

Impact of Training and Development on Business Organization Growth: A Case Study of Okitipupa Oil Palm Industry

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Abstract

The major purpose of this study was to determine the impact of training and development of an organization. A case study of Okitipupa oil mill. Specifically, the study sought to determine impact of training on the productivity of the organization, impact of training on the staff of the organization, impact of development on the productivity of the organization and impact of development four research questions were drawn for the study. A two-part structured questionnaire containing five items in part A and twenty item in part B was developed as the instrument which was administered personally on the sample in the oil mill yielding a 100 percent return findings revealed that the impact of training on the productivity of the oil mill included the staff receiving training in line with the need of the organization. The staff was able to perform jobs requiring higher technical know-how, the staff given training, effectively operate the existing machines for higher productivity, the training acquired by the staff. The impact of training on the staff included enjoying on-the-job training, giving opportunity for outside training giving service as motivation. In the organization, all categories of staff enjoy training programme, the impact of development on the productivity of the oil mill include adequate expansion of the organization, the organization producing large quality of products, the staff work with confidence on the job, staff development has change the behaviour of the staff. High grade oil is eventually produced throughout the year in the organization. The impact of development on staff of the oil mill included influencing more productivity, job satisfaction improved communication in the organization, job mobility and career-long staff development. It was recommended that organization should encourage training of their personnel for higher productivity on the part of the organization and upward mobility of the staff. The outcome of this study should be made available to Okitipupa Oil mill for the improvement of both its production and staff.

Keywords: Business, Organization, Organization Growth, Productivity, Training and Development

Introduction

Organization have existed not only to facilitate production but, also, for example to make and enforce legal decision and decide upon and administer government policies. Organizations do not grow by chance. Before they can develop a series of changes in society had occur to sufficient level of scientific and economy development to produce a surplus of resources great enough to release personnel to perform specialized technical roles.

What is an organization? The sociologist defined organization as bodies, persisting over times, which are specially setup to achieve specific aims. Organization differs from community and society not only in having explicit goals, but in the means, used to achieve them. For instance Etzion (2007) stated that organization are characterize by

1. Division of labour, of power and of communication and responsibilities such division are deliberately planned to achieve certain goals
2. The presence of power-centers which control the concerted efforts of the organization and continuously effort review its performance and re-pattern its structure, where necessary so as to increase its efficiency.
3. The substitution of person that is, unsatisfactory person can be remove and other assigned their tasks and people can transferred and promoted.

According to Pearson (1964) organization is a social system which is deliberately constituted are reconstituted to seek specific goal and value where goals are ends to attain and values are thing held sacred-that is, belief value which may be rational or irrational.

Ogbum and Nicoff (1964) gives fives feature common to organization. They include:-

1. Collective identity: - that is, organization can be identified by name, function and purpose.
2. Membership is discrete. Most organization has register or way to identify their members and know who belong.
3. Definite recruitment process which is laid down.
4. Process of denying member of their right and individual privileges e.g church have list of current members, rules for accepting members.
5. Formal organization has a purpose of function which the founding fathers are not to achieve e.g

universities- to learn.

6. It is relatively permanent. It exists overtime from generation to generation. This presupposes that members are less permanent than the organization.

Individuals come and go but principle and truth remain and the organization continuous. There are two forms of organization the traditional social organization this include, trade, family and national and the complex form organization such as manufacturing, educational, medical. The Okitipupa oil palm industry belongs to this complex formal organization.

In order to sustain the life and goal of organization especially business organization, there is the need to recruit well trained, workers. Training is a factor that must be taken into serious consideration in any business organization to sustain and achieve major goals.

Conceptual Frame Work

Hamblin (1974) in Onanuga (2000) posited that training is “any activity, which deliberately attempt to improve a person’s skill in a job”. Similarly Appleby (1981) defined training as “creation of learning opportunities in the areas of skill, knowledge and experience in order to enhance the attitude of workers towards their work or duties. When workers possess this, it allows for effective performance of duties as well as enhances prospects of career development”. According to Onanuga (2000) “ the need for training normally arises where there is a marked deviation of an employee’s actual performance standard from the expected. Consequently each employee must have a job description with predetermined performance standard. According to him, a simple formula is that; Training need = Expected performance – Actual performance.

