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A Study on Effectiveness of Training Needs on Employee Performance at Agribusiness

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ABSTRACT: The work expectation investigates the impact of training and development on employee performance within agribusiness companies, recognizing employee performance as a key factor for organizational success in a competitive industry. It examines the significance of structured training programs in equipping employees with essential skills, knowledge, and competencies needed to navigate the complexities of the agribusiness sector. Drawing on theories such as Human Capital Theory and Super's Career Development Theory, the study explores how effective training can drive innovation, adaptability, and productivity. Additionally, it identifies the challenges faced by agribusiness companies in implementing efficient training practices. Through an analysis of existing training methods and their effects on employee performance, this research aims to optimize training strategies for sustainable growth. The study also highlights gaps in the current literature, contributing to a deeper understanding of how training programs can enhance performance and foster long-term success in agribusiness organizations.

KEYWORDS: Training and Development, Employee Performance, Agribusiness, Human Capital Theory, Training Programs, Training Strategies.

I. INTRODUCTION

The study on dynamic and competitive world of agribusiness, where activities range from farming and production to processing and distribution, the performance of employees is a critical determinant of organizational success. Training and development programs are essential in equipping employees with the skills, knowledge, and competencies necessary to navigate the complexities of the agribusiness sector. These programs cover a wide range of areas, including advanced agricultural techniques, modern technology, regulatory compliance, and managerial skills. Effective training not only enhances individual performance but also fosters innovation, adaptability, and overall productivity within the company.

This study aims to explore the impact of training and development on employee performance in agribusiness companies. By evaluating current training practices, analysing their effectiveness, and identifying the challenges faced in implementing these programs, the research seeks to provide a comprehensive understanding of how agribusiness firms can optimize their training strategies. The findings will offer actionable recommendations for improving training and development initiatives, ultimately contributing to the sustainable growth and competitiveness of the agribusiness sector.

II. REVIEW OF LITERATURE

1. Nsiah Prince et al (2023), The goal of the research was to identify the reword packages and investigate how they affected the performance measurements of four employees in the chicken industry in Ghana. 200 respondents were recruited for the study from the three districts in the Bono Region that were selected with basic random selection and selective sampling approaches. The concept of Seemingly Unrelated Regression was employed to analyse the influence of the reward packages on key performance metrics.

2. Dr. Rekha N Patil, Ankita Mane (2023), Organizations nowadays must contend with intense rivalry as well as a constantly evolving commercial and technical landscape. Business companies face more obstacles as a result of
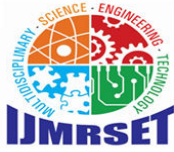
globalization and the constantly shifting wants of their customers. Organizations need to invest in training and development for their staff in order to handle these difficulties. Organizations now need to address the training needs associated with the changing and expanding internationalization of business, an employee pool that is diverse in national perspective, and national diversity. Because of this, training is thought to have a significant impact on organizational efficiency since it equips people with the skills, knowledge, and abilities needed to fulfil their assigned responsibilities. Additionally, it has been noted that increased training costs have increased productivity.

3. Jasmina Ognjanovic et al (2023), The present situation of business, the world the post-epidemic recession and the food crisis have compelled agricultural companies to revaluate the place of human resources inside their overall operations. Prior studies highlight the issue of inefficient resource use in the agriculture sector with regard to capital investments and human resources development. The study's objective is to look at the effects of human capital on worker performance in Serbian agricultural enterprises. Human capital efficiency (HCE) is a measurement of human capital. Net profit per employee, operating income, and value-added per employee income each worker, and labour productivity are measures used to assess employee performance. In this paper, the HCE was calculated utilizing the VAIC methodology. There are 177 active farmers businesses that were operational 2021 in Serbia are included in the sample.

4. Anita Sharmila Pillai et al (2022), Employees are among a company's most important assets, second only to capital. They ascertain the course of a company's reputation. Workplace relations, training opportunities and programs, organizational policies, and working conditions all have an impact on an employee's performance. Some public and commercial businesses, both locally and internationally, are not taking the initiative to recognize how important it is to increase staff productivity through training. In difficult times, some companies even cut back on their training budget, which raises employee turnover and increases the cost of hiring new employees, all of which are ultimately harmful to the productivity and profitability of the company.

