

Benefits of Learning and Development for Employees and Companies

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Abstract

Learning and Development actions have an optimistic influence on the proceedings of workers and companies. Learning not merely affects declarative technical information, moreover improves tactical facts. It can describe as meaningful while applying a definite understanding or ability. It improves enthusiasm of the employees, accomplish self-fulfillment requirements and readiness to exercise additional hard work and it also authorize staff as well as companies. Learning provides vital profit to employees as well as companies. Learning and Development is significant for development of employees and for company's growth. It is productive to both employees and companies. A worker will turn into efficient and productive man power if he is trained well and achieve company's goals as well as his personal goals.

Key words: Learning, development, organizational effectiveness, training, knowledge, career development

Introduction

What is Learning?

Learning is the work of enhancing the understanding and ability of employees for performing a exacting work. Learning makes the worker competent for his current occupation and for potential proceedings. Learning is regularly used HRD instrument in our nation. It is the significant job that openly contributes to the growth of human resources. Learning is necessary because technology is rising at a speedy rate. A lot of companies provide sufficient and proper training at time when a individual joins the company.

Every employee belongs to a labor division and their job presentation depends on their aptitude to efficiently communicate with their co-workers and their superior. Most employees have outstanding interpersonal abilities, while others need training to recover theirs. This involves learning how to be a good listener, how to share thoughts more efficiently, and how to be a more successful group participant.

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Ritu Agrawal & Dr. Pramod Shrivastava

What is Development?

Development is a procedure of functioning with workers to progress, boost and improve his present abilities. It is the incorporated exercise of guidance, association, and occupation expansion hard work to progress person, team, and managerial efficacy. Development is measured as the solution to advanced production, improved relations and better productivity for any company. It is the base for serving workforce to expand their skills, knowledge, and abilities, which in turn improves an organization's effectiveness. Development is the frameworks for helping employees develop their personal and organizational skills, awareness, and capabilities. It gives opportunities as employee teaching, employee job expansion, performance administration and growth, coaching, mentoring, succession planning, key employee identification, coaching support, and company's overall development. The stress of every aspect of Human Resource Development is on raising the major staff so that the company and individual workers can achieve their employment goals in service to consumers.

Defining Learning and Development

Learning and Development is the process of developing expertise for the purpose of improving performance. It is an emerging function in an organization. Employees also like to attend learning programs because they want to gain adequate knowledge by way of training. Learning gives confidence to employees for handling the job, assigned to him and increases the quantity and quality of output through improved work methods and skills. Learning and development of human resource is not primarily consumption but an investment which increases productivity and the Productive Capacity of labor. When learning is effective, its consequences produce many special advantages for the organization, manager and its employees. It is obvious from this statement that the human resources must be developed to perform their tasks effectively for an organization.

Need of Learning and development

Learning and development of workers takes position after point of reference takes position. Training is the procedure of improving the skills, abilities and awareness of workforce for doing a particular occupation. Training procedure changes the thought process of workers and leads to excellent presentation of staff. Learning is vital for managerial growth and achievement. It is productive to both managers and staff of a company. A worker will turn into more competent and fruitful if he is trained well. Fresh candidates who join a company are given training.

This training familiarizes them with the company's operations, visualization, policies and system and the operational circumstances. The present workers are trained to energize and develop their information. If any modernization and changes take place in equipment's, they provide training to employees to manage with these changes. When encouragement and job enlargement becomes significant, the company provides training to employees to make them ready for coming challenges in the external environment.

Benefits of Learning and Development for Employees and Companies

Ritu Agrawal & Dr. Pramod Shrivastava

Training helps a worker to acquire employment safety and work happiness. The happier the worker is and the bigger is his confidence, the more he will contribute to company's accomplishment. Well qualified worker will more familiar with the work and will require minimum instructions. Hence, there will be minimum consumption of time and hard work. The more qualified an worker is, the minimum are the probability of mishappenings in work and the more capable the worker becomes. Staff obtains abilities and competence through learning. They become more qualified for endorsement. They become an asset for the company. Learning and Development improves ability and efficiency of workers. Well learned workers demonstrate both magnitude and excellent presentation. There is minimum expenditure on time and efforts if workers are correctly educated.

