Literature Reviews and Reports on The Necessity of Contemporary Training Programs

Brijesh Rajput[1], Sapan Asthana[2]

[1]Research Scholar, Maharishi University of Information and Technology, Lucknow, Uttar Pradesh, India.
[2]Associate Professor, Maharishi University of Information and Technology, Lucknow, Uttar Pradesh, India.

Abstract

Reviewing the literature on contemporary training and development programs used by private organisations is the main goal of this paper. The rationale behind the research is justified by the literature review. It provides more details of prior studies briefly. A literature review helps to identify the gap which we can fill by our research. It also helps to find and select appropriate measurement instruments. It also helps to identify the suitable sampling method and questions to be asked in questionnaire. It is needed for a researcher to have a deep literature review because then only he can do a true research and do something new in his research. It saves a researcher from duplicity. In 2010, Fink described a "literature review" as a systematic assessment of existing data that identifies, assesses, and synthesizes for explicit presentation. In 2009, Grant and Booth identified fourteen types of reviews used in degree-granting and advanced research programs, defining their characteristics and methodology. According to Hart (1998), a "literature review" produces two outputs: the presentation of data, ideas, information, and evidence to express perspectives on the nature of the issue and the methodology to be followed in the study.

Keywords: Training programs, effectiveness of modern training, attitude of employees towards modern training, Employee job satisfaction.

Journal of Data Analysis and Critical Management (2025); DOI: XXXX.XXXX

Introduction

This essay explains the significance and necessity of reviewing the literature on contemporary training and development programs. In India, Management education and training is growing fast. A large number of institution providing management education and training are established in last two decades. For the sustainable development and growth of economy, there is a need of educated, skilled and efficient human resource in every field of industry at all three level of organization. There is a requirement of realizing the training needs, identifying and bringing the suitable trainee to the organization, selecting and using a suitable training process, providing a easy learning and supportive environment to the trainee, taking feedback of trainees, assigning task after training and measuring effects and outcomes of training, make changes for the next time if required for the effectiveness, growth and success of the organization which results in growth of the economy.

Literature Review

This study presents a review of relevant studies and literature as follows:

R. Suhasini and Dr. T. Suganthalakshmi (2015) have conducted research on the subject "Emerging Trends in Training and Development" and recognized the value of contemporary training techniques like computer-assisted training, computer-based training, e-learning (online instruction and training delivery), learning portals, distance learning, virtual reality, action learning,

Net varsity (corporate university), outbound training programs, intelligent tutoring systems, mixed learning, and virtual reality. They told about benefits of new trends in training and development like easy to use, clarity, accuracy, fun, involvement, freedom, assessment of progress etc.

Dr. Dinesh S. Kanwar and Dr. Rajeev Kumar (2020) have conducted research on the subject "The Role of Human Resource Management in Higher Education" They stated in their study that the process of determining and improving one's talents for improved performance is known as training and development. They mentioned that it involves organizing developmental programs and training courses, besides conferences, workshops and seminars for enhancing the competence of the employees. They did their research on teachers and showed the importance of training for the teachers for the success of the organization.

Adnan Faridi and Akhtar Baloch (2018) have conducted research on the subject "The moderating role of modern training and development methods in private banks and work performance: evidence from contractual employees working in Pakistan banking sector" and verified that the positive impact of private banks on high-quality work performance and efficiency is mostly caused by modern training and development strategies. They discussed the value of training and development for contract workers in Pakistan's private banks. They stated that through the development of professionalism and employee engagement, various contemporary training and development methods and approaches implemented by private banks have improved the working efficiency of the banking industry, ultimately leading to higher-quality work performance from contractual employees.

Adnan Faridi and Akhtar Baloch (2019) have conducted research on the subject "Training and Development Methods affecting Professionalism and Empowerment of Banking Sector Employees" have done research for importance of training and development of banking sector employees and taken sample of 380 respondents for their research. They also did a comparison between modern and traditional methods of training the bank employees from both the public and private sectors. They found in the research modern training techniques empower people, which raises the level of professionalism in Pakistan's banking sector.

Aimen M. Shamsi and Amar Saxena (2014) have conducted research on the subject "The perspective and scenario of employee engagement in companies of Northern India" and said on the basis of 240 out of 246 questionnaires distributed for the research that training and development is one of the most crucial 17 factors which help to improve employee engagement, employee satisfaction, employee performance and reduce employee turnover, stop employee absenteeism in companies in Northern India. They mentioned that these are really very important for the success of the organization.

