDY

The research on “Learning and Development practices and career growth of contract employees in construction industry” provides meaningful observation, it is essential to acknowledge certain limitations. Firstly, the research relies on the employee responds, which may be driven by various factors and

biased to support the management. Moreover, the comparative assessment between contract and permanent employees is constrained due to limited access the detailed information. Although these limitations, the study offers meaningful insight and practical recommendations.

V. OBJECTIVE OF THE STUDY

- i. To study the existing training and development programs available for contract employees
- ii. To analyse the relationship between learning initiatives and career advancement of contract employees.

VI. RESEARCH METHODOLOGY

This research is descriptive in nature. Descriptive research means it will describe a situation, population etc. so in this research focuses on examining the

perception of employees within the organisation. The sample unit of the study is 101 employees working in construction site.

Data collection: The data were collected through questionnaire and survey method from the employees. The questionnaire was structured with the open and close-ended questions. In total the questionnaire consisted of 24 questions with one section of 4 demographic details and the next section of questions based on options.

Hypothesis:
 H0: There is no significant relationship between learning initiatives and career advancement of contract employees.

H1: There is a significant relationship between learning initiatives and career advancement of contract employees.

VII. STATISTICAL ANALYSIS

Correlation

Correlations			
		There is a strong connection between training and career development for contract employees.	Contract employees with high competence receive recognition or career development?
There is a strong connection between training and career development for contract employees.	Pearson Correlation	1	.303**
	Sig. (2-tailed)		0.002
	N	101	101
Contract employees with high competence receive recognition or career development?	Pearson Correlation	.303**	1
	Sig. (2-tailed)	0.002	
	N	101	101

(Source: Data collected from questionnaire)

INFERENCE

From the above figure, it is inferred that the significance value is 0.002 which is lesser than 0.05. The correlation value (r = 0.303) which indicates a positive relation between training and career development. Hence, the Null Hypothesis is rejected which states that there is no significant relationship between learning initiatives and career advancement of contract employees.

VIII. FINDING OF THE STUDY

The study reveals that learning and development practices helps the contract employees for the career

growth and there training programs improve the contract renewal and expand the responsibilities. Contract employees receive learning support from the organisation. There is till the gap exists between career growth available for permanent and contract employees.

IX. SUGGESTION

Based on the major findings of the study, the organisation should introduce proper career pathways for the contract employees and regular career counselling sessions should be conducted. They have to maintain regular feedback mechanisms where it helps the employees to monitor timely of the work

done. Internal job opportunities can be opened for the skill development of the contract employees and career transition support should be provided with the decent salary package.

X. CONCLUSION

The study conclude that the learning and development plays a meaningful role in the career growth of the contract employees. The statistical analysis also shows that there is the positive relationship between the learning initiatives and career growth among the contract employees. Overall, the study shows the effectiveness of the L&D practices are the key drivers in allowing contract employees to achieve their professional growth while contribute to organisational success.

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