TO STUDY THE EFFECTS OF INFORMATION TECHNOLOGY IN TRAINING AND DEVELOPMENT PROGRAMS ON THE PERFORMANCES OF EMPLOYEES OF EDUCATIONAL INSTITUTES

Abstract

The aim of the study is to make the awareness among the employees that not only corporate sector but also Education Institutes s need to upgrade their knowledge with the growing world. As the focus of training is on the employees of education institutes so that they are also aware by the recent trends going on in the world. But as observed this was not focused until the covid pandemic. After the arrival of covid 19 where teaching staff realised that being technology upgraded is important unless an until we don't upgrade our knowledge and get connected with the technology it will not help our students to grow. For this purpose the training is significant and mandatory which makes the employee confident and skilled in their working system. Other sectors like the corporate sector or may be the IT sector is well aware about upcoming needs in the market and technological changes. But the education institutes are some were or the other stuck to the traditional methods of teaching. This is what the above study reflects regarding the training & Development Programs on the performance of employees in education institutes.

Keywords: Training & Development, Technological Up gradation.

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I. INTRODUCTION

There is no doubt that Education institutes worldwide are striving hard for competing in the fast growing world. To do so, institutes have started obtaining and utilizing their human resources skills effectively. Education Institutes needs to have knowledge to face more realistically towards keeping their human resources upgraded. Also management need to pay attention to the entire core training functions relating to technological change of human resource management as this plays an important role in different educational institutes, socially and economically related areas among others that are influential to the attainment of the institute's goals and thus institutes successful continuation in the education area. This topic goes on to discuss one of the core functions of human resource which is training & Development of employee on their performance, and how the earlier is affecting the latter. As the changing world it's been a need not only for the corporate sector but also for the educational institutes. It is the technological change happening in the coming years as the very need has risen for training our teaching and non teaching staff with the upgraded methods of technology. The need for it arises when the covid 19 situation had taken place. The institutes felt the need to train their employees with the technological changes. Therefore a lot of utilization of technology in the covid situation. No one was having idea regarding the use of technology but after the pandemic its became must for everyone to get themselves skilled and knowledgeable in all fields of work.

Training which makes an employee learn their skill before entering the actual working system where as the development makes the employee updated with the changing expectations and demand in the market. As Education field itself is like a service provider for their students and making the students happy by giving valuable knowledge is important. Hence Training and Development does the same developing skills in Teaching staff related to technology and making them effective and efficient in their profession.

II. LITERATURE REVIEW

Training and Development is an essential part of the organisation with the efficient working it is also important to understand the technological changes taking place round us. It's been the Curial side that makes the organisation worthwhile as the employee are the asset of the organization. According to, (M. M., Choudhury, M. M., &Latif, W. B., 2019) Training and development leads to improvement in the organization. The skill, knowledge and abilities are the requirements which are to be full filled by the employee so training vital part. For the purpose of improving the performance of employee it is obligatory on the part of the organization. It is important to bring into light so that the market dynamics, opposition, customer satisfaction and net promoter. Training should not be done for formalities purpose it should be given extended time to see that full assimilation is done in proper manner. Here trainer should guide in such a way that right attitude is developed among the trainee towards the work.(Anyanwu, 2016) . According to (Kum, F. D., Cowden, R., &Karodia, A. M. 2014) investing in employee will certainly realise return to the organization. Each and every organization should have evaluation program for better results therefore after this feedback is essential for enhancement purpose. So that the essential change can be made accordingly. So it mainly helps in performing current tasks. The specific goals of training mainly include aligning the knowledge, abilities and skills of employees with job requirements, developing employee skills and improving their performance, eliminating undesirable employee

behaviour and adjusting the value orientation of employees to be in line with corporate values (Rodriguez, Walters, 2017).

III. OBJECTIVES OF THE STUDY

- To study the importance of Information Technological training in enhancing the performance of employees in educational organisations.
- To study the extent of awareness of use of Technological among the employees working in education institutes before covid 19 pandemic and after covid 19 pandemic.
- To observe whether the existing training programs are fulfilling the objectives of the management.
- To analysis the effect of Technological training on the performance of employees.

IV. RESEARCH METHODOLOGY

The study here was conducted to achieve the objective. The study includes exploratory in nature were well structured questionnaire was provided. A sample of 50 employees is selected for the research. Out of which only Teaching Staff of different Educational Institutes were considered. In this study different colleges providing traditional education are considered. The Area covered here is PCMC area Pune Maharashtra.

- **Primary Data:** Questionnaire: Primary data is the data, which will be collected directly information received through drafting a questionnaire. It is self designed questionnaire for the purpose of data collection and collect the data from 50 employees.
- **Secondary Data:** Secondary data is collected from the various books and material, reports, and internet etc.

The range of each question is from 5 to 1 i.e 5 - Strongly Agree, 4 – Agreed, 3- Neutral, 2- Disagree, 1- Strongly Disagree

V. ANALYSIS AND RESULTS

Table 1: Is it important to give training to employees relating to Information Technology in Education Institute

Response	No of Answer Received	Percentage
Strongly Agree	25	50
Agreed	9	18
Neutral	12	24
Disagree	2	4
Strongly Disagree	2	4

As per the data given in table no 1 .50% Employees strongly agree with the statement. Whereas 18% just agree and rest 4% are for Strongly Disagree &Disagree

Table 2: Employee's awareness relating to Information Technology before Covid 19

Response	No of answer received	Percentage
Strongly Agree	0	0
Agreed	15	30
Neutral	10	20
Disagree	25	50
Strongly Disagree	0	0

As per the data given in table no 2. 30% Employees agree with the statement. Whereas 10 were neutral and rest 25% are disagreeing.

