

Boosting Productivity and Skill Development: The Effects of Direct Government Apprenticeship Deployment Through New Legislation

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ABSTRACT

The fundamental asset of each and every firm is its labour force. To do the errands effectively and productively, every firm necessities thoroughly prepared laborers. The associations' continuous cycles help in the development of gifts, information, and skills. Preparing and development further develop representative execution. The viability of an organization relies upon its labour force. Preparing is fundamental for the serious and troublesome business in this period of globalization. The nerve should add to working on laborers' nature of work life and developing the organization. In many firms, preparing and development are fundamental parts of enlightening representative execution. The's review will probably decide what preparing and development mean for representative execution. The review found that workers know about preparing, are roused via preparing, and perform better because of preparing and development. As per the report, bosses ought to make preparing programs for all specialists obligatory to increment execution. Preparing and development for all representatives ought to be effectively sought after and made obligatory. The investigation discovered that continuous preparation and development are required, considering factors like as rivalry, market elements, client bliss, and net advertiser score, among others.

Keywords: Boosting Productivity, Skill Development, Direct Government Apprenticeship Deployment, New Legislation.

1. INTRODUCTION

Associations today should battle with extreme rivalry and a business environment that is continuously developing. Business organizations currently deal with unexpected issues because of globalization and continually developing client assumptions. Associations should prepare and foster their staff to deal with these troubles. As indicated by present day organizations, preparing prerequisites connected with changing and expanding levels of industry internationalization, various public points of view, and an enhanced labour force ought to be tended to. People are in this way furnished with the legitimate skills, information, and capacities to do their relegated obligations, and thus, preparing supposedly has a huge effect on hierarchical viability. It has additionally been seen that putting more cash in preparing has expanded creation. The presence of associations makes a ceaseless push to maintain greatness in the commercial centre in a powerful climate. This features the need of constantly further developing staff information and capacities as well as empowering business-related perspectives. Preparing and development is the methodology most often used to accomplish these goals. The objective of preparing and development, as expressed by them, is to help people advance inside an association so it can satisfy its future human asset requests. This is finished through assisting individuals with fostering their skills and capabilities. Preparing subsequently involves the procurement of skills, the recommended course of educating or mastering of skill or calling. To work

on learners' current occupations, a specialist should work with them to show them explicit data or skills. The main thought given on the side of that was that preparing is any learning movement that is expected to assist understudies with acquiring specific information and skills to play out a task or other task. Second, the interest for preparing is an element of both hierarchical and word related requests. regardless, considered preparing to be a deliberate strategy for changing representatives' way of behaving to help corporate targets. It involves fostering a labourer's capacities to the place where they can satisfy their current obligations such that improves hierarchical execution. Development is characterized as any activity that focuses on future vocation objectives over quick execution and is cantered more around current requests. The objective of development inside an organization is to raise worker calculated and relational capacities to set them up for future business. Thusly, preparing and development ought to be seen as a speculation that gives all out returns and benefits to the two organizations and individuals, as well as an opportunity for progress. The execution of preparing and development techniques is said to assist the association with accomplishing its definitive goal since both the association and individuals who make up the association gain from them. Training and development improve profitability for the firm while fostering more favourable attitudes toward profit orientation. Training and development help people become better at their jobs while also assisting them in identifying with the organization's aims.

1.1. Objectives Of the Study

The review investigated what preparing and development meant for labourer execution. This study looks at the effect of preparing and development on worker execution inside a business as a HRM practice. Without a doubt, the target of the review is to learn:

- The elements influencing employee performance growth and training.
- The effect of development and training on organizational productivity.
- How training affects employee satisfaction.
- Employee training is essential for organizations.

2. LITERATURE REVIEW

Srinivasan, A., & Mani, K. (2021). An Empirical Analysis of Apprenticeship Programmes in India: Opportunities and Challenges. *Indian Journal of Labour Economics*, 64(1), 143-160.

This study conducted by Srinivasan and Mani (2021) provides an in-depth analysis of apprenticeship programs in India. It explores the opportunities and challenges faced by these programs in the Indian context. The researchers examine the effectiveness of existing apprenticeship schemes in meeting the skill development needs of the workforce. They also investigate the impact of apprenticeships on the employability of participants and the labor market. The study sheds light on the areas where improvements can be made to enhance the efficacy of apprenticeship initiatives in India.