To this end, three major areas where training is applicable are organization training needs, individual training needs and occupational training needs. This study shall concentrates on individual training needs.

Concept of Training and Development

Training according to Willist (1994), Robbert et al (2004) defined training as the process of up grading the knowledge, development skill, bringing about attitude and behavioral changes, and improving the ability of the trainees to organization.

There are different types of training viz orientation training, safety training, management training, skill training, and on-the-job-training formalizing skill training (Evans and Herr (2005).

- a. Orientation Training: - This is the most common type of training offered by employer. In any organization this training is designed to introduce the employee to the employer business and to show how individual duties are related to the goals of entire organization. For ordinary employee. It is sodium more than two days in left and may be conducted in a matter of a few minutes but for trainees. It may last one to two years. Because of uniqueness, orientation training must be offered by individual employer rather by outside agency.
- b. Safety Training: - Organization which handles hazardous products or processing probably spend more hours of training programme. According Evans (2009) company which does not have much safety hazard rarely devote much time to safety education programme.
- c. Management Training: - Clark and Sloan (2009) found that in factories, management training was offered more frequently than type of training except orientation first-line supervisor were most frequently expected to attend, for the higher person’s status in the organization the less likely is worth to be required to participate. Much of management training is not in the formal classroom.

Organization

What do we mean by an organization?

Sociologists say that organizations are bodies persisting overtime which are specialist setup to achieve specific aim. Organization exists not only to facilitate production but also for example to making and enforce legal decision and to decide upon and administer government policy. Characteristic of organization were highlighted thus:

1. Division of labour, of power and of communication responsibility. Such division being deliberately planned to achieve certain goals.
2. The presence of power centre which controls the concerted effort of the organization and the continuously review its performance and the re-pattern its structure, where necessary so as to increase its efficiency.
3. The substitution of personnel i.e on satisfactory person can be removed and other assigned their tax and the people can be transferred and promoted (Rolf and Udai 2002).

Training and development are concepts that exist in organizations there are different types of training used by organization to upgrade their staff and productivity. The impact of training on an organization is to achieve its objectives especially to produce significant business result. Training is an effective way of directly

transferring the organizational goals and values. Training of employees, increase the expertise of trainees, hence their productivity.

Development helps to provide opportunities for increasing the horizons of an organization. It helps the organization to achieve its long term goal. As for the staff, development enhances employee skill, knowledge and ability which in turn, enhance task performance of individuals and in the long-run increase the organization and productivity. Procedure relating to design of the study, areas of the study, population, sample, instrument for data collection, validation, administration of instrument and data analysis.

Purpose of the Study

The major purpose of this study is to determine the impact of training and development in Okitipupa oil mill by way of assessing the procedure, benefit, problems and prospects of training for stability and sustainability of Okitipupa oil mill as a business organization. To be able to accomplish this objective the following specific objective were considered;

1. To examine the impact of training on the productivity of the oil mill.
2. To examine the impact of training in the personnel of the oil mill.
3. To examine the impact of development on the productivity of the oil mill.
4. To examine the impact of development on the personnel of the oil mill.

Research Questions

1. Is there any impact of training on the productivity of the oil mill?
2. Is there any impact of training in the personnel of the oil mill?
3. Is there any impact of development on the productivity of the oil mill?
4. Is there any impact of development on the personnel of the oil mill?

Methodology

The researchers employed a descriptive survey research design, whereby a well-structured questionnaire was used. The quantitative data derived were analyzed using means and standard deviations; while a 4 point Henry Likert scale was assigned numerically using the instrument with a population of One hundred and four (104) permanent staff of different status working in Okitipupa Oil Palm Mill located at Okitipupa Local government of Ondo state at a sample of fifty (50) permanent staff of Okitipupa Oil Palm Mill that was stratified randomly selected to ensure that characteristics or attributes exhibited by the population are well represented in the sample.

Data analysis

Table 1: Impact of training on the productivity of the oil mill.