5. Vaibhav Kawade (2022), India is mostly an agrarian nation. For the majority of Indian families, agriculture is the primary source of income. In India, 10% of all exports and 16% of the country's GDP come from agriculture. India is the second largest country in the world in terms of total arable land, with over 60% of its land area being arable. Corn, rice, wheat, potatoes, tomatoes, onions, mangoes, sugar cane, beans, cotton, etc. are examples of agricultural products of substantial economic worth. The Training and Development system is most important for any sector because of skilled worker is the asset of organization and Training and Development system helps to make skilful labour and to achieve the goal and objective of the organization. Development and training are crucial to a company's efficacy and its success.

III. RESEARCH GAP

The studies provided highlight various aspects of human resource management (HRM) and employee development in the agricultural and agribusiness sectors across different countries. Although a great deal of research has been done on the influence of training, reward systems, and leadership on employee performance, a potential research gap exists in examining the long-term effects of integrated HRM practices such as training, reward systems, leadership, and employee appraisals on firm-level performance in agricultural firms across different cultural and economic contexts. Specifically, research on how these HRM practices, when applied holistically rather than individually, contribute to sustained organizational growth, innovation, and adaptability in response to global crises such as food insecurity or climate change remains limited. This gap could be addressed by conducting longitudinal studies across different regions to observe the compounded effects of HRM practices on both employee and organizational performance over time.

IV. OBJECTIVE OF THE STUDY

- To identify the training needs of employees at agribusiness-based companies.
- To assess the effectiveness of the training program on employee performance.

V. RESEARCH AND METHODOLOGY

The research methodology of this study is descriptive and exploratory in nature, utilizing both primary and secondary data sources. Primary data was gathered through a structured questionnaire, while secondary data was sourced from past reports, articles, research papers, and reputed journals. A convenience sampling method was employed to collect 104 responses from investors, with statistical tools such as Correlation, ANOVA, and Chi-square tests applied using Microsoft Excel and SPSS (Statistical Package for Social Science) to analyse the data.

Percentage Analysis on Employee Performance 0n Pre and Post Training Programs

TABLE 1 : The Table Shows the Employee Performance on Pre and Post Programs

Particulars	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Are good at handling basic computer	37	23	21	9	14
Do you effectively communicate	23	33	25	8	15
Are your quality tasks performed	29	24	26	11	14
Effectively you manage their time and meet deadlines	18	32	27	12	15
Are you amount of work completed	26	30	26	5	17
Has training improve your productivity	23	25	32	12	12
Post training will you be able handle sales alone	25	24	30	11	14
You perform their new tasks after completing training.	24	21	32	14	13
Are you application training content	26	28	25	13	12
Training program help in career development	23	27	28	11	15
Total	**104**	**104**	**104**	**104**	**104**

ANALYSIS: From the above table, good handling basic computer key issue 37 number of employees tend to be strongly disagreed, 23 number of employees tend to be disagreed, 21 number of employees tend to be neutral, 9 number of employees tend to be agreed and 14 number of employees tend to be strongly agreed respectively.