Benefits of Learning and Development for employees

Learning and Development program shapes career of workforce. Fresh workers who join a company are given training. With the help of On the Job training methods skillful as well as semi- skillful workers can be well trained. It is easy and money saving method. The workers are trained in definite functioning circumstances. The aim of this training method is "learning by doing." Examples of such on-job training methods are job-rotation, instruction, provisional promotions, etc. Off the job training methods are those in which training is given away from the definite operational situation. It is frequently used in case of fresh workers. Examples of off the job training methods are workshops, seminars, conferences, etc. Such method is expensive and is successful when huge figure of workers have to be trained within a small time period. Off the job training is also called as vestibule training, i.e., the workers are trained in a separate location

(In a corridor, entrance, greeting place etc. known as a vestibule) where a temporary operational situation is created.

The worker who gets the essential learning is much capable to execute the task in his employment. The Learning and Development gives the worker a better understanding of their everyday jobs inside their task, and construct their self-confidence. This confidence will improve their overall presentation and this can simply advantage the company. Human resources who are capable and on pinnacle of varying trade principles assist your company grasp a position as an organizer and well-built competitor within the trade. The Learning makes a encouraging place of work. Staff may achieve access to learning they wouldn't have otherwise recognized regarding themselves. Workers who experience treasure and challenge during learning and development opportunities may experience much fulfillment in their profession. Many workers will have a few weaknesses in their workplace abilities. A learning program allows strengthening those abilities that every worker wants to get better. A development program brings all workers to a superior stage so they all have similar skills and facts. This helps decrease any weak links inside the company who depends greatly on others to complete essential employment works. Giving the essential training to employees who can help each other when required, task on groups or effort separately without continuous assistance and directions from supervisors.

Benefits of Learning and Development for Employees and Companies

Ritu Agrawal & Dr. Pramod Shrivastava

A learning and development program ensures that workforce have a regular understanding and backdrop information. The reliability is mainly important for the company's essential policies and events. All workers require being conscious of the prospect and events inside the company. Efficiency generally increases when a company implements learning program. Improved competence in process will make sure assignment accomplishment which in turn will recover the company's earnings and possible marketplace share. Learning programs have become so federal inside trades that it is frequently used as a competitive benefit when hiring. Offering programs inside service contracts set up a worker's sense of worth inside the company, and fosters trustworthiness and eventually employee maintenance. Companies that instantly engage in worker's development and possible learning opportunities from the instant that person is hired, will significantly affect future worker presentation and devotion. The more people connect with their company and the more appreciated they feel as workers. Workforce would continue with a company longer if it invested in helping them learn. From an employee's point of view, learning and development gives them a skills roadmap – "anywhere to move from and to." It too helps them to identify their individual strengths and weaknesses. Workers say they will continue with a company that invests in their development. This furthermore means that companies are serving to keep their workers by investing in learning and development. L&D not only improves worker's efficiency, but it is extremely vital to improve worker's self-confidence and faith in their boss.

Benefits of Learning and Development for Companies

Employees are a company's utmost asset. With learning & development focusing on filling in knowledge gaps and up skilling employees by focusing on the strengths of their staff, companies can enhance in their earnings. Well-trained human resources enhance their efficiency. Equipping staff with the capability to do their jobs by their own is simply a smart decision. A company's job is to acquire the best out of every worker. Educating and teaching the workers is a vast method to make them powerful. Companies have a liability to make sure their staff works in a protected and friendly atmosphere. Implementing an efficient learning program can assist workforce work better and reduce the danger of lawsuits for deteriorating to fulfill with business principles in protection and workplace conduct. When a company hires an employee there is a gap between skills of employees and the skill sets needed by the company. So it is very important for a company to give proper training to its employees. Training the workers is vital for the company to make sure their smooth understanding of employment, skill expansion, and alertness to execute proficiently. Learning is not only necessary for the fresh employees of a company but also for the in-service employees. It is considerably vital at the beginning of the innovative plan so that all group members are well-prepared to handle with all the challenges and make sure the achievement of the organization. The companies focusing on training their personnel desire them to be well-prepared for any kind of condition through the executive-skills construction. They make sure to increase their profit in all cases, which strengthens the organization, in addition to polishing the skills of workers. Learning boosts the information and proficiency of the workers, which had a considerably optimistic impact on their job performance. Therefore, it is a verified method of improving the competence of the

