


Employees' perceptions towards effective training program: A study on private companies in Bangladesh



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ABSTRACT

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Today, necessity of a private company as an economic contributor is notable. Due to globalization and mechanical changes, they need experienced and active working power. The research considers the impact of Training and Development on employee performance for businesses at all levels. It is typically vital for administrations of firms to maintain their employees' knowledge and abilities. It becomes of utmost importance for private companies, to gather new information for competitively serving and then to communicate it to the staff using some sorted out and precise methodology. Assessing this, descriptive and quite empirical approach is chosen to conduct an investigation looking at the impact that T and D has on the performance level of workers. The sample size in this study was 150 respondents of different private companies in Bangladesh. Major findings show that the majority of employees agree with in the points by indicating that T & D had a positive impact on their job knowledge, work quality and quantity, functional skills, and motivation and loyalty are all strongly or moderately but constructively related to their performance. As a result, the study will show that T & D has a favorable effect on employees' performance in Bangladeshi private enterprises.

Contribution/ Originality: A lot of study was conducted on training and development issues in the banking sector or various public organizations but none of these studies looked into employees' perceptions towards effective training programs in Bangladesh especially private firms. So, I thought there is a need to conduct study on private company's employees' perception regarding their training activities.

1. INTRODUCTION

Now-a-days, training and development program has become as a vital part for the enhancement of the employees and institutions as well. In order for professionalism to flourish in the business world, training and development are essential. To gain job related knowledge and skills, training program helps the employees a lot. It specially helps an individual in progressing his/her work performance and productivity (Sudhakar, Koteswara, & Misrianto, 2011). According to Nguyen (2009), Human resource capital is a key resource for gaining a competitive edge. There is no substitute for human capital in the market. Training and development can provide individuals the knowledge, skills, and talents to work better on a personal level, which in turn improves organizational performance. The cycle of how the personnel is educated, taught, and equipped with best-in-class skills and knowledge, as well as how their minds are being prepared to maintain affectability toward ecological changes, is

very important to the sustainability of a business (Hasan, Rahman, & Rahman, 2013). Barrett and O'Connell (2001) stressed the significance of efficient training for business success. They were aware of the importance of employee training in the workplace since it shows that employers value and care about their staff members, which encourages loyalty. Companies that spend in training project a high level of quality, and their employees are less inclined to leave. According to Pierre et al. (2014), Employees add value to their delicate skills and job field expertise through training by working more successfully and efficiently. An employee must attend one or more educational meetings to develop the aptitude or talent mentioned. These meetings might be self-arranged at the employee's expense or part of a scheduled instructional course by the employer.

The purpose of this paper is to identify Employees' perceptions towards effective training program on the Corporate Firms in Bangladesh. The area of the study covered some selected Private Companies context of Bangladesh. It used some statistical tools and procedures by adhering to the structural methodological principles. The research finding can be the wellspring of cultivating additionally coming to on with respect to this and furthermore be the piece of reconsidering for the Corporate Shakers of Bangladesh about the training and development part of an organization that expands the employees' productivity and the organization's profitability.

2. RATIONALE OF THE STUDY

The degree to which training occurs and is applied to an activity can be used to gauge the success of a training program for employees of private companies. Whether a company has a planned effort or not, training and learning will still occur, especially at informal work meetings, because employees learn from one another. However, without a carefully thought-out, methodical approach to training, what is learned might not be ideal for the organization. Training is beneficial in the corporate world. Participants were asked to analyze the material provided for the circumstance to identify the primary issues when this training methodology was used. By this study there will explore the different contribution for the Private companies that they can find out the various productive sources and way to train their employees efficiently and raise awareness about the importance of training for themselves as their self-development.

3. OBJECTIVES

This study, which is focused on private businesses in Bangladesh, aims to determine how employees perceive effective training programs. The study's more focused goals are to determine the following;

- To discover the effect of training program and difficulties there on.
- To judge the perceptions of employees towards the effectiveness of training.
- To find out the reasons of variations in their perceptions towards the practices.
- To recommend better methods of providing training for the employees based on corporate strategy and global network.