- Effectively communicate with 23 number of employees tend to be strongly disagreed, 33 number of employees tend to be disagreed, 25 number of employees tend to be neutral, 8 number of employees tend to be agreed, 15 number of employees tend to be strongly agreed respectively.
- Quality tasks performed relevant during training program also 29 number of employees tend to be strongly disagreed, 24 number of employees tend to be disagreed, 26 number of employees tend to be neutral, 11 number of employees tend to be agreed, 14 number of employees tend to be strongly agreed respectively.
- Effectively manage time and meet deadlines 18 number of employees tend to be strongly disagreed, 32 number of employees tend to be disagreed, 27 number of employees tend to be neutral, 12 number of employees tend to be agreed, 15 number of employees tend to be strongly agreed respectively.
- Work completed 26number of employees tend to be strongly disagreed, 30 number of employees tend to be disagreed, 26 number of employees tend to be neutral, 5 number of employees tend to be agreed, 17 number of employees tend to be strongly agreed respectively.
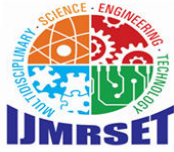
- Training improves your productivity 23 number of employees tend to be strongly disagreed, 25 number of employees tend to be disagreed, 32 number of employees tend to be neutral, 12 number of employees tend to be agreed, 12 number of employees tend to be strongly agreed respectively.
- Post training will be able handle sales 25 number of employees tend to be strongly disagreed, 24 number of employees tend to be disagreed, 30 number of employees tend to be neutral, 11 number of employees tend to be agreed, 14 number of employees tend to be strongly agreed respectively.
- New tasks after completing training 24 number of employees tend to be strongly disagreed, 21 number of employees tend to be disagreed, 32 number of employees tend to be neutral, 14 number of employees tend to be agreed, 13 number of employees tend to be strongly agreed respectively.
- Application training content 26 number of employees tend to be strongly disagreed, 28 number of employees tend to be disagreed, 25 number of employees tend to be neutral, 13 number of employees tend to be agreed, 12 number of employees tend to be strongly agreed respectively.
- Training program help in career development 23 number of employees tend to be strongly disagreed, 27 number of employees tend to be disagreed, 28 number of employees tend to be neutral, 11 number of employees tend to be agreed, 15 number of employees tend to be strongly agreed respectively.

GRAPH 1: The Below Graph Shows the Employee Performance on Pre and Post Training Programs
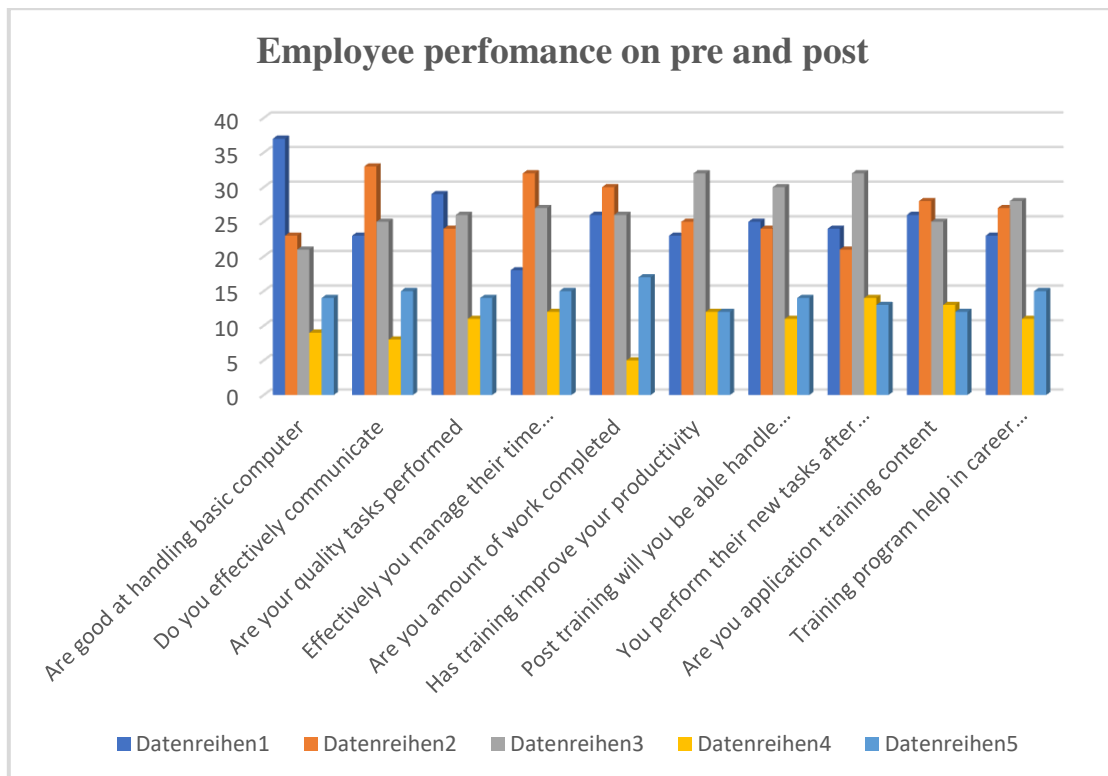
INTERPRETATION: From the chart, 37 participants rate their basic computer skills as good, while smaller groups show varying proficiency. For communication, 33 participants feel effective, with 25 moderately confident, and fewer feeling less effective. In terms of task quality, 29 participants report performing tasks well, with others offering more moderate responses. Regarding time management, 32 participants feel they manage time well and meet deadlines, though some express lower confidence. Work completion is rated positively by 30 participants, though opinions vary among smaller groups.

