

IMPORTANCE OF HR LEARNING AND DEVELOPMENT ACTIVITIES FOR SMES

Dr.P.PARAMESWARI¹, Dr. HEMALATHA SEERAM², Dr.T.ARYAMALA³

Associate Professor, Department of Management studies, Asan Memorial College of Arts and science, Chennai, Tamil Nadu, India

parameshwari.gr8@gmail.com

Professor and Head, Department of Management studies, Mohammed Sathak College of Arts and Science, Chennai, Tamil Nadu, India

hemalathaseeram@gmail.com, Orchid : 0009-0001-4984-498x

Associate Professor in Economics, Department of Commerce, Asan Memorial College of Arts and science, Chennai, Tamil Nadu, India

aryamala19@gmail.com

Abstract

Introduction: The main agenda of this research is to address the importance of the HR training and development within an SMEs. This study helps to gain knowledge Of HR collaboration and its facilities to develop the performance of the organization.

Literature Review: As per the review, it has been identified HR training help to boost team moral value to improve the skills and competencies for relevant jobs responsibility.

Methodology: This research is based on the primary method, selected “quantitative research process”. The primary research strategy collects authenticated data from participants of the specific group. This research method quantifies the responded in a statistical way.

Findings: This research uses “SPSS Software” to analyze the collected data quantitatively. Therefore, with the aid of this software, statistical data regarding HR development and training activity process has been process successfully. Therefore, based on 3 demographic and 7 statistical questions, which is able to collect data from online survey methods.

Discussion: From the above findings, it can be stated that training and development opportunity in the workplace is a vital aspect of ensuring SMEs performance standard and HR team embrace open communication and collaboration for low team conflicts.

Conclusion: Overall research topic has been discussed in this section to gain in-depth knowledge regarding HR training and development program.

Keywords: HR training and development program, HR Department, SMEs, Training and team moral value, Flexible Working Culture, Employee’s performance.

Introduction

Human Resource has broad significance for learning and development activities for small, medium enterprises. It helps to grow and sustain their business in this comparative business market. It ensures the employees capability and design the HR policy to train them to form a bridge to the skill gaps. Simultaneously, human resources provide different learning and development activities including a mentoring workshop program and online classes in the specific online learning platform of the company in which workers can get ideas and insights from it according to their need (Nguyen, 2020). It improves employee engagement and provides them continuous learning opportunities to enhance their satisfaction level. As a result, it fosters innovation and 87% of the business stated that learning and development opportunities are the major for employees when they choose a job. Also, investing in the learning and development opportunity can help the small and medium enterprises to enhance their reputation in the market and compete with the large organisation (Noe, 2020). This kind of business growth and sustainability thrives to improve performance standards with expert knowledge.



Figure 1: Role of HR training and development for SMEs growth

(Source: Jeni & Al-Amin, 2021)

In addition, retaining them with best possible HR policies and compensation programs are also responsible for sharing positive behaviour towards them. As a result, it acts as a great strengthening force to work productivity to make it valuable in the labour market and develop the competency of the employees. HR learning and development programmes also emphasise the employee's moral and ethical behaviour so that they can successfully align with company's norms and regulation (Nguyen, 2020). It helps them understand the company's code of compliances to stay compatible within the work environment. It also supports them to achieve a reputation in their specific job responsibility and earn a good placement within the organisation within a very short period of time. As a trend, employees always produce a higher quality of work and require less supervision which significantly saves time and financial resources to create a positive work culture

(Laing, 2021). Though it helps to build a leadership quality within an individual worker through the HR program which can boost the other employees to achieve their performance goal. According to the Statista report, by 2022 learning and development are the main focus of any organisation to build professional skills.