Benefits of Learning and Development for Employees and Companies

Ritu Agrawal & Dr. Pramod Shrivastava

personnel. It helps them, as well as the company, to recognize their weaknesses and make the changes to fix them.

The society has become fairly competitive and challenging. Only those individual have the extent of making progress in this competitive society who has advanced skills and abilities. It is the same for organizations as the companies with lacking workforce cannot make progress in society. So, various corporate training programs provide the benefit of developing a framework to work on the strengths of employees and ensure progress and profits. Most of the time, new hires are not aware of the functioning of the organization. An important benefit of training employees is that it boosts their adherence to the quality standards of the organization. It equally strengthens the functioning and abilities of the old workforce as well as new hires. An important and basic part of training programs in soft skills training, which helps the employees to ensure better communication and other aspects of the organization. It ultimately helps them become consistent in their work-life and boost the productivity of the organization.

One of the most important benefits of training employees is that it improves the reputation of the organization. Most of the workforces around the globe complain that they do not get the opportunity of leaning after joining an organization. However, if you pay attention to developing the skills of your workforce, their expertise and job satisfaction will spread the word, and more competent people will join you. They will like to work in an organization where they can learn as well as utilize their abilities to maximize the benefits of the company.

Learning and Development improves employee retention rate and allows the organizations to benefit from their competent workforce. The basic reason behind this is that training improves the learning and abilities of the workforce, which motivates them not to leave it. Most of the organizations focuses on the skill development and learning of their workforce and enjoy their profit. You can also become one of such companies and ensure a better reputation of your organization in society. A company must ensure to boost the skills and abilities of its workforce, which will increase the profits.

Conclusion

The benefits of training to employees are not limited exclusively to the employees themselves. Research having shown time and time again how businesses that invest heavily in employee training tend to be the more successful and prosperous businesses. An employee, Learning and development provide a company the opportunity to progress through the ranks. From an employer's perspective, training and development is all about building the strongest and most capable workforce for the benefit of the entire organization. To view an investment in employee training as an unnecessary expense is to completely wrong approach. Irrespective of the costs, an organization actually making an investment in the long-term prosperity of its entire business. Every time you provide an employee with the opportunity to build new skills and knowledge, you make a direct contribution to their future. It's no secret that a motivated workforce is also a productive, efficient and loyal workforce. The more you put in by way of training and development, the more you can expect to get out as a result. If you want your employees and your business to remain up to date with the latest industry

Benefits of Learning and Development for Employees and Companies

Ritu Agrawal & Dr. Pramod Shrivastava

changes, you need to provide ongoing training and development opportunities. As an employee, taking part in training and developmental opportunities can help ensure you stand out from the crowd when pursuing higher-level positions. For the employer, investing in a talented and capable workforce provides the business with every opportunity to outperform its competitors.

The learning and development program gives motivation and job satisfaction to an employee.

The level of job satisfaction felt by any employee will directly affect their motivation, productivity, loyalty and future outlook. Once again, you cannot expect employees to work to their full potential, if they don't feel happy and satisfied in their work. As an employer, it's your job to provide your employees with every reasonable opportunity to enjoy their work and take pride in what they do. Businesses that invest heavily in the success of their employees never fail to attract new talent at the highest level. When quality candidates search for available positions, provision of training programs tends to be a high priority. It's simply a case of acknowledging the mutual benefits that accompany training and development in an organization. For the ambitious employee, quality training programs hold the key to limitless career advancement. For proactive employers, it's all about building and retaining the strongest possible teams. Irrespective of the size and nature of the business, ongoing employee training and development should be considered mandatory.

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Benefits of Learning and Development for Employees and Companies

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