



Stride: A Standardized Framework For Enhancing Organizational Training Efficiency

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Abstract: This research explores the implementation of the STRIDE training framework at CSB Bank, aimed at standardizing and enhancing employee development. The study evaluates the effectiveness of STRIDE components such as Training Need Identification, training delivery, feedback, and documentation. A mixed-method approach was used, including surveys and observations across various departments. Results show that well-structured and blended training methods improve employee performance and engagement. Employees preferred personalized, role-specific learning modules. The study concludes that STRIDE supports both individual growth and long-term organizational development.

Key Words - Training and Development, Standardized, Bank, Survey.

INTRODUCTION

Training and Development(T & D) has come an essential function in every ultramodern association, especially in sectors like banking where workers need to be constantly streamlined with evolving chops and knowledge. With adding competition, changing client prospects, and a shift towards digital platforms, it's pivotal for associations to equip their pool with applicable capabilities. Structured training processes insure that workers are n't only trained effectively but that the issues of similar training are aligned with business pretensions.

The current exploration focuses on STRIDE , a structured training frame enforced at CSB Bank. STRIDE stands for Formalized Training Review check, Identification of Development Needs, Entry(Attendance), and Module blessing Form . This frame has been introduced to streamline the entire training cycle , from relating training requirements to assessing post-training effectiveness.

This content was chosen after understanding the growing significance of structured and measurable training systems in the banking sector. During the externship at CSB Bank, it was observed that STRIDE had introduced a methodical way to plan, execute, and cover hand training. still, limited exploration had been done on its factual impact and acceptance among workers. This gap encouraged a deeper study into how effective STRIDE is in perfecting hand performance and aligning training with organizational requirements. This preface sets the foundation for exploring how a structured model like STRIDE can bring thickness, effectiveness, and measurable impact to hand literacy and development processes in a banking terrain.

OBJECTIVES

The STRIDE project (Standardized Training Review Survey, Identification of Development Needs, Entry & Module Approval Form) has been conceptualized to transform and optimize the way training and development activities are managed within an organization. The following objectives outline the strategic intentions and expected outcomes of the project:

- 1) To standardize training documentation and processes across all units and departments.
- 2) To ensure training needs are identified and aligned effectively with job roles and organizational goals.
- 3) To promote consistency and clarity in training planning, feedback collection, and module approval.
- 4) To reduce administrative errors, duplication of efforts, and confusion.
- 5) To save time by streamlining data entry and tracking.
- 6) To improve the overall efficiency and effectiveness of the Learning & Development (L&D) function.

LITERATURE REVIEW

This essay examines the idea of Training Needs Analysis (TNA) in post-registration nursing education, emphasizing how, while coming from the business and human resources domains, it is becoming increasingly relevant. It examines the body of research to determine how TNA affects staff development, implementation, and course design. Although there are several materials that address TNA in principle, very few provide practical, nursing-specific insights based on research. According to the results, micro-level TNA, which focuses on a single organization, is more useful and significant than larger studies since it enhances the training cycle overall and more closely matches corporate objectives. **(Gould D, Kelly D, White I. 2004 Jan 28-Feb).**

Training is a methodical and structured learning process that helps people acquire the information, skills, and attitudes they need to operate better as individuals, teams, and organizations. These days, the Indian government's SKILL INDIA and MAKE IN INDIA initiatives are encouraging the growth and development of the manufacturing sector as it offers the greatest number of direct and indirect job opportunities to the populace. The manufacturing industry must adapt to the shifting demands and conditions of the market, which presents enormous hurdles. The knowledge, skills, and abilities of employees are enhanced via training and development. In order to help employees embrace change and become "skilled employees" rather than "knowledgeable employees," firms are increasingly switching from traditional training to modern technology-based training. **(Gethe, Rajashree & Hulage, Mahesh 2024).**

From the start of the job, the human resources department's training function is crucial. At the same time, HR's growth role is as crucial to the employment relationship's future. This study examines earlier research on how training affects business effectiveness. Few training program variables and parameters are linked to organizations' success, according to the research. Firm performance has been found to be significantly impacted by a variety of factors, including the number of training programs undertaken, the training policy, the type of training, the effort put into assessing the programs, their flexibility, the cost of the programs, the identification of training requirements, and the design of the training programs. Furthermore, research has indicated a strong relationship between training and businesses' productivity and sales. **(Sang Long, Choi & Tan, Kowang & Chin, T.A. & Hee, Ong 2016).**