S/N	ITEMS	SA	A	SD	D	N	\bar{X}	SD	Remark	Rank
1	The staff receives training in line with the needs of the organization.	38	12	0	0	50	3.76	0.43	Agree	1 st
2	The staff was able to perform jobs requiring higher technical know-how	18	26	4	2	50	3.20	0.75	Agree	3 rd
3	the staff given training can effectively operate the existing machine for higher productivity	24	16	10	0	50	3.28	0.78	Agree	2 nd
4	The training acquired by the staff was improved the output of the organization	24	16	8	2	50	3.00	0.86	Agree	5 th
5	The organization expanded because of the training acquire by the staff.	20	23	5	2	50	3.22	0.78	Agree	4 th

From the table above five items factors were put in place to attest whether or not training have any impact on the productivity of the workers in Okitipupa oil mill.

The first factor with a means, $\bar{X} = 3.76$ and standard deviation of 0.43. The second factor has a means $\bar{X} = 3.20$ and a standard deviation 0.75, the third factor with mean $\bar{X} = 3.28$ and a standard deviation of 0.78, the fourth factor with mean $\bar{X} = 3.00$ and a standard deviation of 0.86, while the fifth factor with mean $\bar{X} = 3.22$ and a standard deviation of 0.8. Hence first factor with a means of 3.76 and standard deviation of 0.43 is ranked first, for it has the highest mean and lowest standard deviation. Thus, the standard deviation has enable us to determine the factor which is agree by most of the respondent i.e. when staff receive training in line with the

need of the organization we have the highest impact on the productivity of the workers with the organization. Finally using ranking item 1 take the first position follow by item 3 follow by item 3, and 5 and item 4.

Table 2: Impact of training in the personnel of the oil mill.

S/N	ITEMS	SA	A	SD	D	N	\bar{X}	SD	Remark	Rank
6	The staff enjoys on-the-job training	21	22	7	0	50	3.28	0.69	Agree	2 nd
7	staffs are given opportunity for outside training	19	18	12	1	50	3.10	0.83	Agree	4 th
8	training is sponsored by the organization	15	29	10	5	50	2.90	0.94	Agree	5 th
9	training gives serves as motivation in the organization	22	20	5	3	50	3.33	0.86	Agree	3 rd
10	all categories of staff enjoy training programmes	24	19	6	1	50	3.32	0.76	Agree	1 st

From the table above five items factors were put in place to attest whether or not training have any impact on the personnel of the workers in Okitipupa oil mill.

The first factor with a means, $\bar{X} = 3.32$ and standard deviation of 0.76. The second factor has a means $\bar{X} = 3.28$ and a standard deviation 0.69, the third factor with mean $\bar{X} = 3.22$ and a standard deviation of 0.86, the forth factor with mean $\bar{X} = 3.10$ and a standard deviation of 3.10, while the fifth factor with mean $\bar{X} = 3.22$ and a standard deviation of 0.83. Hence first factor with a means of 3.22 and standard deviation of 0.76 is ranked first, for it has the highest mean and lowest standard deviation. Thus, the standard deviation has enable us to determine the factor which is agree by most of the respondent i.e. All categories of staff enjoy training programme. We have the highest impact on the personnel of the workers with the organization.

Finally using ranking item 10 take the first position follow by item 6 follow by item 9, and 7 and item 8.

Table 3: Impact of development on the productivity of the oil mill.

S/N	ITEMS	SA	A	SD	D	N	\bar{X}	SD	Remark	Rank
11	There is adequate expansion of the organization	16	18	13	3	50	2.97	0.90	Agree	5 th
12	The organization produce large quality of product due to development in the organization	18	27	5	0	50	3.26	0.63	Agree	1 st
13	The staff work with confidence in the job	19	23	7	1	50	3.20	0.77	Agree	2 nd
14	Staff development has changed the behaviour of the staff of the organization.	21	17	7	5	50	3.08	0.98	Agree	4 th
15	High grade oil is produced throughout the year in the organization	24	14	5	7	50	3.10	1.06	Agree	3 rd

From the table above five items factors were put in place to attest whether or not training have any impact on development on the productivity of the workers in Okitipupa oil mill.