Anju Dagar (2012) has conducted research on the subject "Analysis of Human Resource Accounting" and says employees are an organization's most valuable assets, and their credentials and performance determine whether it succeeds or fails. So employees thus require the necessary attention in order to achieve corporate objectives.

Bharthvajan R and S Fabiyola Kavitha (2019) have conducted research on the subject "A Research on Effectiveness of Training and Development in its Solutions" and have taken sample of 110 employees out of 195employees of IT industry. They evaluated in their study that There is a considerable difference between personnel before and after the training they received. They found that training imparted meets the objectives set before the training.

Divya Dwivedi and Dr.RuchikaYadav (2019) have conducted research on the subject "effect of hrm practices on employees retention: a review and expanded theoritical prespective" and say any organization's success depends on the number of quality people working in a highly competitive atmosphere. They say employees are the backbone of any organization and to retain these talents is a very important and critical task for any organization. As a result, every firm must develop effective human resource procedures to foster high employee performance.

Messmer M. (2000) has conducted research on the subject "Orientations Programs Can Be Key to Employee Retention" Investment in employee training and career development has been identified as one of the most critical elements in retention. Organizations constantly invest in training and development for those employees who they expect to return and provide value for their investment. He witnessed that training & development is the key factor of employee retention.

Donghwan Lee, Donghwa Kim, Changwon Lee, Myung Kil Ahn and Wonjun Lee (2022) have conducted research on the subject "ICSTASY: An Integrated Cybersecurity Training System for Military Personnel" and they did research for military and reviewed that existing cyber

Comprehensive support for efficient and successful cyber security training is often absent from security training platforms. They proposed ICSTASY, a scenario-based, interactive, and immersive cyber security training platform that supports a variety of training features holistically. They have demonstrated the viability of effective and realistic cyber training for both the corporate and military sectors through the exhibition of their prototype.

Dr. Aditi R. Khandelwal (2019) has conducted research on the subject "E-HRM – IT for HR" and she says that E-HRM has a vital role in doing HRM. She says that online training can bring employees anywhere and everywhere. She suggests use of web-technology-based channels for Personnel management includes education, training, career development, corporate organization, job descriptions, the hiring process, employee personal pages, and annual employee interviews.

Dr. Anshu Rupainwar (2020) has conducted research on the subject "human resource management in higher education" and has mentioned staff development is the process of evaluating employees' performance and identifying important skills and competencies that require development or training to improve their performance. She discusses the importance of training for transformation, as well as improving and growing competence through in-service training, conferences, workshops, and seminars. Her research shows importance of ICT skill, training and development for teachers.

Dr. Mihir D Kalambi (2018) has conducted research on the subject "Transitioning Indian Healthcare- The need for Human Resource Personnel" and suggested the policymakers to consider the health workforce's skill groups and training levels. New choices for healthcare worker education and in-service training are required to ensure that the workforce is aware of and prepared to satisfy a specific country's current and future demands. A well-trained, groomed, and capable workforce is critical to any successful healthcare system.

Dr. Rashmi Gupta (2019) has conducted research on the subject "human resource challenges in the indian power sector-an analytical study" and says that there is requirement of trained and semi-skilled workers for project completion. Both the developer and the contractor(s) must work together to provide local people with training and skill sets that will boost their employability. She advocates establishing new modern technical training institutions in the government sector, while the private sector provides modern training and development.

Dr. Sangeeta Rani (2019) has conducted research on the subject "Human Resource Management and Artificial Intelligence" and she tells importance of Artificial Intelligence in HRM. HRM performs a variety of functions, including inviting candidates for a specific job profile, selecting the right candidate with the necessary potential and skills for the job, introducing new employees into the organization, providing appropriate training and development courses to enhance his knowledge and skills about a job so that he can perform as expected, compensating him appropriately for his work, and providing fringe benefits.

Grace Antony Rose and Vinith Babu (2020) have conducted research on the subject "A study on training and development with reference to diamond industries" have found that training and development are incredibly crucial to the company's growth since they not only boost employees' abilities and knowledge but also build the relationship that exists between the workforce and the company's leadership. They urged that all organizations provide training to all employees, regardless of qualifications or talents. It can assist individuals enhance their skills and advance in their careers while also increasing productivity in the firm. Every organization must remain competitive and sustainable in an ever-changing environment.

Jyoti Bhati (2019) have conducted research on the subject "Impact of Training & Development on Teacher's Performance : An Empirical study on CBSE Affiliated Schools in Rajasthan" says that there in need for training of employees for attaining improved quality, increased productivity, less learning time, industrial safety, decreased absenteeism and turnover, updated technology, and efficient management.