In order to advance HRM knowledge in the Australasian area, this study examines the cross-cultural training (CCT) given to European expatriate executives in New Zealand. Results from 30 expatriate interviews indicate that although some CCT was provided, it mostly concentrated on work-related topics with little attention to local customs. Families were not given any assistance or training, and post-arrival training was infrequent. The study's limited sample size emphasizes the need for more investigation into local factors and the efficiency of CCT in supporting expatriate performance and adjustment. **(Tahir, R., Eur. J. Train. Dev 2022).**

This research paper looks at how Indian and foreign MNCs manage hiring, training, and HR practices, comparing their similarities and differences. While my earlier work focused on innovative HR trends, this one explores how policies actually vary across companies. I gathered insights from employees, online research, and HR publications. With globalization, companies are adjusting their HR strategies to fit different cultures and environments. New-age tools like E-HRM and HRMIT are helping companies go beyond borders. Today,

HR is no longer just about filling positions it's about retaining talent and adding real value. Good HR is now seen as a key driver of business success, no matter where the company operates. (Ghazala Ishrat 5, Jan. - Feb. 2013).

RESEARCH METHODOLOGY

To understand the effectiveness of the STRIDE training framework at CSB Bank, a **mixed-method research approach** was adopted. The study mainly relied on **primary data**, supported by **secondary sources** for conceptual clarity and background information.

◆ Primary Data Collection

The primary data was gathered through a structured Google Form questionnaire, which was circulated among employees from various departments of CSB Bank. The purpose of this survey was to gain direct feedback from employees who had undergone training under the STRIDE framework. The survey included both close-ended questions (to measure satisfaction, clarity, skill gap identification, etc.) and open-ended questions (to capture employee suggestions and insights). In addition, direct field observations were made during training sessions to study actual practices, participation levels, training delivery styles, and feedback mechanisms. This helped gain a practical understanding of how the STRIDE process works on the ground.

◆ Secondary Data Collection

To support and enrich the research, secondary data was collected from a variety of reliable sources such as:

- HRM and Training & Development textbooks
- Published research papers and academic journals
- Company reports and internal STRIDE documents
- Articles and case studies on structured training frameworks
- Websites, industry blogs, and internet databases
- Grey literature including previous internship reports and training manuals

This combination of firsthand employee responses and existing literature helped in analyzing STRIDE from both theoretical and practical perspectives, making the research well-rounded and insightful.

RESEARCH ANALYSIS OR RESEARCH DISCUSSION

◆ 1. IT Sector Had the Highest Participation

The majority of respondents came from the IT sector, showing that STRIDE is especially relevant in tech-heavy roles. Since IT is fast-paced and constantly evolving, regular skill upgrades are crucial. STRIDE's structured training approach helps IT professionals stay current, making it a preferred choice in this field. Their high involvement suggests strong alignment between STRIDE and the dynamic needs of the tech industry.

◆ 2. Most Respondents Had Less Than 1 Year of Experience

A large number of participants were new employees, highlighting STRIDE's role in onboarding and early development. For newcomers, such structured training builds a clear understanding of job roles, expectations, and company culture. This shows that CSB Bank is investing in training from day one, helping fresh talent integrate and contribute faster. STRIDE plays a crucial part in closing early-stage knowledge gaps.

◆ 3. Training Objectives Were Mostly Clear

Most employees rated the clarity of training objectives at 4 out of 5, indicating a good level of understanding but still some room for improvement. While participants generally grasped the goals, stronger communication could help link these objectives more clearly to daily job tasks. Making training more role-specific and using real-life examples may enhance motivation and application.

◆ 4. Training Helped Identify Skill Gaps

The majority agreed that the training helped them identify areas where they needed improvement. This shows that STRIDE's need analysis tools are working well. By recognizing personal skill gaps, employees can focus on professional development, and the organization can align training with actual business needs. This promotes a more self-aware and capable workforce.

◆ 5. Blended Training Method Was Preferred

Employees favored a blended learning format, combining online modules, classroom sessions, and on-the-job training. This mix offers flexibility, interaction, and real-world application, catering to different learning styles. It allows employees to learn at their own pace while still benefiting from hands-on experience and live feedback leading to better knowledge retention and job performance.

