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A Study On Upskilling And Reskilling Training Programs On Employees Career Growth.

[1]Lasya Sri V, [2] Mrs. Lakshmi B

[1]MBA Student, [2]Assistant Professor

[1]MBA

[1]Panimalar Engineering College, Chennai, India

Abstract: A dynamic and flexible workforce is now essential due to the business environment's continuous evolution. Assessing the ways in which learning culture, training tactics, and organizational support assist employees' skill development and career success is the aim of this study. In order to find trends pertaining to employee demographics, training attendance, motivation, and the efficacy of learning initiatives, data was gathered using standardized questionnaires and analyzed.

INTRODUCTION

Nowadays a very competent and versatile team is more necessary than ever in today's corporate environment that constantly changes and evolves. Companies are always in situations where they need to change their products due to a fluctuation in consumer tastes. These companies also need to upgrade, reskill, or rehire their workers in order to meet their goals. To stay competitive, it is imperative that companies not only go on investing in upskilling and reskilling of their staff but also engage in attraction of fresh talent. Consequently, reskilling and upskilling have become more and more critical in the corporate world of any field. The term "reskilling" describes the process of retraining workers so they can take on new responsibilities within the same company. Conversely, upskilling concentrates on improving present skills and equipping workers for potential future obstacles in their current roles.In periods of rapid change, both are crucial tactics for successful organizational adaptation.

NEED OF THE STUDY

It is primarily composed of keeping up with technological changes, the ability to meet the changing customer needs, and also changes in worker expectations. A very effective way to meet these changes is to give the employees the necessary education and training. It is a big necessity in the fields of Human Resources, Operations, Marketing, Finance, IT, and Recruitment.

OBJECTIVES OF THE STUDY

1. To assess the impact of Upskilling and Reskilling on employee performance and career growth.
2. To evaluate how motivation, support, and learning culture influence training effectiveness.
3. To analyse training participation according to education, gender and age.
4. To evaluate the effectiveness of different strategies used for upskilling and reskilling.

SCOPE OF THE STUDY

This research empirically studies how skilling and up skilling training programs have influenced employee capabilities, job performance, and career growth. It revolves around the business's resolve to maintain a learning culture with the organization's complete support. The study also presents the different training methods that the company has used to address frequency, employee involvement, material, etc. at the same time, the training also examines the adaptability of the organization to a flexible and adaptive workforce through the performance of surveys and interviews. The study proposes strategies to HR for the effective execution of training programs, the detection of skill gaps, and the provision of adequate and consistent relation between skill development, networking, and career progress based on the study.

LIMITATIONS OF THE STUDY

- Challenges of getting a hold of everybody with everyone in a different rotation.
- Access to some internal training data and documents was restricted or outright forbidden.
- The study was based on self-reported data, which potentially depends on perceptions of training outcomes.
- The efficiency of the training was evaluated subjectively and not objectively.

RESEARCH METHODOLOGY

The term research is careful investigation or inquiry specifically through search for new facts in any branch of knowledge.It is an original contribution to the existing stock of knowledge making for its advancement. Research can simplify be defined a task of searching from available data to modify a certain result or theory.

SAMPLING TECHNIQUE:

The sampling technique used in this study is probability sampling.

PROBABLILITY SAMPLING:

Probability sampling refers to the selection of a sample from a population, when this selection is based on the principle of randomization, that is, random selection or chance. Probability sampling is more complex, more time-consuming and usually more costly than non-probability sampling.

3.1Population and Sample

The research was conducted with an organization and the sample for this research includes all the diploma and graduate employees of the Organization. The sample size for this Study is based on Morgon's sampling table which specifies the sample size is 175 when the population is 320. So, the optimal Sample Size is 320 employees at various levels.

3.2 Data and Sources of Data

Primary data is collected from the main source such as through organization, which is not used before. Primary data are collected through the structured Questionnaire. Secondary data collection involves gathering data that has already been collected, processed, and published by other sources. Unlike primary data, which is collected directly from original sources through methods like surveys or experiments. It requires careful evaluation of the data's relevance, accuracy, and timeliness.

NORMALITY TEST

Null Hypothesis Ho: The data follows normal distribution.

Tests of Normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Respondents age	.259	175	.000	.794	175	.000
years of work experience	.221	175	.000	.812	175	.000

a. Lilliefors Significance Correction

INFERENCE:

From the above table it is inferred that the significance value is less than 0.05 in age of the respondents and the work experience of the respondents, hence we reject null hypothesis. Therefore, the data is derived from the normal distribution. In this we go for \
Non- parametric statistical analysis.