Ms. Papia S Nath and Dr. J.Gajendra Naidu (2016) have conducted research on the subject "Exploring the effect of integrating Learning management System with Human Resource Management System" and witnessed that corporate e-learning Culture determines the tone of the entire online training program. A thriving culture encourages lifelong learning and emphasizes the value of human development.

Pallavi Pahuja and Parinita Malhotra (2017) have conducted research on the subject "A Literature Review on Training & Development and Qwl– Impact on Marketing Professionals" and told that every organization needs training and development initiatives. Employee performance at work is improved, employee knowledge

is updated, personal skills are improved, and managerial obsolescence is avoided thanks to these programs, they affirmed. Employees are typically trained in the following areas: soft-skill development, personality development, interpersonal relationships, problem-solving techniques, managerial and supervisory training programs, quality improvement programs, technical processes, quality circle programs, time management skills, employee efficiency development programs, violence prevention programs, regulatory compliance, goal setting and program implementation, workplace Saravanan and J. Pavithra (2020) have conducted research on the subject "A study on effectiveness of training and development in Jemi cluster" and say that training is the learning of knowledge, skills, and competencies as a result of the teaching of vocational or practical skills and knowledge relevant to certain usable competencies. Its precise goals are to improve an individual's capability, capacity, and performance. They say that training is continuous process that never ends. They recommend that the organization update its training program to ensure that employees perform their jobs safely. According to William James (1998, P.18) of Harvard University, employees can retain their jobs by working at about 20-30% of their capacity. His studies led him to assume that if these people were properly motivated, they could perform at 80-90% of their potential.

Shakila P. (2014) has mentioned in her review paper "A Literature Review and Reports on Training and Development" about the need of new advancements in training and development in HRD. She brought up the points made by David McGuire and Mammed Bagher (2010) regarding the significance of diversity training in promoting more inclusion, equality, and justice in the workplace. She goes on to discuss John Wilson and Steven Western (2000), who carried out a study and discovered that just a small number of training and development programs focused on broad personal development, whereas the majority were particularly tailored to occupational requirements. She came to the conclusion that when assessing the efficacy of training initiatives, the latest developments in HRD should be taken into account. Numerous foreign experts in training and development have attempted to establish various techniques for evaluating the efficacy of training initiatives. For this reason, training programs are crucial for individuals to advance in their careers.

Tilottama Singh and Snigdha Malhotra (2018) have conducted research on the subject "Study of training &

development impact on employees in it sector." They took sample of 100 employees of 5 IT companies in Dehli-NCR and says that "need based training" should be given to initiatives that have a direct impact on staff productivity and improve workplace effectiveness. When assessing training needs, the training and development domain considers the employees' yearly assessment report. According to Ambika Bhatia and Lovleen Kaur (2014), workers are not interested in joining a company in the modern period if their knowledge and abilities are not improved. Numerous firms offer learning opportunities and employ them as a retention strategy. The findings indicate a strong statistical correlation between training and development and employee effectiveness and performance. She also discusses the main finding of Ann P. Bartel (1994), which was that companies that were operating below their projected labor productivity levels in 1983 implemented new employee training programs after that year, leading to noticeably higher increases in labor productivity growth between 1983 and 1986.

Topiwala Mrunali and Dr. Anuradha Pathak (2021) have conducted research on the subject "A study on the effectiveness of training and development on employee's performance at JK Paper Ltd." they concluded that employee performance is significantly impacted by training and development since JK Paper's training and development initiatives have improved productivity, performance, and financial return for the company. They discovered that workers had a favorable opinion of the organization's training and development initiatives. Employees reported that training and development supported their personal development and inspired them to work with enthusiasm. Following employee training, the organization saw a decrease in absenteeism and turnover. Since the company is in charge of their learning and correcting them when necessary, the major variables contributing to the organization's performance are providing formal training programs to both new and existing personnel and evaluating the results. The examination of the research data leads us to the conclusion that the pay structure should be changed on a regular basis, and that creativity is essential in defining the areas where genuine training needs exist.

Ananthalakshmi Mahadevan and Ming Hsiang Yap (2019) have conducted research on the subject "Impact of Training Methods on Employee Performance in a Direct Selling Organization, Malaysia" and found that off-the-job training has a greater influence than on-the-

job training based on the reading of the beta value. They stated that there is no one-size-fits-all training technique. As a result, the human resources department, particularly the training and development practitioner, should regularly evaluate the most effective training plan. Simultaneously, the organization must have access to post-training evaluations, which are critical for establishing the program's overall efficacy rather than simply the training technique.