4. LITERATURE REVIEW

Training and Development has been recognized as a crucial element in the management of any organization. However, most decisions in the corporate sector are knowledge-based. As a result, several studies on training and development have been carried out in both the private sector and in various other industries. This significance relates to the improvement of employee performance through greater work dedication and devotion. Whatever, here review of some of those significant studies is presented.

Mintah Agyei (2014) in his paper analyzed that Organizations are urged to train and build up their employees so as to improve their exhibition. He additionally accentuated on his investigation that organization should survey the exhibition of employees that how much improvement has happened after the training. An all-around arranged,

deliberate, composed T& D program ought to be required where sufficient spending assignment to fund the execution of preparing.

Elnga and Imran (2013) had point of view that the training viability and how it contributes in improving the employee execution and eventually finishes up alongside suggestion to provide guidance for future exploration by applying distinctive degree of investigation on investigating the effect of preparing rehearses on representative execution and they didn't think about that there are no sufficient signs to connect the connection among training and employee execution.

Falola, Osibanjo, and Ojo (2014) had point of view that to evaluate the effectiveness of training and development on employees' display and organizational advantage. This analysis shows that there is a strong connection between staff execution, training, and development, and advantage. The creator said that the bank's board should persist in its goal of educating its staff to develop original ideas that will keep the employees' performance improving.

Imran and Tanveer (2015) designed T & D in the following three objectives: evaluation of current practices, sway check, and recommendation for better venture, at that point they estimated and found that that the greater part of the employees agreed to the claims by stating that T and D had a positive impact on their job information, work quantity and quality, practical skills, inspiration, and constancy, all of which were directly related to how they were presented, whether firmly or reasonably but supportively.

Jehanzeb and Bashir (2013) in their paper analyzed that the components of employee development programs, their structure, and the benefits they provide to both corporations and their workforce. The authors described below have carefully evaluated the literature on the basics of employee development programs and their advantages for both employers and employees.

Karthikeyan, Karthi, and Graf (2010) identified in their paper that evaluate the current status of the worker adequacy in releasing the jobs and duties in line with the destinations of the bank. They evaluate the adequacy of the different features of training for example employee's perspectives towards training inputs; nature of training programs; training information sources and utilization of training contributions to the genuine activity.

Niazi (2011) in his paper discussed that the business environment has changed with intense pressure on organization. He also addressed that if designing a training program effectively employees should innovate and create new updated strategy. The main purpose of this study was to create learning organizations which ensures to the employees doing their job more efficiently, gain competitive advantage and seek self-growth and enhance organizational performance.

Abd Rahman, Imm Ng, Sambasivan, and Wong (2013) had point of view that Leaders in highly competitive company environments believe that the current human capital's level of knowledge and expertise is more strategically important than ever. The majority of the respondents to this study believed that even if banks set up enough training programs and budgeted time for updating knowledge, skills, and attitudes (KSA), they would still not be giving their organization and management systems the proper amount of support.

Showkat (2018) in his paper addressed numerous methodologies have been embedded to expand the efficiency of employees, for example, work, organization configuration, staffing, prizes, Training is the most important aspect required to gain the best output from the human resource, according to research on training and development. Additionally, this study aimed to investigate the relationship between effective training and employee presentation, and the author has stated that training has a significant impact on how employees show themselves.

Singh and Mohanty (2010) in their paper addressed the impacts of preparing on employees' presentation and included the survey is training rehearses, employee efficiency and their relationship. In spite of the fact that this investigation signifies that the connection between training practices and employee efficiency yet is every part this isn't same, so Author recommended that to agree it in every division.

Several studies reveal that a lot of study was conducted on training and development issues but none of these studies looked into employees' perceptions towards effective training program in Bangladesh especially private sectors. So, there is a need to conduct study on Private Companies in Bangladesh.

5. METHODOLOGY OF THE STUDY

Typically, this research is based more on primary data than secondary data. The study is empirical in nature because it aims to identify the employees' perceptions towards effective training program: a study on private companies in Bangladesh. To have the better accepting in the conclusive manner there attributively considers some factors in particular research area. The main population of the study is those who are trained employees. The population area of the study is particular area of top private companies in Bangladesh.