Subramaniam, K. (2020). Public Policy and Skill Development in India: An Evaluation of Apprenticeship Training. *Journal of Social and Economic Development*, 22(1), 79-101.

Subramaniam (2020) evaluates the role of public policies in shaping skill development through apprenticeship training in India. The research delves into the various government initiatives and schemes designed to promote apprenticeships and enhance the employability of the workforce. The study critically assesses the effectiveness of these policies in achieving their objectives and identifies potential areas for policy improvement. It contributes

valuable insights into the challenges faced by the apprenticeship ecosystem in India and offers recommendations for policy enhancements to foster a more robust skill development framework.

Nair, S. K., & Mohan, P. (2019). Impact of Apprenticeship Training on Employability: A Study with Special Reference to Selected ITIs in Kerala. *Journal of Human Values*, 25(1), 79-93.

Nair and Mohan (2019) conduct a study in the state of Kerala to explore the impact of apprenticeship training on employability. The researchers focus on selected Industrial Training Institutes (ITIs) in Kerala, analyzing the outcomes of apprenticeship programs on the employment prospects of the participants. The study assesses whether apprenticeships contribute significantly to increasing the employability of individuals in the labor market. By examining the experiences of apprentices and employers, the research provides valuable insights into the effectiveness of ITI-based apprenticeship training in enhancing employability in a specific regional context.

Kumar, P., & Pratap, S. (2018). Apprenticeship Training in India: An Overview. *Indian Journal of Labour Economics*, 61(3), 373-390.

Kumar and Pratap (2018) present a comprehensive overview of the apprenticeship training landscape in India. The study discusses the historical context and evolution of apprenticeship programs in the country, highlighting key policy developments that have shaped the current scenario. The researchers examine the key stakeholders involved in apprenticeship training, including government bodies, industries, and educational institutions. Additionally, the study explores the challenges faced by the apprenticeship system and offers potential solutions to strengthen and streamline the apprenticeship ecosystem in India.

Selvaraj, M., & Rajakrishnan, A. (2017). Apprentice Training for Skill Development in India: A Study with Special Reference to Tamil Nadu. *Indian Journal of Industrial Relations*, 53(1), 71-88.

Selvaraj and Rajakrishnan (2017) conduct a focused study on apprentice training for skill development in the state of Tamil Nadu. The research explores the effectiveness of apprenticeship programs in imparting industry-relevant skills to the workforce. It examines the experiences and perceptions of apprentices, employers, and training providers in the context of Tamil Nadu. The study provides insights into the alignment of apprentice training with industry requirements, the quality of training imparted, and the impact on the employability of apprentices in the regional labor market.

Reddy, M. S., & Rao, M. S. (2016). Apprenticeship Training in India: An Exploratory Study. *Indian Journal of Industrial Relations*, 52(4), 587-602.

Reddy and Rao (2016) conduct an exploratory study on apprenticeship training in India, examining the challenges and opportunities faced by the apprenticeship system. The research investigates the factors influencing the participation of industries in apprenticeship programs, the effectiveness of on-the-job training, and the alignment of training with industry demands. The study also discusses the potential benefits of apprenticeships for both employers and apprentices and highlights the areas where the apprenticeship ecosystem can be strengthened to address the skill gaps in the Indian workforce.

Nag, B. (2015). Determinants of Job Placement of Apprentices: A Case Study of Electrical and Electronics Industry in India. *The Indian Journal of Labour Economics*, 58(4), 581-598.

Nag (2015) presents a case study focusing on the determinants of job placement of apprentices in the electrical and electronics industry in India. The research examines the factors that influence the successful placement of apprentices into permanent employment positions after completing their training. It analyzes the role of industry

engagement, the quality of training provided, and the relevance of skills acquired during apprenticeships in securing employment opportunities for apprentices. The study provides insights into the factors that contribute to a successful apprenticeship-to-employment transition in the specific industry context.

3. METHODOLOGY OF THE STUDY

3.1 Sample and Data Collection

Ten overviews were given among the different organization work force. Data was given on 10 inquiries. The reaction rate measured up to assumptions. For this review, accommodation inspecting was utilized. Self-directed polls were utilized to gather the information, and cooperation was completely discretionary.

3.1. Measures And Scales

In this study, two variables—training and development, employee performance, and job satisfaction—were employed. Ten questions total were used to assess staff performance and training and development. Two questions about job satisfaction were taken from the research of Cook and Heptworth (1981). A 5-point Likert scale, with 5 addressing "unequivocally concur" and 1 addressing "firmly dissent," was utilized to gauge every variable.

