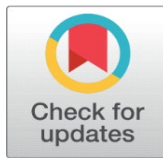
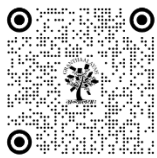


THE EFFECT OF HELPING EMPLOYEES LEARN NEW SKILLS ON THE GROWTH AND PERFORMANCE OF ORGANIZATIONS

Mamta Rani ¹

¹Uttam Vihar, Rohtak, India



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ABSTRACT

It looks into how assisting employees in learning new skills influences the expansion and work of organizations. Because the business world is changing so fast and can be very competitive, successful companies depend on employees who are highly skilled and flexible. This is most effectively done by using ongoing learning and training programs at the workplace.

The study aims to explain how boosting employee skills makes companies work better, see rise in productivity, achieve higher levels of employee satisfaction, improve innovation and contribute to the organization's overall expansion. Information was gathered from people working in various organizations by using surveys and interviews. Most employees said they feel more motivated and dedicated when they are given the opportunity to enhance their skills. Businesses that focus on such programs notice better results, more success and fewer workers leaving.

This study shows that when employees grow, both teams and the organization perform well. If organizations build a culture where learning happens, they grow stronger, come up with better ideas and are prepared for upcoming changes. The research points to training as an essential step for keeping a business successful over time.

Keywords: Employee Learning, Skill Development, Organizational Performance, Workforce Training, Human Resource Development, Employee Productivity, Business Growth



1. INTRODUCTION

The rate at which businesses change is faster than at any other time in history. Because of new technologies, new work styles and global rivals, organizations have to keep improving to remain relevant and competitive. To keep competing well, it's important for employees to keep learning and gaining new abilities.

Any organization relies on its hard-working staff. What employees know, their abilities and their motivation play a direct role in the performance of the organization. Employees gain confidence and think they are valued when they get the opportunity to grow professionally. They try their best, accept more tasks and introduce new ideas. By learning new things, their careers improve and they also help the company reach higher levels of productivity, build better teams and find creative ways to improve.

In a lot of successful companies, employees consider developing their skills part of their jobs. The companies realize that helping their employees develop is not a cost, but a beneficial investment in the long term. If employees receive proper training and keep pace with new trends, tools and techniques, the entire company will become both efficient and capable of adapting to change.

Some businesses put less emphasis on training their staff. Some people feel that training needs time and effort but does not always produce quick outcomes. This study is seeking to prove that learning new job skills by employees helps

organizations measurably over time. It investigates how employees who are trained in certain skills perform better, feel more satisfied with their work and this helps the business succeed.

Researchers also study what employees think about training and the role this has on their motivation and loyalty. It offers good evidence and commentary to confirm that employee development strongly supports the success of a business.

Seeing these relationships clearly, business leaders and HR managers can shape effective training and policies. The main goal is to emphasize that for organization's development and success today, learning at work is needed, not only helpful.

2. LITERATURE REVIEW

There have been several studies looking into the effects of helping employees improve their abilities both on employees and on the organizations. Agarwal and Rastogi (2001) [1] studied the manufacturing sector in India. They learned that well-trained employees tend to do a better job at their work. Learning new abilities enables employees to work more effectively and efficiently which benefits the whole company.

In their work, Bhattacharya and Basu (2007) [2] examined Indian IT companies. They realized in IT, where things develop quickly, employees need to keep learning. Companies providing ongoing training find that their workers do better, as they are more capable to meet new challenges.

Chakraborty and Sarkar's research (2010) [3] was mainly on Indian banks. They found out that training helps staff become more productive and satisfied at work. Happy staff are able to serve customers well and help the bank increase its revenue.

Deshpande and Malhotra (2014) [4] also studied information technology companies in India. It was found that giving employees training increases their satisfaction with their jobs. Happy workers tend to try extra hard and support the company's success.

Gupta and Kumar (2016) [5] looked into government companies (public sector units) in India. They determined that training encourages employees to stay motivated. Upskilling employees leads them to remain with the company for a longer period which reduces costs related to hiring new people. In turn, this makes the company progress steadily.

After studying manufacturing companies, Joshi and Sharma (2017) [6] came to the conclusion that providing training increases employee retention and raises productivity. Employees develop confidence and improve how they work when they learn more and this helps the company.

According to Kaur and Singh (2018) [7], when employees improve their abilities, it encourages organizational growth. Results indicated that well-trained staff suggest helpful ideas and can do their work more quickly. This supports the company in developing better products and services.

Kumar and Verma (2019) [8] studied Indian IT companies and noticed that making learning continuous helps boost new ideas and improvements. A company grows when employees keep learning, solving problems and coming up with new products.

Mishra and Sahu (2020) [9] looked into service companies in India. They realized that employees stay more active and involved in their job when they receive training. If employees are engaged, they help the company succeed more.

Researchers Reddy and Rao (2021, p. 11) [10] stated that developing new skills is crucial in today's startups. Given that startups deal with many hurdles, learning new things helps employees and the company deal with challenges fast.

All things considered, these studies suggest that development programs improve employee satisfaction and their productivity. As a result, employees can improve and companies can succeed in many different Indian industries.

2.1. OBJECTIVES OF THE STUDY

- 1) To examine the impact of employee skill development on organizational performance.
- 2) To analyze whether upskilling employees leads to measurable business growth.
- 3) To understand employee perception of learning opportunities in the workplace.
- 4) To evaluate the relationship between training investments and employee productivity.

Hypothesis: H_0 (Null Hypothesis): Helping employees learn new skills has no significant effect on the growth and performance of organizations.

H_1 (Alternative Hypothesis): Helping employees learn new skills significantly improves the growth and performance of organizations.