5.1. Research Questions and Hypothesis

The research questions listed below have been developed considering into consideration the study's purpose and goal. This study will examine how private company employees perceive effective training programs; therefore, some types of research questions have traditionally been as follows:

Question: 01- Does any effect of training program on employees' perceptions?

Question: 02- Does any theory have been set that effective training program enhance organizational performance?

Question: 03- Does any reasons of variations in their perceptions towards the practices?

Question: 04- Does any problems or challenges of providing training for the employees based on corporate strategy and global network?

Hypothesis Formulation: The goal of the hypothesis is to increase the study's clarity in a particular area of inquiry. Constructively four hypotheses have been taken to test the through rationalization succeeding the appropriation of statistical tools.

5.1.1. Hypothesis 1

At 95% level of confidence.

H₀: There is positive relationship between effective training program and organizational performance.

H₁: There is negative relationship between effective training program and organizational performance.

5.1.2. Hypothesis 2

At 95% level of confidence.

H₀: Employees consider training as a part of their organizational strategy.

H₁: Employees do not consider training as a part of their organizational strategy.

5.1.3. Hypothesis 3

At 95% level of confidence.

H₀: Effective training program helps employees to increase the productivity both quality and quantity.

H₁: Effective training program does not help employees to increase the productivity both quality and quantity.

5.1.4. Hypothesis 4

At 95% level of confidence.

H₀: Employees think that proper training program helps in professional career establishment.

H₁: Employees do not think that proper training program helps in professional career establishment.

5.2. Population

The entire workforce of a few chosen private companies in Bangladesh is the study's population of choice.

5.3. Sampling Mix

The target sample size of this study is 150 respondents of top private companies, out of numerous Private Firms in Bangladesh. Get 177 respondents through questionnaires but due to incomplete and irrelevant responses 27 copies have been eliminated and final 150 sample size taken for this study.

5.4. Nature and Sources of Data

Primary and secondary data are both used to support the current investigation. The secondary data's sources are the publications of different Business Journal, Annual Report of the selected private companies, Human Resource related papers, Training and development Academy, Chamber of Commerce and other related organizations. A structured questionnaire emphasizing the study's goal was used to gather the primary data.

5.5. Preparation of Data Collection Tools

For primary data collection, three sets of structured Interview schedule have been used. One set for Top Management, one set for Executive officials and other set for the officials of related training Institutes. For conducting study, convenience sampling technique is used to collect primary data.

5.6. Pilot Study

Before finalizing the Interview schedules, pilot study will be done through discussion with the Top Management, Executive body and officials of the institutes that will validate the reliability of the interview schedules.

5.7. Questionnaire Design

A researcher should arrange and use the proper words to encourage respondents to submit honest, unbiased, and comprehensive information when creating a good questionnaire. Employees' agreeableness was assessed using a 5-point Likert scale in the questionnaire, with the values Strongly Agree, Agree, Neutral, Disagree, and Strongly Disagree. – 5, 4, 3, 2, 1 respectively. They also indicate 0% -20%, 21% - 40%, 41% - 60%, 61% - 80%, and 81% - 100% accordingly, to measure how satisfied employees are at work.

5.8. Techniques of Analyses to Be Done

- Quantitative data has been analyzed through Mean values, SD, CV.
- Multiple correlation and Regressions are used to test the hypotheses.
- Five-point linker scales are used in interview schedules.
- Both parametric and non-parametric Tests have been used.

6. ANALYSES & FINDINGS

For the personal and professional growth of its employees, the private sector of Bangladesh offers a variety of training and development initiatives. Usually, several companies arrange several types of things: On-the-Job, Off-the-Job, Active Learning, Distance Learning, Lecturing and workshop sessions. The weighted averages of each variable have been derived independently based on the analysis. The mean has been used to identify the variables that are acceptable in terms of training standards, and it is clear to employees if these variables are acceptable or not.

Table 1 exhibits: Organization considers training as a part of organizational strategy.