DATA ANALYSIS TOOLS:

In order to analyze the data, the first step is all the responses to be coded and use the SPSS Statistics. Then Microsoft Excel and SPSS software should be used to organize, manage and analyze the data

RESEARCH TOOLS:

Research tools are resources or instruments that help researchers collect, analyze, and interpret data. Research tools help streamline the research process, improve accuracy, and enhance the overall quality of research outcomes. There are various types of tools and some are used in this research as follows:

- Percentage Analysis
- Correlation Analysis
- Mann-Whitney u test
- Chi-square Test
- Kruskal Wllis U- test

3.3 NON PAREMETRIC TEST

CORRELATION

Correlation for the Age of the Employees and the Reskilling/upskilling programs have improved your job performance

H₀ (Null Hypothesis): There is no significant correlation between age and perceived improvement in job performance due to upskilling/reskilling programs**.**

H1(Alternative Hypothesis): There is a significant correlation between age and perceived improvement in job performance due to upskilling/reskilling programs**.**

		Age of the employees	Reskilling/upskilling programs have improved your job performance
Age of the employees	Pearson Correlation	1	.741**
	Sig. (2-tailed)		.000
	N	175	175
Reskilling/upskilling programs have improved your job performance	Pearson Correlation	.741**	1
	Sig. (2-tailed)	.000	
	N	175	175

**. Correlation is significant at the 0.01 level (2-tailed).

INFERENCE: A correlation coefficient of 0.741 and a p-value of 0.000 indicate a strong positive association between employees' age and their belief that reskilling and upskilling programs have enhanced their job performance. Employees are more likely to report favorable effects of training on their job performance as they get older, according to the statistically significant result when the p-value is less than 0.01.

MANN-WHITNEY U-TEST

H₀ (Null Hypothesis): There is no significant difference between male and female employees in their perception of motivation from the company's learning culture.

H1 (Alternative Hypothesis): There is a significant difference between male and female employees in their perception of motivation from the company's learning culture.

Descriptive Statistics

	N	Mean	Std. Deviation	Minimum	Maximum
company's strong learning culture, encouragement, and support motivate you to take part in reskilling and upskilling initiatives	175	1.06	.233	1	2
GENDER OF THE EMPLOYEES	175	1.67	.472	1	2

	Gender of the employees	N	Mean Rank	Sum of Ranks
company's strong learning culture, encouragement, and support motivate you to take part in reskilling and upskilling initiatives	1	58	83.00	4814.00
	2	117	90.48	10586.00
	Total	175		

			company's strong learning culture, encouragement, and support motivate you to take part in reskilling and upskilling initiatives
Mann-Whitney U			3103.000
Wilcoxon W			4814.000
Z			-2.286
Asymp. Sig. (2-tailed)			.022
Monte Carlo Sig. (2-tailed)	Sig.		.030[a]
	99% Confidence Interval	Lower Bound	.026
		Upper Bound	.035
Monte Carlo Sig. (1-tailed)	99% Confidence Interval	Lower Bound	.010
		Upper Bound	.016
	Sig.		.013[a]

a. Based on 10000 sampled tables with starting seed 2000000.

b. Grouping Variable: GENDER OF THE EMPLOYEES

INFERENCE

The Mann-Whitney U test was conducted to determine whether there is a difference between male and female employees in their motivation levels influenced by the company's learning culture. The results showed that the difference was [insert: statistically significant / not statistically significant] (p = [insert p-value]), indicating that [insert: gender group, e.g., female employees] felt [more / less / equally] motivated compared to their counterparts.

SUGGESTIONS

- Create training curricula that accommodate staff members with varying ages and educational backgrounds to promote diversity and increased engagement.
- Supervisors should be encouraged to actively encourage and promote their team members' participation in training initiatives.
- To increase employee motivation and retention, tie training attendance to chances for obvious career advancement.
- Maintain your high level of organizational support, including time, resources, and a supportive learning environment.
- Encourage gender-neutral training program access to create a more welcoming workplace.
- To guarantee relevance and impact, regularly evaluate employees' skill gaps prior to creating training programs.
- Based on their tasks and objectives, create individualized learning paths to assist staff in improving their skill development.
- Encourage cross-functional training to improve workforce adaptability and give employees a wider range of abilities.
- Upskilling programs should incorporate the development of soft skills like leadership and communication to promote overall development.

- Update training materials frequently to take into account market developments and keep staff knowledgeable and competitive.

CONCLUSION

The study on upskilling and reskilling programs has emphasized their vital role in improving employee performance and supporting career growth. Through analysis of employee responses, it was found that training initiatives, when aligned with individual goals and supported by the organization, significantly influence employee motivation and perception of career development. Factors such as age, experience, and gender also show varying levels of engagement and benefits derived from these programs, as revealed through statistical analysis.

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