**To Study the effects of Information Technology in Training and Development Programs on the Performances of Employees of Educational Institutes**

*Ms. Ruchira Pawar, S.N.B.P. College of Arts, Commerce, Science & Management Studies, Pimpri, Pune.*

*E-mail Id.: ruchirapawar91@gmail.com*

**Abstract**

The aim of the study is to make the awareness among the employees that not only corporate sector but also teaching sectors 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 are 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.

**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 all the 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 institutes 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 its been a need not only for the corporate sector but also for the educational institutes. It is the technological change happening in the coming year’s as the very need has raised 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 every one 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 their 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. Its been the Curial side that makes the organisation worth while 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 an 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.

**III. Objectives of the Study:-**

* To study the importance of 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. Scope of the study:-**

* The present study is very useful for employees as they will be trained according to the upgraded technological changes at this fast moving world.
* The present study is useful for education institutes as well ,because it will help in increasing their work efficiency.
* The present study will help the employees with their performance.

**V. Method**

* **Sampling**
* A sample of 100 employees is selected for the research. Out of which Teaching Staff of different Educational Institutes are considered. In this study different colleges providing traditional education are considered.
* **Data collection**
* The Data is divided in two parts: i) Primary Data ii) Secondary Data
* (i)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 100 employees.
* (ii)Secondary Data: Secondary data is collected from the various books and material, reports, and internet etc.

**VI. Discussion**

As per the data collected certain points are found out from the questionnaire provided to each employee.

1. As per the questionnaire the employees were not aware about the training programs conducted in their colleges. They were unaware about the technological changes taking place. These were few employees who were upgraded with the technological changes.

2. The another thing realised was the urge to learn the technological changes taking place. Training & Development which is interrelated to each other which means that the both are the requirement of the employee whether corporate employee or the college teacher is must.

**VII. Conclusion**

The study here concludes that the Educational Institutes should not be ignored any more. Pandemic has really given a greatlesson 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.

**VIII. References**

1)Kum, F. D., Cowden, R., &Karodia, A. M. (2014). The impact of training and development on employee performance: A case study of ESCON Consulting. Singaporean Journal of Business Economics and Management Studies, 3(3), 72-105.

2)Anyanwu, J. O., Okoroji, L. I., Ezewoko, O. F., &Nwaobilor, C. A. (2016). The impact of training and development on workers performance in Imo state. Global Journal of Social Sciences Studies, 2(2), 51-71.

3)Karim, M. M., Choudhury, M. M., &Latif, W. B. (2019). The impact of training and development on employees’ performance: An analysis of quantitative data. Noble International Journal of Business and Management Research, 3(2), 25-33.

4)Abogsesa, A. S., &Kaushik, G. (2017). Impact of training and development on employee performance: A study of Libyan Bank. International Journal of Civic Engagement and Social Change (IJCESC), 4(3), 53-68.

5)Jehanzeb, K., & Bashir, N. A. (2013). Training and development program and its benefits to employee and organization: A conceptual study. European Journal of business and management, 5(2).

6)Anwar, G., &Shukur, I. (2015). The impact of training and development on job satisfaction: a case study of private banks in Erbil. International Journal of Social Sciences & Educational Studies, 2(1), 65.

**Annexure-1 Training & Development Questionnaire**

1. What kind of training is given by your education institute?

2. What benefit do you get from training ?

3. Is the Technological Training given to you?

4. Dose the institute manage Training Program for the employee?

5. Before joining does the institute provide you with training?

6. If Training and development program conducted are they of good quality?