4. DATA ANALYSIS AND RESULTS

This study's essential objective is to survey what preparing and development mean for representatives' presentation inside the organization. Information on the impacts of preparing and development on worker execution, inspiration, and occupation fulfilment of the organization have been accumulated here from the examined respondents. The significant areas of preparing and development and their challenges on worker execution, inspiration, maintenance, and assurance are reflected in the results of this examination study and the assessment that was a short time later finished on the answers. Results from Representatives Thirty (30) workers altogether were decided to outfit reactions to the organized poll. Below is an analysis of the survey results:

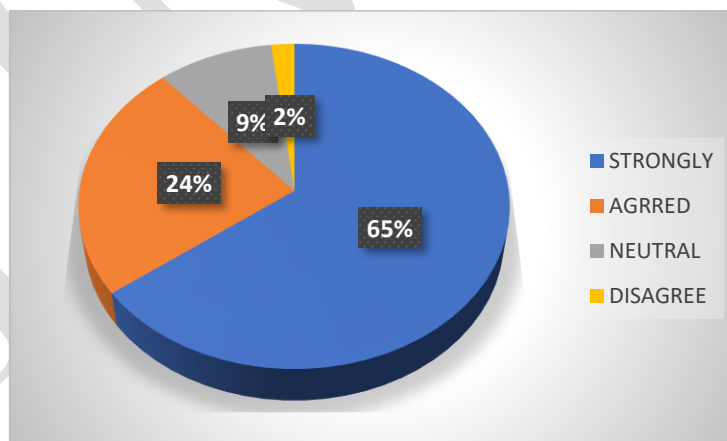


Figure 1: Do you believe the trainings offered by your employer are sufficient for you to meet your performance goals?

According to this graph, 65% of employees strongly agree that receiving training would help them perform better, whereas 24% agree with the training's subject matter, and 9% are undecided about the organization's training program.

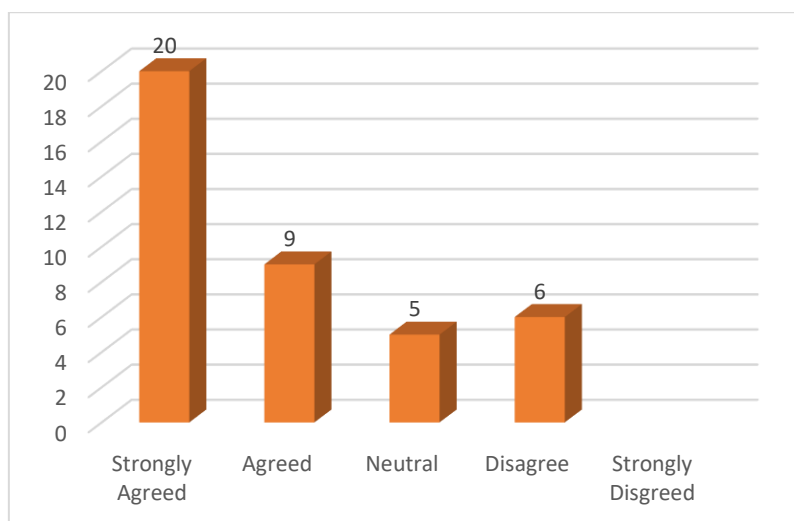


Figure 2: Do you believe the training has improved your knowledge, attitude, and skills?

It is evident from this graph that 20 of the respondents strongly agree with the statement, whereas 9 respondents only agree and 6 respondents do not. 5 respondents, on the other side, are staying silent. Thus, training has a significant influence on how well employees perform.