Table 3: Where the employee's given training on awareness of Information Technology after Covid 19

Response	No of answer received	Percentage
Strongly Agree	28	56
Agreed	16	32
Neutral	4	8
Disagree	2	4
Strongly Disagree	0	0

As per the data collected it tells us that 56% employees were given training related to IT and 32% employees just agree with it where as 8% & 4 % strongly disagreed & disagreed**.**

Table 4: Does the training & development of IT leads you to be satisfied with your job

Response	No of answer received	Percentage
Strongly Agree	28	56
Agreed	16	32
Neutral	5	10
Disagree	1	2
Strongly Disagree	0	0

As per the table no 4 the data collected shows that 56% employees strongly agree with it were as 32 % employees disagree with it

Table 5: IT Training enhance productivity and performance in job

Response	No of answer received	Percentage
Strongly Agree	12	24
Agreed	38	76
Neutral	0	0
Disagree	0	0
Strongly Disagree	0	0

As the table shown 24 % employees are strongly agreeing with the statement that IT training enhances productivity and performance in job. Whereas 76 agree with the statement.

Table 6: IT Training program is compulsory for the employees for better performance and productivity

Response	No of answer received	Percentage
Strongly Agree	16	32
Agreed	4	8
Neutral	24	48
Disagree	6	12
Strongly Disagree	0	0

As per the data collected it tells us that 32% employees strongly agreed and 8% employees just agreed with it .where as 48% & 12 % strongly disagreed & disagreed.

Table 7: Do you think the information & technology training improves your skills, knowledge, and attitude?

Response	No of answer received	Percentage
Strongly Agree	33	66
Agreed	10	20
Neutral	7	14
Disagree	0	0
Strongly Disagree	0	0

As per the data given in table no 7 .66% Employees strongly agree with the statement that information & technology training improves your skills, knowledge, and attitude. Whereas 20% just agree and rest 14% were Neutral

Table 8: Job Type of training has you received from your Education Institute that is directly effected on your performance

Response	No of answer received	Percentage
Strongly Agree	28	56
Agreed	16	32
Neutral	6	12
Disagree	0	0
Strongly Disagree	0	0

As per the data collected it tells us that 56% employees strongly agreed and 32% employees just agreed with it .where as 12% neutral.

Table 9: After training is your performance analysed

Response	No of answer received	Percentage
Strongly Agree	20	40
Agreed	25	50
Neutral	5	10
Disagree	0	0
Strongly Disagree	0	0

As per the observation it is found that 40% Strongly agreed with the statement and 50 % just agreed with it and rest were 10% were neutral.

Table 10: Dose the training program fulfils the existing objective of Education Institutes.

Response	No of answer received	Percentage
Strongly Agree	10	20
Agreed	30	60
Neutral	10	20
Disagree	0	0
Strongly Disagree	0	0

As per the table no 10 it has been observed that 20% employees strongly agree with the statement where as 60 % Agreed and 20 % were netural.

VI. FINDING & DISCUSSION

1. As the given data in Table no: - 1 It has been observed that majority of the employees strongly agree with the statement that it is very much important to train employees with information technology in education institutes.
2. As per the statement given in Table no:- 2 it is observed that 30% employees were aware of the Information Technology use .But 50% were not agreeing with the statement. Whereas 20% were neutral with the statement.
3. As per the observation it is found that 56% employees were given training based on information technology and 32 % just agreed with it and rest were 8% &4% who were not trained.
4. As the table no 4 which shows that training and development of IT leads to satisfactions in job 56% have strongly agreed where as 32% have just agreed and 10% & 2% have Disagreed & strongly disagreed
5. It is observed in Table no 5 that information technology enhances the productivity and performance in job. So, 24 %are strongly agreeing with the statement .Where as 76 agree with the statement.
6. As per the table no 6 it has been observed that 32% employees strongly agree with the statement that IT training program is compulsory for the employees for better performance and productivity where as 8 % Agreed and 48 % Disagree with the statement.

7. As per the data collected it tells us that 66% employees strongly agreed and 20% employees just agreed with it .where as 14% neutral.

8. As per the data given in table no 8. 56% Job Type of training have you received from your Education Institute that is directly effected on your performance. Whereas 32% just agree and rest 12% were Neutral

9. As the table shown 40% employees are strongly agreeing with the statement that IT training enhances productivity and performance in job. Whereas 76 agree with the statement.

10. As the table shown 20% employees are strongly agreeing with the statement that the training program fulfil the existing objective of Education Institutes. Whereas 60% agree with the statement. And rest 20% were neutral.

As per the data collected and the analysis done based on the data it was observed that overall 50 % of employee strongly agree with training and development of employee with upgraded information technology. It was also observed that 46 % employees agreed with the questionnaire as they were more focusing on the information technology training and development program to increase their quality of work and upgrade them self with the changing world. It was also observed that 35 % of employees were neutral with it and were focusing on the employee's development of their own with the institute they work. Some were also found that they were not agreeing or disagreeing with the questionnaire and were neutral with the questions.

VII. CONCLUSION

The study here concludes that the Educational Institutes should not be ignored any more. Pandemic has really given a great lesson to us regarding the technological changes. With effect from the pandemic the needs of employees who are new joined as well as the existing needs to be trained with the new trends coming in the marketing eg:- Any software for efficient teaching or effective performance. As per this the performance of employee will improve and will achieve the greatest height. The study also concludes that the employees are expecting for training and development programs of the employees who are not aware of the changing scenario. As the traditional institutes do not prefer to train the employee as observed from the data collected. It's been the need to train and develop the employee according to the changing pace of the world. Other fields are upgrading but unfortunately education field was lacking behind so the study says that training and development with employees is mandatory and should be done by each education institutes.

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