

A Study on the Impact of Employee Training on Operational Productivity at Maitreya Developers, Nagpur

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Abstract—Organizational development includes the training of employees as one of its critical elements that have a direct impact on the productivity of operations. The paper discusses the effect of training of employees on the operational productivity at Maitreya Developers, Nagpur. The main aim of the study will be to examine the extent to which training programs increase the skills of the employees, efficiency, and overall organizational performance. The research is designed on the basis of descriptive research design with both primary and secondary sources of data. Primary data will be gathered using the employee responses, whereas secondary data will be gathered using journals, articles, and company-related documents. The main areas of concern in the research are the development of skills, time management, minimization of errors and motivation of employees. The results indicate that good training programs have a great role in enhancing employee performance due to the improvement in technical knowledge and work efficiency. Training also minimizes operational mistakes, enhances coordination, as well as allows employees to adjust to new technologies and processes. Most of the workers indicated that they noticed their productivity to increase significantly following training programs. The research findings are that employee training is significant and positive in its influence on the operational productivity. It has been suggested that companies such as Maitreya Developers should not relent on structured training programs as a way of ensuring long term growth and sustainability in the real estate industry.

Index Terms—Employee Training, Operational Productivity, Human Resource Development, Skill Enhancement, Organizational Performance, Construction Industry.

I. INTRODUCTION

The contemporary business world keeps witnessing organizations making every effort to improve their

efficiency, productivity and performance. Employee training and development is one of the best methods of attaining these objectives. Employee training is a process that is organized to enhance the knowledge, skills and abilities of employees to be more skilled in their work. This is a crucial role of the human resource management, which assists in matching the performance of individuals with the organizational objectives.

Operational productivity in contrast is one of the indicators of the efficiency of an organization in terms of resource utilization in generating desired outputs. The skills, efficiency and coordination of employees are very relevant to productivity in industries like real estate and construction. Even the slightest inefficiency will cause wastage of time, higher prices and lower standards of work. Thus, organizations should pay attention to the development of their workforce using constant training programs. Maitreya Developers Nagpur works in a competitive and dynamic real estate industry where the quality of the construction and the timely nature of the project completion along with the customer satisfaction is paramount. Employee training will be a strategic instrument to enhance operations in such an environment. The training programs can make the employees familiar with the new methods of construction, safety standards and project management practices, which increases their efficiency and effectiveness.

Moreover, training does not only enhance technical skills, but also employee morale and motivation. When the employees are appropriately trained, they feel confident and interested in their job which results in an improved performance and increased productivity. Training is also useful in enabling organizations to keep up with technological developments and fluctuating market requirements.

The research problem of the study is to investigate how staff training affects operational productivity in Maitreya Developers, Nagpur. It addresses the issues of how training programs impact the performance of the employees, decrease operational inefficiency, and lead to organizational success. The study also mentions the significance of perennial learning and development as a means of ensuring the growth of the business in the long run.

All in all, employee training is not only an organizational undertaking but strategic investment which results in better productivity, better employee performance and sustainable development.

II. LITERATURE REVIEW

The issue of employee training and development has been well known as one of the key instruments in enhancing employee performance and organizational productivity. The association between training programs and operational effectiveness in a number of industries has been researched by various scholars and researchers. Bhat and Soni (2024) assert that employee training has a strategic attribute of improving workforce capacities and meeting organizational objectives. They also point out in their study that trained employees are more productive and efficient, flexible, and can perform complex tasks, which gradually result in increased productivity.

Karthik et al. (2023) emphasized that the on-the-job training is especially useful in enhancing the performance of the employees as individuals can study at the workplace and conduct their real duties. The technique improves a practical approach and diminishes the distance between the study and the practice.

Study by Vajan and Kavitha (2019) shows that training has a very high effect of enhancing the quality and quantity of employee output. The study also established that the organizations that invest in frequent training programs achieve a greater level of productivity as well as minimize errors in their operations.

Flores and Castro (2024) investigated the overall effect of training on the organizational performance and came to the conclusion that training increases not only productivity but also employee satisfaction and retention. The committed employees are more dedicated to the work and this has a positive impact on

overall performance.

Gupta (2022) pointed out that in the current fast-paced technology, constant training is very important. Workers should constantly improve their competency to be relevant and productive. The research indicates that organizations with continuous learning practices perform well in their operations.

A different study conducted by Goswami and Saha (2021) has established that training enhances coordination, teamwork, and communication between employees who are crucial to the productivity of operations within an industry, particularly in such sectors as construction and real estate.

In general, it is evident in the literature that there is a great positive correlation between operational productivity and training employees. Training improves the efficiency of the employees, minimizes inefficiencies and leads to the success of organizations.

