

The Impact of Training and Development Programs on Employee Performance and Skills

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Abstract: *In today's competitive business environment, organizations are increasingly recognizing the importance of investing in training and development programs as a strategic tool to enhance employee performance. This research explores how structured training and development initiatives influence employee productivity, job satisfaction, skill enhancement, and overall organizational performance. The study utilizes both primary and secondary data to analyze the effectiveness of various training methods, including on-the-job training, workshops, seminars, and e-learning platforms. A survey-based approach was adopted to collect data from employees across different sectors, aiming to evaluate the perceived benefits and challenges of training programs. The findings reveal a strong correlation between well-designed training programs and improved employee performance, motivation, and retention. The research concludes by recommending strategic frameworks for implementing impactful training practices tailored to organizational needs.*

Keywords: Employee Performance, Training Programs, Development, Job Satisfaction, Productivity, Skill Enhancement, Human Resource Development, Organizational Effectiveness