For productivity, 32 participants believe training has improved their output, while others (23, 25, 12) report varying degrees of impact. Post-training, 30 participants feel prepared to handle sales independently, though confidence levels differ. In terms of performing new tasks, 32 participants express confidence, with moderate responses from others. When it comes to applying training content, 28 participants report success, though opinions vary. Lastly, 28 participants believe the training has helped with career development, though some express less agreement.

Percentage Analysis on Effectiveness of Training Programs

TABLE 2 : The Table Shows the Effectiveness of Training Programs

Effectiveness	Highly dissatisfied	Dissatisfied	Neutral	Satisfied	Highly satisfied
Needs as per the current profile	42	17	21	15	9
Feedback on the past training	20	33	29	10	12
Performance for the mode of training	23	22	32	14	13
Gaps in skills and improvement required	17	30	34	10	13
Hopes as per the future roles	29	17	24	19	15
Total	**104**	**104**	**104**	**104**	**104**

ANALYSIS: From the above table, need per the current profile key issue 42 number of employees tend to be highly dissatisfied, 17 number of employees tend to be dissatisfied, 21 number of employees tend to be neutral, 15 number of employees tend to be satisfied and 9 number of employees tend to be highly satisfied respectively.

- Feedback on the past training 20 number of employees tend to be highly dissatisfied, 33 number of employees tend to be dissatisfied, 29 number of employees tend to be neutral, 10 number of employees tend to be satisfied, 12 number of employees tend to be highly satisfied respectively.

- Performance for the mode of training also 23 number of employees tend to be highly dissatisfied, 22 number of employees tend to be dissatisfied, 32 number of employees tend to be neutral, 14 number of employees tend to be satisfied, 13 number of employees tend to be highly satisfied respectively.

- Gaps in skill and improvement required 17 number of employees tend to be highly dissatisfied, 30 number of employees tend to be dissatisfied, 34 number of employees tend to be neutral, 10 number of employees tend to be satisfied, 13 number of employees tend to be highly satisfied respectively.

