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Employee Performance and Manpower Development at TACA Healthcare

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ABSTRACT: Human Resource Management focuses on the most key elements of the organization. There are several resources needed by the organization but most effective one is the human resources. Human Resources functions are broadly recognized by all organization among these important functions performance appraisal is a remarkable one. Literally, performance appraisal, performance assessment and performance management, all the terms refers to the process of comparing the actual performance with the relative standards, here employee's performance are evaluated to determine the extent to which employees performances contribute to strategize organization goals. This executive summary provides an overview of a study conducted on employee performance and manpower development within an organization. The purpose of this study was to assess the relationship between employee performance and the effectiveness of manpower development initiatives. The study aimed to identify key factors influencing employee performance and provide recommendations for enhancing the effectiveness of manpower development programs. The effectiveness of manpower development initiatives varied across the organization. While some programs were successful in enhancing employee skills and knowledge, others fell short due to lack of alignment with employee needs or insufficient resources. The study highlighted the importance of tailoring training programs to individual and departmental requirements, as well as providing ongoing support and resources to maximize their impact.

I. INTRODUCTION

Manpower development refers to the process of improving the knowledge, skills, and abilities of employees in an organization through training and development programs. The goal of manpower development is to enhance employee performance, which in turn can lead to improved organizational effectiveness and productivity. Employee performance, on the other hand, refers to the level of productivity, efficiency, and effectiveness of employees in carrying out their job responsibilities. Employee performance is influenced by various factors, such as job satisfaction, motivation, leadership, and access to resources and support. A study on manpower development and employee performance in an organization would aim to examine the relationship between these two concepts. The study would investigate the effectiveness of manpower development initiatives in improving employee performance, and identify the key factors that influence this relationship. Effective manpower development can help organizations improve employee skills and competencies, increase job satisfaction and motivation, and enhance overall organizational effectiveness. However, it is important to note that the effectiveness of manpower development initiatives can vary depending on a range of factors, such as the quality and relevance of training programs, the level of employee engagement and participation, and the support and resources available to employees. A study on manpower development and employee performance in an organization would investigate the relationship between employee training and development programs and employee performance. Specifically, the study would aim to determine whether investing in employee training and development leads to improved employee performance and overall organizational effectiveness. The study would also need to consider other factors that may impact employee performance, such as job satisfaction, leadership, and organizational culture. By analyzing the data collected, the study could provide valuable insights into the effectiveness of employee training and development programs, and offer recommendations for how organizations can better invest in their workforce to improve overall performance and achieve strategic goals. Employee performance and manpower development are critical aspects of any organization's success. In today's competitive business environment, organizations must strive to enhance the performance of their employees and develop their workforce to maintain a sustainable advantage. Employee performance refers to the ability of individuals to effectively carry out their job responsibilities and contribute to achieving organizational goals. It encompasses various factors such as productivity, quality of work, efficiency, innovation, and overall job satisfaction. When employees perform at their best, it leads to increased productivity, improved customer satisfaction, and ultimately, higher profitability for the organization. On the other hand, manpower development focuses on the continuous improvement and growth of the organization's



workforce. It involves various strategies and initiatives aimed at enhancing employees' knowledge, skills, abilities, and competencies. By investing in manpower development, organizations can equip their employees with the necessary tools and resources to excel in their roles and adapt to changing business needs. The link between employee performance and manpower development is undeniable. Effective manpower development programs can directly impact employee performance by providing training, coaching, and mentoring opportunities that help employees acquire new skills, improve existing ones, and stay up-to-date with industry trends. By investing in their employees' development, organizations create a culture of continuous learning and improvement, fostering employee engagement and motivation. Furthermore, manpower development contributes to employee retention and talent management. Employees who perceive opportunities for growth and development within their organization are more likely to stay committed and dedicated to their work. Additionally, it helps attract top talent, as job seekers are increasingly looking for employers who prioritize their employees' professional growth and development. In this era of rapid technological advancements and evolving market dynamics, organizations cannot afford to overlook the importance of employee performance and manpower development. It is essential to establish comprehensive performance management systems, identify key performance indicators, provide targeted training and development programs, and foster a culture of continuous improvement. The following sections will delve deeper into various strategies and best practices for enhancing employee performance and implementing effective manpower development programs.

II. RESEARCH OBJECTIVES

Assess Current Performance Levels: The study may seek to evaluate the current performance levels of employees within the organization. This involves identifying key performance indicators, measuring performance against these indicators, and analyzing the results to gain insights into the strengths and weaknesses of the workforce.

Identify Performance Gaps: The study may aim to identify performance gaps or areas where employees are not meeting desired performance standards. By pinpointing specific areas of improvement, organizations can develop targeted interventions to address these gaps and enhance overall performance.

Determine Training and Development Needs: Understanding the training and development needs of employees is an essential objective of the study. This involves identifying the knowledge, skills, and competencies required for employees to perform their roles effectively. By determining these needs, organizations can design and implement training programs that address the identified gaps.

Evaluate the Effectiveness of Existing Programs: The study may assess the effectiveness of existing training and development programs within the organization. This involves evaluating the impact of these programs on employee performance and identifying areas for improvement or modification.

Identify Factors Influencing Performance: The study may aim to identify the factors that influence employee performance. This can include individual factors such as skills and motivation, as well as organizational factors such as leadership, work environment, and support systems. Understanding these factors helps organizations create an environment that fosters high performance.

III. RESEARCH METHODOLOGY

Research is a logical and systematic search for new useful information on a particular topic. It is a search for knowledge, that is, a discovery of hidden truths. Hidden knowledge means information about matters. The information might be collected from different sources like experience, human beings, books, journals, nature, etc. A Research can lead to new contributions to the existing knowledge. Only through research is it possible to make progress in a field. Research methodology is the systematic, theoretical analysis of methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of knowledge.