Table 1. Organization considers training as a part of organizational strategy.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	80	60	10	0	0	150
Point	5	4	3	2	1	15
Outcome	400	240	30	0	0	670

Note: Outcome = Frequency (Survey figure) × Point assigned.
 Weighted average = Total outcome/Sample size = 670/150= 4.46.

According to the preceding data, out of 150 respondents, 80 strongly agreed and 60 agreed that training should be a part of organizational strategy. 4.46 is an acceptable value for the weighted average. That indicates that the organization plans training programs on a regular basis and views training as an element of organizational strategy. Table 2 exhibits: New knowledge and more confidence get from training.

Table 2. New knowledge and more confidence get from training.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	60	65	18	7	0	150
Point	5	4	3	2	1	15
Outcome	300	240	54	14	0	628

Note: Outcome = Frequency (Survey figure) × Point assigned.
 Weighted average = Total outcome/Sample size = 628/150= 4.18.

Out of 150 respondents, 60 strongly agreed, 65 agreed, and 7 disagreed with the statement that training results in the acquisition of new knowledge and increased confidence. 4.18 is an acceptable value for the weighted average.

Table 3 exhibits: Good understanding about professional responsibilities, ethical values & more awareness create from training.

Table 3. Good understanding about professional responsibilities, ethical values & more awareness create from training.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	38	67	30	15	0	150
Point	5	4	3	2	1	15
Outcome	190	268	90	30	0	578

Note: Outcome = Frequency (Survey figure) × Point assigned.
 Weighted average = Total outcome/Sample size = 578/150= 3.85.

Out of 150 respondents, 60 strongly agreed, 65 agreed, and 7 disagreed with the statement that training results in the acquisition of new knowledge and increased confidence. 4.18 is an acceptable value for the weighted average.

Table 4 exhibits: Training Program helps to increase the productivity both quality and quantity.

Table 4. Training Program helps to increase the productivity both quality and quantity.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	53	72	15	10	0	150
Point	5	4	3	2	1	15
Outcome	265	288	45	20	0	618

Note: Outcome = Frequency (Survey Figure) × Point assigned.
 Weighted average = Total outcome/Sample size = 618/150= 4.12.

Out of 150 respondents, 53 strongly agreed, 72 agreed, and 15 disagreed with the finding that training programs help to boost production both in terms of quality and quantity. The weighted average score of 4.12 is acceptable. Therefore, it is true that training programs contribute to higher production overall.

Table 5 exhibits: A Clear understanding about technical issues get from training.

Table 5. A Clear understanding about technical issues get from training

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	42	98	3	7	0	150
Point	5	4	3	2	1	15
Outcome	210	392	9	14	0	625

Note: Outcome = Frequency (Survey figure) × Point assigned.
Weighted average = Total outcome/Sample size = 625/150 = 4.16

According to the aforementioned data, out of 150 respondents, 42 strongly agreed, 98 agreed, and 7 disagreed that training gives them a comprehensive understanding of technical concerns. The weighted average score of 4.16 is acceptable. Therefore, we can see how training might aid in gaining a comprehensive understanding of technological challenges. Table 6 exhibits: Training Program helps in professional career.

Table 6. Training Program helps in professional career.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	27	90	25	8	0	150
Point	5	4	3	2	1	15
Outcome	135	360	75	16	0	586

Note: Outcome = Frequency (Survey figure) × Point assigned.
Weighted average = Total outcome/Sample size = 586/150 = 3.91

According to the aforementioned statistics, out of 150 respondents, 27 strongly agreed, 90 agreed, and 8 disputed that a training program aids in a professional career. 3.91 is the weighted average value, which is higher than what is predicted. Therefore, we think that training is essential for employees' professional development.

Table 7 exhibits: Training program helps me to participate in managerial decision making and developing management relation.

Table 7. Training program helps me to participate in managerial decision making and developing management relation.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	80	52	18	0	0	150
Point	5	4	3	2	1	15
Outcome	400	208	54	0	0	662

Note: Outcome = Frequency (Survey figure) × Point assigned.
Weighted average = Total outcome/Sample size = 662/150 = 4.41.