III. RESEARCH METHODOLOGY

Research methodology is simply the process or order of how the research is carried out and how the research objectives can be attained. It offers a systematic method of gathering, analyzing and interpreting data. The paper is founded on a descriptive research design, where the emphasis is on the description of the effect of employee training on operation productiveness in Maitreya Developers, Nagpur. Descriptive approach is appropriate because it assists in the determination of the relationship between training practices and productivity results. The study is qualitative and quantitative in method to make a complete analysis. Qualitative aspects are aimed at perceiving and feeling of employees about training, and quantitative assist in measuring the effects of training on the level of productivity. The research will be founded on primary and secondary data. Primary data will be gathered using structured questionnaires, interviews and employee feedback to find out their perception of the effectiveness of training. The secondary data will be collected in research journals, books, reports on companies, and online to supplement theoretical knowledge. The employees of the various departments of the organization are chosen through a random sampling method. This will make the data to be gathered impartial and reflective of the workforce at large.

The hypotheses in the study are as follows:

- H0 (Null Hypothesis): Training of employees does not significantly affect operational productivity.
- H1 (Alternative Hypothesis): The operational productivity is greatly positively influenced by employee training.

The analysis used in the study involves the use of various analytic tools and methods, including percentage analysis, charts and comparative analysis. These instruments aid in the interpretation of data and the determination of trends within the context of the employee training and productivity. The data collection methods and the research techniques are structured and guarantee reliability and validity of the methodology. It offers a clear guide on the analysis of how employee training affects the productivity of the operations.

In general, the research methodology will be aimed at conducting systematic assessment of the importance of training in improving the performance of employees and promoting organizational efficiency.

IV. COMPANY PROFILE

Maitreya Developers is an emerging development and construction firm located in Nagpur and is involved in the development of residential and commercial real estate. The company has aimed at providing quality infrastructure, modern architectural design and delivery of projects on time to the satisfaction of the customers. The organization is in a competitive environment where it focuses on efficiency, innovation, and customer satisfaction as the main success motivators. Real estate business demands a lot of coordination, technical capabilities, and compliance to safety and quality provisions. Maitreya Developers understands that human resources are a very important asset and it invests in employee development to improve the performance of its operations. The firm has a diverse workforce comprising of engineers, project managers, site supervisors and skilled laborers among others who play a part to execute the projects. The organization embraces systematic training and development programs in order to uphold efficiency and quality. These are the programs that aim at bettering technical skills, raising safety awareness, and building management and people skills in employees. Both on and off the job training is offered so that employees receive not only theoretical but also

practical knowledge. Modern construction technologies and innovative practices are also the concern of the company. In this dynamic environment, training to the employees is necessary at all times so that they can remain abreast with new tools, materials and techniques. Maitreya Developers will be enhancing productivity of its employees, minimizing operational mistakes and long-term growth of the organization by investing in employee training. Generally, the willingness of the company to develop its employees and operational excellence is the reason why the company has a competitive advantage in the real estate sector.

V. EMPIRICAL ROLE OF EMPLOYEE TRAINING IN OPERATIONAL PRODUCTIVITY

Training employees is important in improving the productivity of the operations as it makes the employees more effective and efficient in their work. Training in organizations such as Maitreya Developers where business processes are complicated and time conscious is critical in meeting the intended results.

Training also improves employee knowledge and technical abilities making them handle their work more efficiently and accurately. The competent employees are more capable of doing intricate tasks and this results in better quality of work and low errors. This has a direct impact on increasing the level of productivity in the organization.

Reduction of operation errors is another major purpose of training. Employees who are not adequately trained or those who are undertrained tend to make mistakes, which lead to rework, delays, and high expenses. Training can ensure that employees know the routine processes, safety policies and the best practices to follow and reduce such factors by ensuring that efficiency is enhanced.

Time management and speed of work also improve due to training. When employees are well-trained, it will take them a shorter time to accomplish it without rather undermining quality. This is especially critical in the construction sector where timelines play an important role in the success of a project.

Besides, training improves the flexibility of the employees to new technologies and practices. As the construction methods and equipment are rapidly changing, workers need to keep abreast with them. Training will help them to be viable and able to use the

fresh technologies. Training also helps to increase employee motivation and job satisfaction. Employees feel appreciated, and they get motivated when they get a chance to learn and develop. This results in greater engagement, performance and productivity. Moreover, training enhances communication and coordination in team members. In construction projects, the operations require teamwork. Interpersonal skills training programs are useful in ensuring employees work together without conflicts, and their workflow is enhanced. In general, employee training is a strategic method of increasing the productivity of the operations. Not only does it enhance performance of the individual but also it leads to efficiency of operations in the organization, reduction of costs, and even the long-term development.

VI. DATA ANALYSIS AND RESULTS

The data analysis section explains the answers obtained on the employees of Maitreya Developers, Nagpur in terms of how training affects the productivity of the operations. The percentage distribution and diagrammatic representation are used to analyze the analysis.