IV. OBJECTIVES

The objectives of a study on employee performance and manpower development may include:

To study the key factors that contributes to employee performance within the organization.

To study the enhancing manpower development.

To study about the training and developments programs for enhancing employee skills.

To study the performance levels of employees.



Hypothesis

- H0- there are no significant key factors that contribute to employee performance within the organization.
- H1- there is a significant key factors that contribute to employee performance within the organization.
- H0- there is no significant in enhancing manpower development.
- H1- There is a significant in enhancing manpower development.
- H0-There is no significant about the training and developments programs for enhancing employee skills.
- H1- There is a significant about the training and developments programs for enhancing employee skills.
- H0-There is no significant in the performance levels of employees working in an organization.
- H1- There is a significant in the performance levels of employees working in an organization.

V. RESEARCH DESIGN

Research design is important primarily because of the increased complexity in the market as well as marketing approaches available to the researchers. It is an important tool to study buyer's behavior. Consumption pattern, brand loyalty, and focus market changes. A research design specifies the methods and procedures for conducting a particular study. According to Kerlinger. "Research Design is a plan. Conceptual structure, and strategy of investigation conceived as to obtain answers to research questions and to control variance.

Sources of Data:

Primary source of data:

Given that the survey was conducted online using a Google questionnaire, which was distributed to the participants and contained many study-related items. As a result, several types of responses, such as "Yes" or "No" responses and responses expressed as percentages and ratios, were noted. And we also using to collect the data Informal Interviews and Observation.

Secondary data:

To complete the project, secondary data is gathered from prior studies and published works. The secondary information was gathered using:

- Text Book
- Articles, magazines
- Academic journals

Population:

Total survey is 203

Sample Design:

The survey was conducted over a 1-month period. Distribution of questionnaires was carried out throughout the day as per the convenience. Respondents were approached, informed and explained about the purpose of the survey in advance before they were given the questionnaire. The link of web Based questionnaire was sent through social media such as WhatsApp. Facebook and Instagram

Respondents were students, Businessmen, doctors, teachers, service person, retired person and Homemakers. The age group was divided as 18-25, 25-30, 30-35, and Above 35. A total sample size of 150 to 200 was completed.

Sampling method

Simple random sampling is a straightforward sampling method that ensures every individual in the target population has an equal chance of being selected for the study. Simple random sampling is a statistical method in which everyone in a population has an equal chance of being selected into a sample.

Method of data collection

With the aid of my developed Google questionnaire forms, the information was gathered. Information on demographics, information sources, justifications for self-medication, and other topics were included in Google's questionnaires. The study's target population received the forms in a random order. Before gathering this information from the populace, an ethical clearance was obtained.



Findings

Training and Development Impact: Studies often find that providing employees with adequate training and development opportunities positively affects their performance. Training programs that enhance employees' skills, knowledge, and abilities can lead to improved job performance and increased job satisfaction.

Performance Management Systems: Effective performance management systems, including goal setting, regular feedback, and performance evaluation, have a significant impact on employee performance. Clear performance expectations and regular communication between managers and employees contribute to higher performance levels.

Employee Engagement: Engaged employees tend to perform better than disengaged employees. Studies show that factors such as employee recognition, involvement in decision-making processes, and a positive work environment contribute to higher levels of engagement, leading to improved performance.

Leadership and Management: Effective leadership plays a crucial role in employee performance and manpower development. Supportive and competent managers, who provide guidance, support, and opportunities for growth and development positively influence employee performance and contribute to a skilled and motivated workforce.

Work-Life Balance: Research suggests that maintaining a healthy work-life balance is essential for employee performance. Organizations that promote work-life balance through flexible work arrangements, wellness programs, and supportive policies tend to have higher-performing employees.

Employee Motivation: Motivated employees tend to exhibit higher levels of performance. Motivational factors such as fair compensation, recognition, career advancement opportunities, and meaningful work contribute to employee motivation and, subsequently, improved performance.

Recommendations

Clearly define the objectives of the study. Determine what specific aspects of employee performance and manpower development you want to investigate. For example, you might focus on the impact of training programs on employee performance or the effectiveness of talent management strategies in developing a skilled workforce.

Determine the key factors related to manpower development that we want to investigate. This may include training and development programs, performance management systems, leadership practices, career development opportunities, or organizational culture.

Consider conducting a comparative analysis by comparing different organizations or departments within the same organization. This can provide insights into the effectiveness of various manpower development strategies and their impact on employee performance.

VI. CONCLUSION

This study provides valuable insights into the relationship between employee performance and manpower development. The study of employee performance and manpower development has provided valuable insights into the factors that contribute to the success of employees and organizations alike. Through an in-depth analysis of various aspects such as training programs, performance evaluation systems, and career development opportunities, this research has shed light on the significance of investing in human capital and fostering a supportive work environment. It is observed from this study indicate that well-designed training programs play a crucial role in enhancing employee performance. By equipping employees with the necessary skills and knowledge, organizations can empower them to perform their tasks more effectively and efficiently. Training programs should be tailored to meet the specific needs of employees, aligning with their roles and responsibilities within the organization. Additionally, providing ongoing training and development opportunities ensures that employees remain up-to-date with industry trends and advances, enabling them to adapt to changing work environments. Manpower development is another critical aspect that influences employee performance. By offering career development opportunities, such as promotions, job rotations, and skill diversification programs, organizations can nurture the potential of their employees and facilitate their professional growth. This not only enhances job satisfaction and engagement but also improves retention rates, as employees are more likely to stay with an organization that invests in their long-term development.



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