According to the above data, out of 150 respondents, 80 strongly agreed and 52 agreed that training programs aid in strengthening management relationships and managerial decision-making. The weighted average value, 4.41, is higher than what would be predicted. Training is therefore necessary to build relationships and improve employee involvement in managerial decision-making. Table 8 exhibits: Training is wastage of time.

Table 8. Training is wastage of time.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	0	8	27	48	67	150
Point	5	4	3	2	1	15
Outcome	0	32	81	96	67	276

Note: Outcome = Frequency (Survey figure) × Point assigned.
Weighted average = Total outcome/Sample size = 276/150 = 1.84.

According to the aforementioned data, out of 150 respondents, 67 strongly disagreed, 48 disagreed, and 8 agreed that training is a waste of time. The weighted average value, 1.83, is well below the ideal threshold. Therefore, we don't think that training is a waste of time. Table 9 exhibits: Job facilities are higher after training.

Table 9. Job facilities are higher after training.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	27	78	45	0	0	150
Point	5	4	3	2	1	15
Outcome	135	312	135	0	0	582

Note: Outcome = Frequency (Survey figure) × Point assigned.
 Weighted average = Total outcome/Sample size = 582/150 = 3.88

According to the stated findings, out of 150 respondents, 27 strongly agreed and 78 agreed that work opportunities are higher following training. 3.88 is the weighted average number, which is higher than what is predicted. Therefore, employees need training to improve their job capabilities.

Table 10 exhibits: Prefer on-the-job training method for organization.

Table 10. Prefer on-the-job training method for organization.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	20	18	47	40	25	150
Point	5	4	3	2	1	15
Outcome	100	72	141	80	25	418

Note: Outcome = Frequency (Survey figure) × Point assigned.
 Weighted average = Total outcome/Sample size = 418/150 = 2.78.

According to the aforementioned data, out of 150 respondents, 40 strongly objected and 25 disagreed with the preference for on-the-job training as a form of organization. The weighted average value is 2.78, which is significantly less than the level that was predicted. Employee interest in the organization's on-the-job training strategy is therefore low. Table 11 exhibits: Prefer off-the-job training method for organization.

Table 11. Prefer off-the-job training method for organization.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	45	45	30	18	12	150
Point	5	4	3	2	1	15
Outcome	225	180	90	36	12	543

Note: Outcome = Frequency (Survey figure) × Point assigned.
 Weighted average = Total Outcome/Sample size = 543/150 = 3.62.

According to the aforementioned data, out of 150 respondents, 45 strongly agreed and 45 agreed that career opportunities are better following training. The weighted average value, 3.62, is higher than what would be predicted. Therefore, employees should be provided with off-the-job training methods.

Table 12 exhibits: Interested in training program only for promotion.

Table 12. Interested in training program only for promotion.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	15	25	30	45	35	150
Point	5	4	3	2	1	15
Outcome	75	100	90	90	35	390

Note: Outcome = Frequency (Survey figure) × Point assigned.
 Weighted average = Total outcome/Sample size = 390/150 = 2.6.

According to the previous data, out of 150 respondents, 35 strongly disagreed with and 45 disagreed with the statement that employees are solely interested in training programs for promotion. The weighted average value of 2.6 is well below the predicted level. Employees therefore do not often believe that training is required simply for promotion. Table 13 exhibits: To understand the difficulties, training is important.

Table 13. To understand the difficulties, training is important.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	40	35	40	35	0	150
Point	5	4	3	2	1	15
Outcome	200	140	120	70	0	530

Note: Outcome = Frequency (Survey figure) × Point assigned
 Weighted average = Total outcome/Sample size = 530/150= 3.53

According to the aforementioned data, out of 150 respondents, 40 strongly agreed, 35 agreed, and 35 disagreed that training is crucial to understanding the challenges. The weighted average value, 3.53, is significantly greater than what was predicted. Therefore, we must abide by the fact that training is crucial to comprehending the challenges. Table 14 exhibits: To focus on developing team work and leadership skills training is needed.

Table 14. To focus on developing team work and leadership skills training is needed.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	35	40	35	30	10	150
Point	5	4	3	2	1	15
Outcome	175	160	105	60	10	510

Note: Outcome = Frequency (Survey figure) × Point assigned.
 Weighted average = Total outcome/Sample size = 510/150= 3.4.