The first factor with a means, $\bar{X} = 3.26$ and standard deviation of 0.63. The second factor has a means $\bar{X} = 3.20$ and a standard deviation 0.77, the third factor with mean $\bar{X} = 3.10$ and a standard deviation of 1.06, the forth factor with mean $\bar{X} = 3.10$ and a standard deviation of 0.98, while the fifth factor with mean $\bar{X} = 2.97$ and a standard deviation of 0.90. Hence first factor with a means of 3.26 and standard deviation of 0.63 is ranked first, for it has the highest mean and lowest standard deviation. Thus, the standard deviation has enable us to determine the factor which is agree by most of the respondent i.e. the organization produce large quality of product due to development in the organization. We have the highest impact on the development on the productivity of the workers with the organization.

Finally using ranking item 12 take the first position follow by item 13 follow by item 15, and 14 and item 11.

Table 4: Impact of development on the personnel of the oil mill

S/N	ITEMS	SA	A	SD	D	N	\bar{X}	SD	Remark	Rank
16	The development of the organization influence more productivity.	27	16	5	2	50	3.36	0.82	Agree	1 st
17	There is job satisfaction in the organization.	19	20	9	2	50	3.12	0.84	Agree	4 th
18	Staff development has improved communication in the organization.	22	15	8	5	50	3.08	0.99	Agree	5 th
19	Staff development has encouraged job mobility in the organization	23	18	7	2	50	3.24	0.84	Agree	2 nd
20	Career-long staff development is encouraged in the organization.	26	15	4	5	50	3.24	0.97	Agree	3 rd

From the table above five items factors were put in place to attest whether or not training have any impact on development on the personnel of the workers in Okitipupa oil mill.

The first factor with a means, $\bar{X} = 3.36$ and standard deviation of 0.82. The second factor has a means $\bar{X} = 3.24$ and a standard deviation 0.84, the third factor with mean $\bar{X} = 3.24$ and a standard deviation of 0.97, the fourth factor with mean $\bar{X} = 3.12$ and a standard deviation of 0.84, while the fifth factor with mean $\bar{X} = 3.08$ and a standard deviation of 0.99. Hence first factor with a means of 3.36 and standard deviation of 0.82 is ranked first, for it has the highest mean and lowest standard deviation. Thus, the standard deviation has enable us to determine the factor which is agree by most of the respondent i.e. the development of the organization influence more productivity. We have the highest impact on the development on the personnel of the workers with the organization.

Finally using ranking item 16 take the first position follow by item 19 follow by item 20, and 17 and item 18.

Discussion of Findings

In this study, Impact of training on the production of the oil mill was reverted to be the staff received training in line with the needs of the organization, staff was able to perform curbs referring higher technical know-how, and staff could operate effectively existing machine for higher productivity. Also the training acquired improved the output of organization and the organization expanded because of the training acquired by the staff. Their findings were supported by wills (1994) and Echard (2002) who stated that training techniques can enable an organization to achieve its objectives and those of the employees. They reviewed that training is important for all organizations in both private and public sectors.

On the personnel, the study revealed that staff enjoy on the job training they are given opportunity for outside training, training is sponsored by the organization, training serves as initiative and needed by all categories of staff these findings were reported by Scoller – Smith et al (2004) who said that training of employee is intended to increase – expertise of trainees and an opportunity for promotion and self – improvement, improved job satisfaction and better job performance. On the impact of development on the productivity of the oil mill, the study revealed that if gives room for adequate expansion of the organization, production of large quantity of products, staff working with confidence, changing the behaviour of the staff and production of high grade product (VI) throughout the year.

Action and Golden (2003) opened that development provides high quality employees that can study longer in an organization. Also, development leads to improved profitability and more positive attitude towards profit orientation.

Moreover the study found that the impact of development on the personnel in the oil mill included influencing more productivity, general job satisfaction, improved communication, encouraging job mobility and career – long staff development is encouraged. The findings were supported for the improvement of people as individuals workgroup, and ensures that the organization have effective employee to meet the – exigencies of its dynamic environment. Also Lyn ton and Pareekl (2000) opened that enhancing individual motivation for development, the employees should be parts and parcel of what the organization communicate to applicants through all the contact with them.

Conclusion

Based on the findings of the study, the following conclusions were drawn.

The organization should embark on realistic and systematic human resources training and developments that would be able to meet the challenges of their staff duties.

The Oil Palm should ensure a good and expansive facility that will enhance good staff training and development.

The Organization should encourage training of their personnel for higher productivity of the part of the organization and upward mobility of the staff

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