



## IMPACT OF TRAINING AND DEVELOPMENT ON SKILL ENHANCEMENT

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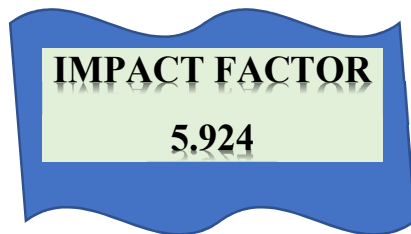
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### Abstract

Training and development have become important components for enhancing employee skills and improving organizational performance. There occur structured training and development programs on employee skill enhancement across organizational structure and How the different forms of training such as on the job training, technical training, soft skills training, E- learning which contributes to improve competencies, productivity and job satisfaction. Regular training significantly enhances employee skills, Rises confidence and positively affects overall organizational effectiveness. Investment in training and development is a strategic tool for building a competent workforce and sustaining competitive advantage.

**Keywords:-** Training, Skill development, Organization.

### INTRODUCTION:-

Training is a systematic process of improving employees knowledge, technical skills, and abilities required for their current job. It focuses on short term goals and helps employees perform their tasks more efficiently.

Development is a long term educational process aimed at preparing employees for future roles and responsibilities. It focuses on career growth, leadership abilities, and personal improvement.

Through the training and development task, employees learn new methods, technologies, and procedures which then results in better productivity. Regular training updates employees with the latest trends, technical skills. Employees feel valued and motivated. Well trained staff make fewer mistakes, improving quality and safety. Development programs build leadership qualities and help



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with promotions and role expansion with performing duties. Soft skill development involves improvement in communication, teamwork, problem solving, time management, leadership. Employee can build confidence, creativity and decision making abilities. Despite organizations investing in training and development, many employees report inadequate skill enhancement due to ineffective training design, insufficient follow up, and lack of practical applicability. There is a need to evaluate how well training programs translate into actual skill improvement. It can be needed to analyze the effectiveness of training and development programs, to measure the level of skill enhancement among employees after training, to identify challenges in implementing training programs, to determine the relationship between training quality and employee performance.

In today's competitive business environment, organizations invest in structured training programs to upgrade employees technical, managerial, and interpersonal skills. Effective training helps employees adapt to technological changes, improve job efficiency, and contribute better to organizational goals. There is a need to understand that training programs truly improve employee competencies and how they contribute to workplace performance.

Training and development programs apply to private, public, manufacturing or service sector organizations. It supports HR managers in planning better training strategies and contribute to academic research in HRM and organizational behaviour. Training quality significantly influences employee motivation and performance. Training effectiveness depends on program design, delivery methods, post training support. Overall it emerges as strategic tools that build a competent, adaptable, and future ready workforce.

Skill enhancement refers to the continuous process of improving an individual's abilities, knowledge and competencies to perform tasks more effectively. Today's rapidly changing work environment, skill enhancement has become essential for personal growth and career development also with organization success. Skill enhancement not only helps individuals stay competitive in their careers but also enables them to meet future challenges with confidence and efficiency.

### CONCLUSION:-

The title suggests that effective training and development programs significantly enhance employees skills. Organization that provides regular, high quality training observe improved performance, higher job satisfaction, and better productivity. It will reflect with the performance of employees and overall growth and development of an organization results. Employees who receive regular and relevant training exhibit improved knowledge, stronger job related abilities, and increased confidence in performing tasks. Organizations which follow regular training and development programs for employees experiences reduce gaps in performance, stronger employee



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engagement, and higher retention levels. This is a vital organizational investment for achieving efficiency and long term success.

Employees become more efficient, confident, self motivated, capable of handling present and future challenges. Enhanced skills means better job performance and increased organizational output. Skilled employees adapt quickly to changes like new processes, Digital tools, market trends. There occur technical skill enhancement in which employees become proficient in new technologies, machinery, software, job performance. Training and development programs make increasing the career growth and opportunities of the employees or for the one who need to start a job.

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