According to the aforementioned data, out of 150 respondents, 35 strongly agreed, 40 agreed, and 30 disagreed that training should be focused on building leadership and team work skills. The weighted average value, which is 3.4, is less than the level that was predicted. Therefore, the necessity for training that focuses on improving teamwork and leadership skills is not clearly established. Table 15 exhibits: Shortage of funds and lack of management cooperation is the reason for inadequate training program.

Table 15. Shortage of funds and lack of management cooperation is the reason for inadequate training program.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	65	40	25	20	0	150
Point	5	4	3	2	1	15
Outcome	325	160	75	40	0	510

Note: Outcome = Frequency (Survey figure) × Point assigned.
 Weighted average = Total outcome/Sample size = 600/150= 4.

According to the aforementioned findings, out of 150 respondents, 65 strongly agreed, 40 agreed, and 20 disagreed that a lack of funding and a lack of management cooperation are to blame for a training program's inadequacy. The weighted average value, 4, is higher than what would be predicted. Therefore, it has been established that a lack of funding and a lack of managerial support are to blame for the training program's shortcomings. Table 16 exhibits: Lack of modern technology and temporary job agreement is the reason for inadequate training program.

Table 16. Lack of modern technology and temporary job agreement is the reason for inadequate training program.

Organization	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	43	52	35	20	0	150
Point	5	4	3	2	1	15
Outcome	215	208	105	40	0	568

Note: Outcome = Frequency (Survey figure) × Point assigned.
 Weighted average = Total outcome/Sample size = 568/150=3.78.

Out of 150 respondents, 43 strongly agreed, 52 agreed, and 20 disagreed with the assessment that a lack of modern technology and a temporary job agreement are to blame for a training program's inadequacy. The weighted average value, 3.78, is higher than what would be predicted. Therefore, it has been established that a training program's inadequacy results from a lack of modern technology and a temporary employment arrangement.

6.1. Hypothesis Testing

Prerequisites.

Data Analysis, interpretation and findings:

$$\text{Standard Deviation, } \sigma = \sqrt{npq}$$

$$= \sqrt{100 \times 0.5 \times 0.5}$$

Where, n=150 p=0.5 q=1-p

$$= 1-0.5$$

$$= 0.5$$

6.1.1. Hypothesis 1

At 95% level of confidence.

H₀: There is positive relationship between effective training program and organizational performance.

H₁: There is no positive relationship between effective training program and organizational performance.

Table 17 exhibits: Working hypothesis.

Table 17. Working hypothesis.

Employee opinion	Frequency	Point	Frequency × Point
Strongly agree	60	5	300
Agree	65	4	260
Neutral	18	3	54
Disagree	7	2	14
Strongly disagree	0	1	0
Total	150	Considered average value=3.5	Average=628/150 =4.18

Null Hypothesis H₀: μ ≥ 4.5.

Alternative Hypothesis H₁: < 4.5;

At the 95% level of confidence, null hypothesis is accepted.

6.1.2. Hypothesis 2

At 95% level of confidence.

H₀: Employees consider training as a part of their organizational strategy.

H₁: Employees do not consider training as a part of their organizational strategy.

Table 18 exhibits: Working hypothesis.

Table 18. Working hypothesis.

Employee opinion	Frequency	Point	Frequency × Point
Strongly agree	80	5	400
Agree	60	4	240
Neutral	10	3	30
Disagree	0	2	0
Strongly disagree	0	1	0
Total	150	Considered average value=3.5	Average=670/150 =4.46

Null hypothesis H0: $\mu \geq 4.5$.

Alternative hypothesis H1: < 4.5 .

At the 95% level of confidence, Alternative hypothesis is rejected that means null hypothesis is accepted.

6.1.3. Hypothesis 3

At 95% level of confidence.

H₀: Effective training program helps employees to increase the productivity both quality and quantity.

H₁: Effective training program does not help employees to increase the productivity both quality and quantity.

Table 19 exhibits: Working hypothesis.

Table 19. Working hypothesis.