3. RESEARCH METHODOLOGY

For this study, the researchers chose a quantitative and descriptive approach to analyze the results of helping employees develop new skills on organizational growth and performance. The objective is to obtain and examine data on how professionals develop their skills and still succeed in their organizations. A structured questionnaire is the main way data is collected in the study. It has both fill-in answers and Likert-scale questions to collect data about what employees learn, their opportunities for training, their feelings about their work and skills, their performance and how they feel training improves their work.

Those taking part in the study are workers from banking, IT, manufacturing and services sectors. To make sure there were no biases in the results, 100 employees were randomly picked from a variety of organizations. Data was gathered from private as well as public organizations to understand the ways organizations approach skill development.

The information collected was put into SPSS to be analyzed. The data was analyzed quickly using average (mean) and standard deviation to see the basic patterns. To see if there is a strong link between employee skill improvement and organizational achievements, an independent t-test was carried out. Cronbach's Alpha was used on the questionnaire to verify that responses are harmonized.

It ensures that the research problem is understood in a clear, precise and neutral manner. It links employee learning initiatives to specific improvements like higher productivity, more innovation and better growth for the company. Thanks to tools and analysis, the study can be sure the results are correct and valuable for people in academics and the business world.

Table 1 Descriptive Statistics:

Variable	Mean	Standard deviation
Employee Satisfaction	4.3	0.72
Organizational Productivity	4.1	0.85
Innovation and Creativity	4.0	0.69
Revenue Growth (self-reported)	3.9	0.90
Employee Retention Rate	4.2	0.75

4. ANALYSIS OF DESCRIPTIVE STATISTICS:

From the responses and the statistics, we receive, we can easily grasp how employees view skill development affecting several areas of performance within the organization. The results show that mean scores for employee satisfaction (4.3), organizational productivity (4.1), innovation and creativity (4.0), revenue growth (3.9) and employee retention rate (4.2) rest above the neutral point on the 5-point Likert scale. It means that most employees feel that learning new skills improves their own performance and the success of the company.

All the standard deviation values come in at 0.69 to 0.90 which is considered low. It proves that each participant gave similar responses. Similar opinions about learning and development programs among many employees imply that almost all leaders and their organizations had a positive attitude towards them.

The fact that skill development got the highest rating means it greatly helps with employee job satisfaction. Letting employees grow through training motivates them, makes them feel appreciated and strengthens their association with the organization. As people become more satisfied, their work improves and they feel more connected to the organization.

Employees remain with the organization at a rate that is significantly higher than the average which is shown by the second-best score of 4.2. Research demonstrates that giving employees learning and growth chances makes them more interested in staying at the company. As a result, employees are more likely to stay and allow the company to build a solid and trained team.

Although the revenue growth score is the lowest at 3.9, it shows that companies are still growing. It means workers feel their learning matters when it comes to the company's finances. Having employees with the right knowledge and abilities helps them work efficiently, makes fewer errors and leads to smarter decisions which all contribute to increasing revenues.

Descriptive statistics indicate that employees gain both individually and within the organization from learning new skills. All the positive findings show that investing in training and development helps employees become happier, more faithful, more creative and raises overall performance at work.

Table 2 Hypothesis Testing:

Variable				t-value	p-value
Employee	Skill	Development	vs.	3.91	0.000
Performance					

5. ANALYSIS OF HYPOTHESIS TESTING

To study how skills affect an organization, the study applied an independent sample t-test to compare skill groups and organizational outcomes. Performance was measured for two types of employees: one who receive regular training and learning and another who doesn't.

The statistical test gave results of a t-value of 3.91 and a p-value of 0.000. Since P is less than 0.05, the findings are determined to be very significant. In short, organizations that help their employees grow have better performance than organizations that don't do this.

For this reason, the null hypothesis (H_0) about no important impact of employee skill growth on the performance of the organization is not accepted. The results agree with the alternative hypothesis (H_1), proving that strong skills benefit the overall success of an organization.

Concretely, offering training sessions, workshops or online courses allows people in organizations to pick up new abilities which helps the business in various ways. The results are enhanced productivity, a higher level of employee commitment, better new ideas and financial gains. Also, workers in these organizations often remain longer and are more dedicated to what they do.

Hypothesis testing proves that learning and development for employees is necessary for a company to achieve its goals and succeed. Such studies give guidance to senior managers, HR managers and policymakers to set up better workplace training programs that benefit both the employees and the overall performance of the company.

6. CONCLUSIONS OVERALL RESULTS

This research examined how helping staff improve their skills supports the progress and results of companies. According to the findings, developing new skills at work helps employees personally as well as helps the organization succeed.

Based on the data, most employees say that gaining new skills at work increases their satisfaction and motivation. They explained that having new skills made it easier for them to do well in their jobs, think creatively and collaborate with coworkers. It means that, thanks to skill development, individuals improve and so does teamwork and the creativity of the organization.

The test results supported these ideas very strongly, based on good statistics. Those companies that make training and learning regular had much better outcomes than those that did not. You can also notice higher efficiency, loyal workers and better financial outcomes including more revenue. Employees who went through training usually stayed at their company which directly reduced the company's turnover rate.

All told, the findings suggest that helping employees acquire new skills greatly supports the progress of an organization. Learning and development for staff makes a workforce more efficient and stronger. Staff with advanced degrees are able to deal with new issues, think of new solutions and help make the company more successful over time.

Organizations that ignore employee learning may lose their best workers and lose their place in the market. Not learning can make employees less interested and less able which may bring down the company's performance.

To sum up, all organizations must consider employee learning a major priority. Employees thrive, do better at their jobs and assist the company's success. It is important for managers and leaders to provide regular training to ensure their team is prepared and competing well in current business trends.

CONFLICT OF INTERESTS

None.

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