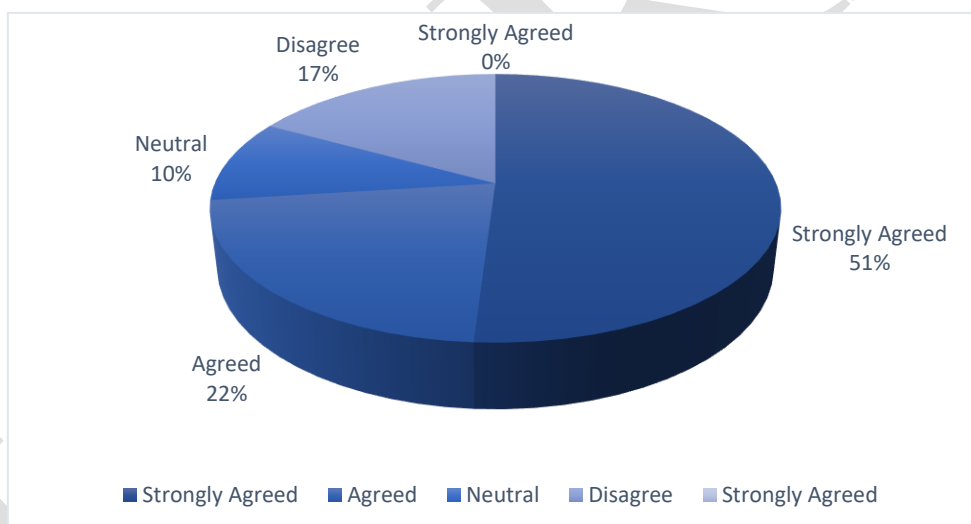


Figure 3: Do you believe that the training and development program has helped the organization grow?

This graph clearly shows that 51% of employees strongly agree with this assertion. 17 percent of respondents reject this information. However, just 22% of respondents agreed with this assertion, while 10% withheld their opinions.

Table 1: Employees must participate in training programs in order to improve performance and productivity.

Responses	Frequency	Percentage
Yes	22	68.5
No	12	35.5
Can't Say	/	/
Total	32	%

As per the exploration, 68.5% of representatives accept that preparing programs are expected for further developed execution, though 35.5% can't help contradicting this statement.

Table 2: Preparing and development recurrence goodly affects execution.

Responses	Frequency	Percentage
Yes	22	68.8
No	6	17.7
Can't Say	6	17.7
Total	32	100 %

Table 2 demonstrates that, of the 32 workers, 68.8% agreed that training had a beneficial influence on the company, whereas 17.77% did not agree with this statement and 16.77% were unable to comment on it.

Table 3: What kind of training did your company provide you with that directly impacted your performance?

Responses	Frequency	Percentage
On- The Job	25	68.55
Off- The Job Training	10	32.33
External Training	/	/
Refresher	/	/
Mentoring	/	/
Total	35	100 %

Table 4: How frequently does your company teach you to increase performance and productivity?

Responses	Frequency	Percentage
Quarterly	10	52
Twice In a Year	20	32.3
Once In a Year	5	18.5
Rarely	/	/
None	/	/
Total	35	100 %

According to the above data, out of 35 employees, 52% thought that quarterly training programs improved performance, and 32.33% thought that twice-yearly training improved performance. On the other side, 18.53% yearly training might enhance output and performance. Here, the majority of people believe this assertion.

Table 5: Training programs aid in improving job satisfaction and quality of life at work.

Responses	Frequency	Percentage
True	25	34.33
False	10	66.78
TOTAL	35	100 %

According to the above data, out of 35 respondents, 34.33 percent agreed that training programs may increase work satisfaction while 66.78% disagreed. The majority of those surveyed disagree with this material.

5. DISCUSSION

One of the most solid inspirations is preparing, which has a large number of likely benefits for the two individuals and the association, adding to the last's accomplishment of its objectives. This study researched what preparing and development meant for laborers' exhibition. Assessment and examination of the impacts of preparing and development on worker execution is the objective. An example of 10 respondents was decided to assist with these objectives. As per the review's discoveries, most of laborers immovably accept that preparing improves their insight, skills, and gifts and adds to their feeling of occupation fulfilment. Basically, more effective staff training is the key to higher production.

6. CONCLUSION

A fundamental part of human asset the executives is preparing and development. For further developed execution, it is pivotal for a business to recruit fit and skilled laborers, and laborers are more equipped when they have the vital information and capacities. Workers would have conceivable outcomes by means of preparing and development to further develop their profession possibilities and status inside the organization. Thus, this' study will probably look at what preparing and development mean for worker execution. The HR division consistently enlists qualified people from a great many sources and offers preparing to address global difficulties. They keep up with ability inside the business, ensure entertainers have a profession way to work all the more successfully and effectively and to offer increasingly more through different HR drives and preparing programs.

The primary parts of such a guide incorporate exact efficient distinguishing proof of the workers' preparation needs and skill holes, observing and assessing the viability of the program utilizing objective instruments or standards, and giving valuable criticism to expand the effect of preparing and development drives in these organizations. The study also came to the conclusion that front line managers must strategically choose the kinds of training and development that would improve employee performance, productivity, and organizational performance.

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