Employee opinion	Frequency	Point	Frequency × Point
Strongly agree	53	5	265
Agree	72	4	288
Neutral	15	3	45
Disagree	10	2	20
Strongly disagree	0	1	0
Total	150	Considered average value=3.5	Average=618/150 =4.12

Null hypothesis H0: $\mu \geq 4.5$.

Alternative hypothesis H1: < 4.5 .

At the 95% level of confidence, null hypothesis is accepted.

6.1.4. Hypothesis 4

At 95% level of confidence.

H₀: Employees think that proper training program helps in professional career establishment.

H₁: Employees do not think that proper training program helps in professional career establishment.

Table 20 exhibits: Working hypothesis.

Table 20. Working hypothesis.

Employee opinion	Frequency	Point	Frequency × Point
Strongly agree	27	5	135
Agree	90	4	360
Neutral	25	3	75
Disagree	8	2	16
Strongly disagree	0	1	0
Total	150	Considered average value=3.5	Average=586/150 =3.91

Null hypothesis $H_0: \mu \geq 4.5$.

Alternative hypothesis $H_1: < 4.5$.

At the 95% level of confidence, null hypothesis is rejected.

7. CONCLUSION AND RECOMMENDATIONS

7.1. Conclusion

The current study focuses on how employees in private enterprises in Bangladesh perceive effective training programs. In this study, a number of private organizations were given a specifically created questionnaire to investigate the impact of training on employee advancement from the perspective of the employees. This survey asked about taking training chances or passing them up, employees' willingness to pay the expenses for their own learning, the link between training and wage raises, and the link between training and promotions.

In this research, it has been identified that most of the employees suggested more allocation of funds and latest technology are needed badly for training program. Besides they think that fair evaluation, recognition for excellent performance and more monitoring and initiatives should be taken for better training service. There is evidence to suggest that Employees are interested in training program for learning opportunities, to understand the difficulties, to compete with others and enable the employees to accountable and authoritative for making decisions. Employees think that only for promotion can't be the reason for feeling interest in training program. The overall training facilities of private companies are comparatively good but they should update their services in regular basis.

7.2. Recommendations

Our nation's economic growth is significantly influenced by private businesses. Human forces are directly related to this progress work of these companies. There is no doubt in the present situation; Training is very much important phenomena for employees' growth in corporate sector. The era is modern technology based. So, it is quite difficult for each organization both public and private sectors to introduce their all employees with updated technologies and give proper training facilities for that they can uphold their productivity with the better performances.

- Private companies should update their training facilities as they play a crucial role in the economy; so, their employees give their best.
- Private companies should increase the foreign training program so that employee can get the opportunity to know the international corporate culture of other countries and may relate the systems.
- HR team should make a proper need assessment that interested employee can get the chance for training.
- The training approach has to be more organized and clearly defined. There may be introduced several technology-based teaching methods. Like as- Blended Learning, Distance Learning, social media & Chat Rooms and Discussion Methods.
- Authorities must give sufficient attention to pre- and post-training evaluation by using the pre-post training performance method effectively.
- Each company thinks to establish an Out House-Training Institute, as a result employees got the chance to refresh and entertained outside from the work and easily, they give pure concentrate on their training session. As most of the private company have this facility.
- After Training, Evaluation should be necessary and who gets 1st, 2nd & 3rd in ranked they should provide award and give remuneration for their outstanding performance.
- Those Employees are trained in various courses, they should be emphasized in case of promotion and create talent pools for the succession Management. As a result, other employees will be interested in take training.
- More and more funds should be allocated for training program.
- Latest technology and fair evaluation should ensure for the betterment of the training program.

- Employees should be grown up with this thinking that promotion is not the only reason for training, it would be the self-development and be able you to face the all difficulties.
- Before training Employees must have the proper knowledge about the details of training so that they can't be bored during the training session.
- Remuneration and other facilities during the training program should be satisfactory that employees feel interest in training session.
- Organization should cooperate with employees who are going to development program and service facilities should be 70% from 40%, as a result employees feel more interest to study more regarding the services and it can make a positive impact of the private sector.

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