

## A STUDY ON EMPLOYEE PERFORMANCE AND MANPOWER DEVELOPMENT

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### ABSTRACT

*These days, it is more important than ever to pinpoint the variables that influence employee performance (EP) due to the phenomenon of greater business competitiveness and the need for organizations to adapt quickly to shifting operational and human needs. The purpose of this paper is to Examine the Employee performance and Manpower development in an organization. The success of any organization depends on the development of its human resources. The application of strategic management in cooperatives depends heavily on human resource management. However, it hasn't received the attention it merits in the cooperative institutions. Most cooperatives' current organizational structures do not follow the fundamental guidelines for managing human resources in a solid institution. The cooperatives will need to develop sensible personnel policies that take effective manpower planning and assessment into account. It is essential to develop standards for scientific staffing.*

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**Keywords:** *Employee Performance, Manpower Development, Scientific Staffing, Human Needs, Business Competitiveness.*

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### Introduction

In today's competitive business landscape, organizations recognize the critical role played by employees in achieving sustainable success and maintaining a competitive edge. As such, the performance of employees has emerged as a key focus for businesses across industries. Organizations have realized that a high-performing workforce not only contributes to increased productivity and profitability but also enhances overall organizational effectiveness and employee satisfaction.

One of the essential factors in optimizing employee performance is manpower development, which refers to the deliberate efforts made by organizations to enhance the knowledge, skills, abilities, and attitudes of their employees through training, development programs, and other human resource interventions. Manpower development initiatives are designed to align employee competencies with the organization's strategic goals and to foster a culture of continuous learning and improvement.

The relationship between employee performance and manpower development has been a subject of considerable interest and research in the field of human resource management. Organizations are keen to understand the impact of manpower development on employee performance and to identify effective strategies for improving individual and collective performance outcomes. By investing in the development of their workforce, organizations aim to enhance employee capabilities, job satisfaction, and ultimately, organizational performance.

This research paper aims to explore and analyze the relationship between employee performance and manpower development initiatives. By examining existing literature, empirical studies,

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and practical examples, this study seeks to provide a comprehensive understanding of the key factors that influence employee performance and the role of manpower development in achieving high-performance outcomes. The findings of this research will contribute to the existing body of knowledge in the field of human resource management, providing insights for organizations to design and implement effective manpower development strategies that positively impact employee performance.

### Literature Review

**Blau and Boal (2016)** found that the quality and relevance of training programs are critical factors in determining their effectiveness. If training programs are not directly applicable to employees' job responsibilities, their impact on performance may be limited. Furthermore, the level of employee participation and engagement in training programs can also impact their effectiveness).

**Abdul Rehman et al. (2019)**, training and development programs can enhance employee competencies, leading to improved job performance, job satisfaction, and organizational effectiveness.

**Kuchinke and Wulf (2016)** found that leadership support and involvement in training programs can enhance employee motivation and commitment to learning.

**Zhang (2017)**, employee training and development programs can lead to improved job performance, increased job satisfaction, and reduced turnover rates. Additionally, manpower development initiatives can improve organizational competitiveness and enhance the ability of organizations to adapt to changing market condition.

**Rehman A (2019)**, training and development programs can enhance employee competencies, leading to improved job performance, job satisfaction, and organizational effectiveness.

### Objectives of the Research

- To review and synthesize relevant literature on employee performance and manpower development.
- To examine the factors influencing employee performance and the mechanisms through which manpower development interventions can enhance performance outcomes.
- To analyze empirical evidence and case studies to understand the impact of manpower development initiatives on employee performance in different organizational contexts.
- To identify best practices and practical recommendations for organizations to design and implement effective manpower development programs.

### Research Methodology

- Research Design What is the study about? Study is about defining Performance management system.
- Where will the study be carried out? : This study will be carried out at TACA healthcare. Sample will be drawn from all the departments.
- What type of data is required? : This study will require primary data and secondary data. Data collection will done by designing appropriate questionnaire and conducting semi structured interviews.

### Types of Data Collection

- **Primary Data:** "Primary data is that which is collected fresh and for the first time primary data is also called basic data or Original data."  
Through Questionnaire
- **Secondary Data:** "Secondary data means data that which has been used previously for any research & now is use or the second time."  
Article  
websites

### Sample Size

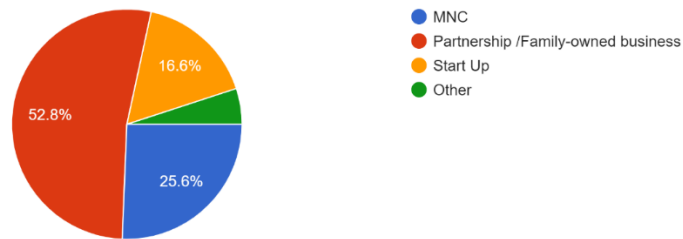
- **Analysis Technique:** Random Sampling and Questionnaire technique selected by researcher to collect the data from the respondent.

**Data Analysis & Interpretation**

Types of company (only private sector employees)

Response	Frequency	Percentage
MNC	51	25.6%
Partnership	108	52.8%
Start-up	33	16%
Other	10	5%
<b>Total</b>	<b>202</b>	<b>100%</b>

Types of company (only private sector employees)  
199 responses



**Data Analysis**

From the above diagram and table, it is observed that out of the total responses ie.202 only 108 responders working in Partnership company. bases, 51 responders are in. 33 responders are Working in an startup firms, 10 responders are working in other sector.

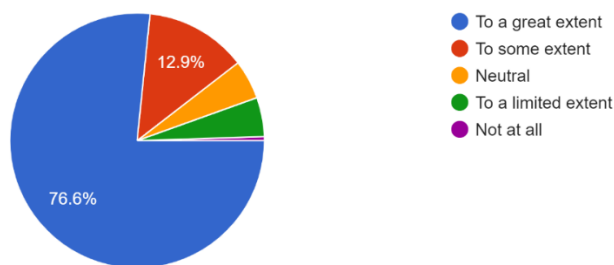
**Interpretation**

It observed that more people are Working in an partnership firms and the others employee working in different sector as per their experience and knowledge.

In your opinion, how does employee performance contribute to the overall success of the organization?

Response	Frequency	Percentage
To a great Extent	154	76.6%
To some extent	26	12.9%
Neutral	10	5%
To a limited extent	10	5%
Not at all	1	0.5%
<b>Total</b>	<b>201</b>	<b>100%</b>

n your opinion, how does employee performance contribute to the overall success of the organization?  
201 responses



**Data Analysis**

From the above diagram and table, it is observed that out of the total responses i.e. 201 only 154 responders chooses to a great extent. bases, 26 responders chooses to some extent, 10 responders are Neutral, 10 responders to a limited extent, only 1 respondent agree with not at all.

**Interpretation**

It observed that more people and the others employee working in different sector as per their experience and knowledge.

**Findings**

- Manpower development programs positively impact employee performance.
- A major factor in performance improvement is employee motivation.
- A sustainable performance improvement requires ongoing learning and development:

**Conclusion**

This study provides valuable insights into the relationship between employee performance and manpower development. By emphasizing the significance of training and development, motivation, feedback, leadership, continuous learning, and organizational support, organizations can create an environment that fosters employee growth and enhances overall performance.

The study found that employees perform better when they have access to the necessary resources, such as technology, tools, and information, and when they receive adequate support from their organization. Organizations should invest in providing the required resources and support systems to enable employees to perform at their best.

**References**

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