◆ 6. Structured Training Improves Performance

Most respondents strongly agreed that structured training significantly boosts their job performance. Clear modules, fixed schedules, and post-training feedback make employees feel more prepared and confident. This leads to better productivity, fewer mistakes, and overall job satisfaction. STRIDE's structured approach directly supports performance management.

◆ 7. Customized Training Was More Effective

Employees preferred training that was customized to their roles, levels of experience, and learning speed. One-size-fits-all programs are less effective in today's diverse workforce. Personalized content makes training more relevant, engaging, and easier to apply. STRIDE could enhance its impact further by offering more role-based training paths or department-specific modules.

◆ 8. Training Was Applied Effectively in Job Roles

Most employees confirmed that they were able to apply what they learned through STRIDE in their daily work. This indicates that the training is practical, not just theoretical. When employees see real-world value in training, they're more motivated to learn and grow. It also shows that STRIDE delivers a solid return on investment for the organization.

RESULTS OR FINDING

1. High Participation from IT Sector

The maturity of repliers came from the IT department, pressing that STRIDE is especially effective in pre-staged, skill-ferocious places where regular upskilling is essential.

2. STRIDE Supports Beforehand- Stage Development

Utmost actors had lower than one time of experience, indicating that STRIDE plays a vital part in onboarding and early gift development, helping new workers acclimatize snappily.

3. Training objects Were Clear But Can Be Advanced

While utmost workers understood the purpose of training, the slightly lower-than-perfect standing suggests a need to more connect training pretensions with real job liabilities.

4. Effective Skill Gap Identification

Workers explosively agreed that STRIDE helped them identify areas where they demanded enhancement, showing the success of its Training Needs Assessment(TNA) element.

5. Blended literacy Is Most Preferred

A blend of online, in- person, and on- the- job training was the most favored system, showing that inflexibility and variety enhance engagement and literacy issues.

6. Structured Training Enhances Job Performance

Workers felt more confident and productive after witnessing structured training through STRIDE, proving that a well- organized approach leads to better plant effectiveness.

7. workers Want tailored Training

One- size- fits- all training is less effective; actors prefer training acclimatized to their places and experience situations, making learning more applicable and applicable.

8. Training Is Applied Effectively on the Job

Utmost repliers verified they could apply what they learned in their diurnal work, showing that STRIDE delivers not just knowledge but real, job-ready chops.

RECOMMENDATIONS/SUGGESTIONS

1. Clarify Training objects

Start each session with a clear explanation of the training purpose. Use intro slides or short vids, and encourage directors to support pretensions in platoon huddles.

2. Epitomize Learning Paths

Allow workers to choose modules grounded on their places and skill gaps. Use pre-assessments and offer a flexible library of voluntary literacy motifs.

3. Borrow Blended Learning

Combine online, in- person, and on- the- job training to match different literacy preferences. Use LMS tools to track progress and ameliorate retention.

4. Strengthen Post-Training Follow- Up

Introduce short quizzes or tasks after training. Collect feedback from both actors and their directors to estimate practical operation.

5. Increase Visibility of STRIDE Components

Make STRIDE tools like timetables and feedback forms more accessible via intranet or dashboards. Use newsletters and vids to make mindfulness.

6. Automate STRIDE Processes

Produce a digital gate for tracking training forms, attendance, and blessings. Use QR canons and dashboards to streamline reporting.

7. Link Training to Career Growth

Show how training connects to elevations or part upgrades. Display instruments in HRMS biographies and align modules with career paths.

8. Boost Interactivity in Training

Make sessions engaging with group conditioning, real- life case studies, and peer sharing. Encourage active participation to enhance literacy issues.

CONCLUSIONS

The STRIDE frame has proven to be an effective tool for enhancing organizational training effectiveness by bringing structure, thickness, and clarity to the entire literacy process. By integrating factors similar as Training Need Identification, Module blessing, Attendance Tracking, and Post-Training Feedback, STRIDE ensures that training is n't only well- planned but also aligned with real- time business requirements and hand development pretensions. Its methodical approach supports better skill gap analysis, customized literacy paths, and performance- grounded issues. workers are more engaged and motivated when training is applicable, easily communicated, and directly applicable to their places. As a result, STRIDE contributes significantly to erecting a professed, confident, and high- performing pool — making it a strategic asset for organizational growth and success.

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