- Hopes as per the future roles are 29 number of employees tend to be highly dissatisfied, 17 number of employees tend to be dissatisfied, 24 number of employees tend to be neutral, 19 number of employees tend to be dissatisfied, 15 number of employees tend to be highly satisfied respectively.
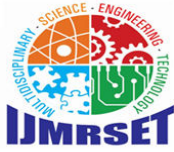
GRAPH 2: The Below Graph Shows the Effectiveness of Training Programs
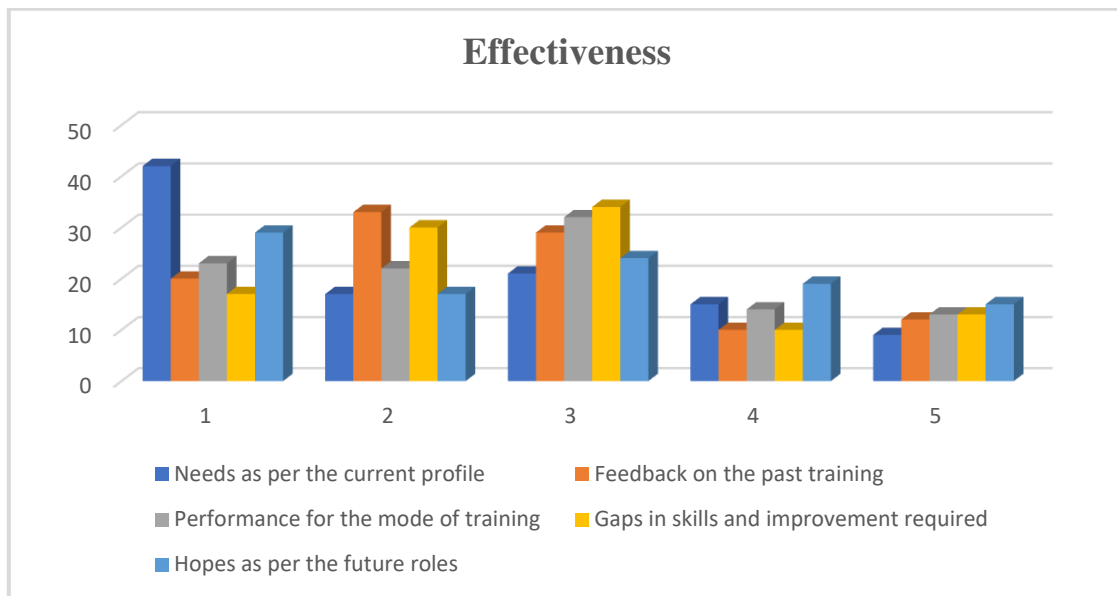
INTERPRETATION: From the above chart, Current profile needs: 42 participants feel their current training aligns well with their needs, while smaller groups (17, 21, 15, 9) express varying levels of satisfaction. The feedback on past training is 33 participants gave positive feedback, with 29 being moderately satisfied, and smaller groups less so. The performance of training modes is 32 participants rate the training modes highly, while 23 and 22 show moderate satisfaction, with some feeling less positive. The skill gaps and improvement: 34 participants recognize skill gaps needing improvement, with 30 moderately agreeing, and fewer seeing minimal gaps. The future role expectations: 29 participants have strong hopes that their training will support future roles, though 17, 24, and smaller groups are less confident.

HYPOTHESIS 1
H0: There is no relationship between in designation and prefer to receive training.
H1: There is a relationship between in designation and prefer to receive training.

Correlations

		designation	Prefer receive training
designation	Pearson Correlation	1	-.010
	Sig. (2-tailed)		.919
	N	104	104
Prefer receive training	Pearson Correlation	-.010	1
	Sig. (2-tailed)	.919	
	N	104	104

INTERPRETATION
From the above output of SPSS, the study attempts to identify designation and prefer receive training. The output reveals p-value 0.919 at level of significance (α) at 5%. The two-tailed Pearson correlation test results suggest a negative correlation -0.010. Hence, p-value is smaller than the level of significance 0.919>0.05. Hence the null hypothesis is accepted and alternative hypothesis is rejected. Therefore, there is a significance relationship between designation and accessible prefer receive training.

HYPOTHESIS 2

H0: There is no relationship between in post training programs and supportive management in professional development.

H1: There is a relationship between in post training programs and supportive management in professional development.

Correlations							
		Training programs improved	**Confident job role**	**Training program relevant job**	**Training programs well organized**	**Training helped achieve performance goal**	**supportive management in professional development**
Training programs improved	Pearson Correlation	1	-0.089	0.047	-0.069	-0.029	.872[**]
	Sig. (2-tailed)		0.367	0.638	0.487	0.769	0.526
	N	104	104	104	104	104	104
Confident job role	Pearson Correlation	-0.089	1	.722[**]	.810[**]	.803[**]	-0.093
	Sig. (2-tailed)	0.367		0.000	0.000	0.000	0.349
	N	104	104	104	104	104	104
Training program relevant job	Pearson Correlation	0.047	.722[**]	1	.718[**]	.783[**]	0.009
	Sig. (2-tailed)	0.638	0.000		0.000	0.000	0.927
	N	104	104	104	104	104	104
Training programs well organized	Pearson Correlation	-0.069	.810[**]	.718[**]	1	.671[**]	-0.043
	Sig. (2-tailed)	0.487	0.000	0.000		0.000	0.661
	N	104	104	104	104	104	104
Training helped achieve performance goal	Pearson Correlation	-0.029	.803[**]	.783[**]	.671[**]	1	-0.078
	Sig. (2-tailed)	0.769	0.000	0.000	0.000		0.433
	N	104	104	104	104	104	104
supportive management in	Pearson Correlation	.872[**]	-0.093	0.009	-0.043	-0.078	1

professional development	Sig. (2-tailed)	0.526	0.349	0.927	0.661	0.433	
	N	104	104	104	104	104	104