Tarun Singh (2015) has conducted research on the subject "Efficacy of Training and Development Programs on Employees Productivity at Bharat Heavy Electricals Limited" and provided various recommendations, such as the need for training programs to be improved, the necessity for flexible training methods, the creation of evaluation mechanisms to determine the efficacy and relevance of training programs, and the requirement that all employees participate in an integrated and sound training program. An employee has to be trained in order to build positive and healthy relationships with other employees; the board should implement more incentive-based programs; and an HR department should be established.

N. Akbar Jan and C. Muthuvelayutham (2012) have conducted research on the subject "Employees' training and development in IT sector: An essential instrument for effectiveness of organisational productivity" and they used the Partial Least Squares approach for their investigation. According to their research, the perception of the employees and the 18 statements they chose are strongly supported in raising the organization's productivity. According to their research using AMOS and Structural Equation Modeling (SEM), effective training initiatives will boost an organization's efficiency.

Conclusion

After reading the aforementioned study studies, I concluded that employee development and training are essential to the organization's performance. Every organization in every industry needs to develop and implement effective modern training and development program if it wants to be successful in the competitive era. After going through above research papers I found that modern training methods such as computer assisted training, computer based training, E-Learning etc. are very important for enhancing performance, productivity, positivity of employees in the organization. I also found that modern training and development programs impacted positively on the employees. It is

also supported by some researcher that there is need of improvement in training programs. A researcher suggested for improvisation in training programs. I also found that a researcher advised for doing advancement in training and development programs. I can say after going through above research and review paper that there is need of modern training (learning) and development programs for enhancing performance, productivity, involvement, positivity, retention of the employees in the organization.

References

R. Suhasini and Dr. T. Suganthalakshmi (2015) "Emerging Trends in Training and Development"

Dr. Dinesh S. Kanwar and Dr. Rajeev Kumar (2020) "The Role of Human Resource Management in Higher Education"

Adnan Faridi and Akhtar Baloch (2018) "the moderating role of modern training and development methods in private banks and work performance: evidence from contractual employees working in pakistan banking sector"

Adnan Faridi and Akhtar Baloch (2019) "Training and Development Methods affecting Professionalism and Empowerment of Banking Sector Employees"

Aimen M. Shamsi and Amar Saxena (2014) "The perspective and scenario of employee engagement in companies of Northern India"

Anju Dagar (2012) "Analysis of Human Resource Accounting"

Bharthvajan R and S Fabiyola Kavitha (2019) "A Research on Effectiveness of Training and Development in its Solutions"

Divya Dwivedi and Dr.RuchikaYadav (2019) "effect of hrm practices on employees retention: a review and expanded theoritical prespective"

M. Messmer (2000) "Orientations Programs Can Be Key to Employee Retention"

Donghwan Lee, Donghwa Kim, Changwon Lee, Myung Kil Ahn and Wonjun Lee (2022) "ICSTASY: An Integrated Cybersecurity Training System for Military Personnel"

Dr. Aditi R. Khandelwal (2019) "E-HRM – IT for HR"

Dr. Anshu Rupainwar (2020) "human resource management in higher education"

Dr. Mihir D Kalambi (2018) "Transitioning Indian Healthcare-The need for Human Resource Personnel"

Dr. Rashmi Gupta (2019) "human resource challenges in the indian power sector-an analytical study"

Dr. Sangeeta Rani (2019) "Human Resource Management and Artificial Intelligence"

Grace Antony Rose and Vinith Babu (2020) "a study on training and development with reference to diamond industries"

Jyoti Bhati (2019) "Impact of Training & Development on Teacher's Performance : An Empirical study on CBSE

Affiliated Schools in Rajasthan"

Ms. Papia S Nath and Dr. J.Gajendra Naidu (2016) "Exploring the effect of integrating Learning management System with Human Resource Management System"

Pallavi Pahuja and Parinita Malhotra (2017) "A Literature Review on Training & Development and Qwl– Impact on Marketing Professionals"

Saravanan and J. Pavithra (2020) "A study on effectiveness of training and development in Jemi cluster"

Shakila P. (2014) "A Literature Review and Reports on Training and Development"

Tilottama Singh and Snigdha Malhotra (2018) "Study of training & development impact on employees in it sector."

Topiwala Mrunali and Dr. Anuradha Pathak (2021) "A study on the effectiveness of training and development on employee's performance at JK Paper Ltd."

Ananthalakshmi Mahadevan, Ming Hsiang Yap (2019) "Impact of Training Methods on Employee Performance in a Direct Selling Organization, Malaysia."

N. Akbar Jan and C. Muthuvelayutham (2012) "Employees' training and development in IT sector: An essential instrument for effectiveness of organisational productivity"