6.1 Training Effect on Employee Productivity.

Table 6.1: Employee Response on Productivity Improvement

Response Level	Percentage
High Improvement	60%
Moderate Improvement	24%
No Improvement	16%
Total	100%

Employee Response on Productivity Improvement

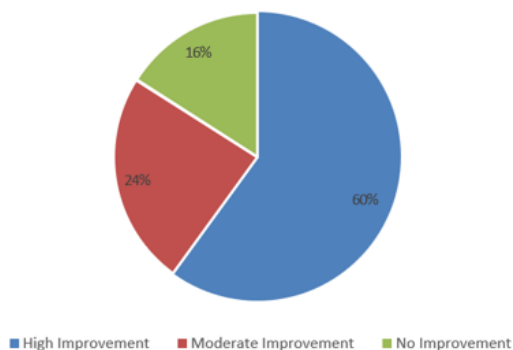


Fig 6.1 Employee Response on Productivity Improvement

Interpretation

The evidence shows clearly that employee training makes a huge difference in the productivity of Maitreya Developers. Most employees who took part in training programs reported that there was high improvement and this indicates that these initiatives have proved effective as 60% of the employees attested to the success of these programs. Also, there was moderate improvement among 24 percent of the employees which indicates that training has a positive, but uneven effect in terms of personal learning and application. The percentage of employees who stated that there is no significant change is 16, which could be because of the absence of interest, the lack of proper methods of training or the absence of adaptability. In general, the findings indicate a great positive correlation between training and productivity. Training improves employees' skills, knowledge, and efficiency thus making them able to do their duties more efficiently. It also minimizes errors and enhances quality of work which adds to the better operational results. Moreover, the employees who are trained can perform their tasks in a shorter period and more accurately. Training also increases the confidence of the employees, their motivation and job satisfaction, which translates to enhanced performance. The results imply that designed training programmers are key in improving productivity of the operation.

Thus, one can come to a conclusion that training of employees is a significant element of enhancing the personal and organizational performance.

VII. FINDINGS AND DISCUSSION

The research indicates that employee training is positively and strongly influential on the operation productivity at the Maitreya Developers in Nagpur. It was noted that employees who are exposed to regular training programs are more efficient, have better performance, and better quality of work. Training improves both technical and practical skills, which allows the employees to carry their tasks more efficiently.

The results show that training minimizes operational errors and also minimizes delays in completion of a project. Workers feel more confident and are able to work on complicated tasks, which leads to the ease of the working process and the improved coordination of team members. Also, training enhances teamwork and

communication which is key in the construction industry. The discussion reveals that employee training does not only enhance individual performance but also leads to the success of an organization. It is also important in enhancing employee motivation, job satisfaction and retention. The research also substantiates that training makes the employees familiar to new technologies and new modern construction practices.

All in all, the results permit the conclusion that training can be considered a strategic investment that results in the improved productivity, efficiency, and the overall organizational development.

VIII. FUTURE SCOPE

The future research in this field is wide and considerable. The next round of research would be to compare how the training has influenced companies operating in the real estate and construction sector. This would give a better insight on the variation of training practices and their efficacy in diverse organizational contexts. The authors can also investigate the use of new advanced technologies like artificial intelligence, virtual reality, and e-learning in employee training. These contemporary training techniques are capable of augmenting learning and boosting productivity even more. The other field of research in future may be the long-term effects of training on employee performance and organizational growth. The studies also can analyze the connection between training and employee retention in greater detail. Also, future studies can involve a more extensive sample population and other geographical regions to get more generalized findings. This would assist in making more elaborate plans about training and development of employees.

IX. RECOMMENDATIONS

Following the results of the research, it is possible to suggest a range of recommendations to enhance the success of the employee training programs:

Employers are supposed to engage in periodic and systematic training schemes that will help them constantly update the employee skills.

- The training programs must be based on the needs of employees and job descriptions.
- Practical and on-the-job training should be put more in focus.

- Digital learning platforms and simulation-based training are modern technologies, which should be embraced.
- Feedback and performance should be used periodically to analyze the effectiveness of the training programs.
- The management should have an incentive and recognition of employees who participate in the training programs.
- Soft skills like teamwork, leadership and communication should also be trained.

These suggestions will assist in the optimization of employee performance and increase the productivity of the operations.

X. CONCLUSION

The research deduces that the training of employees is important in improving the productivity of operations within Maitreya Developers, Nagpur. Training programs go a long way in enhancing the skills and efficiency of employees as well as the overall performance of the employees and this directly translates to the success of the organization. It is agreeable that employees who are trained are better, more knowledgeable and with the ability to carry their duties well. Training will also minimize the errors in operations, better quality of work, and timely delivery of work. In addition, it boosts staff morale and job satisfaction and results in increased engagement and retention. The study indicates that training of employees cannot be treated as a cost but as an investment in the organizational growth and sustainability. There is a high chance that organizations that place more emphasis on employee development will be able to record high productivity and still have a competitive edge.

To sum up, the training programs are necessary to enhance individual and organizational performance, and they are very important in attaining operational excellence.

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