INTERPRETATION

1. From the above output of SPSS, the study attempts to training programs improved and supportive management in professional development. The output reveals p-value 0.367 at level of significance (α) at 5%. The two-tailed Pearson correlation test results suggest a negative correlation -0.087. Hence, p-value is smaller than the level of significance 0.367>0.05. Hence the null hypothesis is accepted and alternative hypothesis is rejected.

2. From the above output of SPSS, the study attempts to confident job role and supportive management in professional development. The output reveals p-value 0.638 at level of significance (α) at 5%. The two-tailed Pearson correlation test results suggest a positive correlation 0.047. Hence, p-value is smaller than the level of significance 0.638>0.05. Hence the null hypothesis is accepted and alternative hypothesis is rejected.

3. From the above output of SPSS, the study attempts to identify Training program relevant job and supportive management in professional development. The output reveals p-value 0.487 at level of significance (α) at 5%. The two-tailed Pearson correlation test results suggest a negative correlation -0.069. Hence, p-value is smaller than the level of significance 0.487>0.05. Hence the null hypothesis is accepted and alternative hypothesis is rejected.

4. From the above output of SPSS, the study attempts to identify training programs well organised and supportive management in professional development. The output reveals p-value 0.769 at level of significance (α) at 5%. The two-tailed Pearson correlation test results suggest a negative correlation -0.029. Hence, p-value is smaller than the level of significance 0.769>0.05. Hence the null hypothesis is accepted and alternative hypothesis is rejected.

5. From the above output of SPSS, the study attempts to identify training helped achieve performance goal and supportive management in professional development. The output reveals p-value 0.526 at level of significance (α) at 5%. The two-tailed Pearson correlation test results suggest a positive correlation 0.872. Hence, p-value is smaller than the level of significance 0.526>0.05. Hence the null hypothesis is accepted and alternative hypothesis is rejected.

VI. FINDINGS

- A majority (37 participants) rate their basic computer skills as good, while smaller groups report varying levels of proficiency.
- 33 participants feel effective in their communication skills, with 25 moderately confident, and fewer expressing less confidence.
- 29 participants believe they perform tasks well, while others report moderate performance.
- 32 participants feel they manage their time well and consistently meet deadlines, though some express lower confidence in this area.
- 30 participants rate their ability to complete work positively, though smaller groups hold differing opinions.
- 32 participants believe the training has improved their productivity, while others (23, 25, 12) report varying levels of impact.
- 30 participants feel prepared to handle sales independently, though confidence levels vary among smaller groups.
- 32 participants express confidence in their ability to perform new tasks, with moderate responses from others.
- 28 participants report successfully applying the training content, though opinions differ among the remaining participants.
- 28 participants believe the training has positively impacted their career development, though some express less agreement.
- 42 participants feel their current training aligns well with their needs.
- 33 participants gave positive feedback on their past training experiences.
- 32 participants rate the effectiveness of training modes highly.
- 34 participants acknowledge that there are skill gaps requiring improvement.
- 29 participants are optimistic that their training will support their future roles.
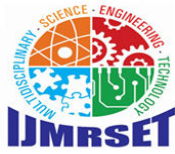
VII. CONCLUSION

In conclusion, the study on training and development within agribusiness companies highlights the critical role that effective training programs play in enhancing employee performance. The findings reveal that while some employees perceive the training initiatives as beneficial, there are essential areas for improvement. Numerous workers expressed their disapproval with aspects such as trainee support, clarity of instructional materials, and the overall organization of training sessions. This feedback underscores the necessity for agribusiness companies to reassess their training methods, making certain that they are not only relevant and well-structured but also tailored to meet the specific needs of their workforce.

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