Simultaneously, in the leadership and management area the learning and development are the important aspects in the workplace trained in the employee in an appropriate way successfully maintaining diversity, equity, inclusion and digital upskilling. As a result, this transformation contributed to a better competency in the enterprises. The global market size of the workplace training industry since the year of 2009 (Saha *et al.*, 2022). Also, this kind of growing relevance increases the workplace learning hours for employees globally to promote employee engagement and negotiate their skills upgrade. Learning and development opportunities ultimately increase the cells amount of the small and medium enterprises to boost its annual revenue. In this way, human resources activity develops the problem-solving attitude among the employees to enhance their capacity to solve any complex project task easily. It also reduced the errors and required less supervision that connected to the sustainable growth in the workforce productivity (Bao *et al.*, 2022). Henceforth, it contributed to the company's reputation and boosting model helps to foster innovation to meet the roles of their job responsibility.

Aim

This present assignment m is to evaluate the importance of the HR learning and development activities for small and medium enterprises. Moreover, it explains how HR learning and development is associated with the higher employee engagement rate to support the organisation's achievement.

Research Objectives

RO1: To evaluate HR learning and development's importance for employee's growth

RO2: To analyses the HR training programme's efficacy to boost the employee's morale value

RO3: To outlines the limitation of the HR learning and development activities that creates barriers while its implementation for successful SMEs growth

RO4: To suggest strategies to increase the implementation of HR learning and development programme in a fullest form

“Research questions”

RQ1: What is the importance of HR learning and development programmes to grow the employees' performance?

RQ2: How does HR training program Bose the employed moral value to secure a positive work environment?

RQ3: What are the limitations of HR learning and development activity that creates barriers while its implementation for successful enterprise's growth?

RQ4: What are the effective strategies to implement HR learning and development programmes to support enterprises?

Literature Review

Critically evaluate the impact of HR learning and development on the employee's performance growth

Human resource learning and development opportunities facilitate the workforce to implement specific strategies that plan to develop the entire team. In this way, an individual can ensure the employees meet their role and requirement to achieve their professional goals. According to Bao *et al.*, (2021), also, the human resource team established an online learning platform to offer different workshop and mentoring programs as well as seminars for giving valuable insights of the employee code of compliances, project related information and the professional skill sets. In this way the role of human resource learning and development plan analyses to mitigate the skills gap in the business and designing a training program to empower the employees (Dachner *et al.*, 2021). It is sometimes necessary to give specific knowledge and skills to handle specific project tasks which can ensure the performance standard that aids the enterprise's performance progress.

On the other hand, in modern economics small and medium enterprises are the main component in the country who can successfully support the overall organisation's growth. It is because the lower hierarchy business is the main pillar of the larger organisation, because those are mainly outsourced from small and medium enterprise. Also, it focuses on the business priorities to represent the knowledge of a product accurately to the market. Hasan & Chowdhury (2023) stated that Human resource management and its training successfully advance the employees and sharpen their intellectual power to meet the purpose of the current business requirements. A lot of research also identifies that some activities are dedicated to training the employees so that they can successfully maintain their health and well-being within the organisation. A satisfied employee is always free to share their efforts to work productivity, this investment helps to expand the business and market (Sonmez Cakir & Adiguzel, 2020). Acquisition of the new technology analyses different aspects regarding the training needs and the importance to increase the performance of the enterprises.

Analysis the HR planning and development activities to boost the employee's moral value

Human resource planning and development activity boost the employee model value by ensuring their talent meets the organisation's goals. As per Blanchard & Thacker, (2023), view enhanced moral value also invests in the employee's professional and personal development because it follows the attitude and behaviour of the employee to promote trust within the workplace. As a result, embrace a positive work culture and prioritise the work-life balance that keeps employees motivated and informed (Thwin *et al.*, 2023). Simultaneously, an appropriate training and development program educating employees to follow the company's code of compliances reduces the chances of breaching the company's policies. This success planning through the HR management strengthens the leaders and manager to identify the top performing employees and reward them with an effective bonus (Rawashdeh *et al.*, 2020). It can contribute to a high level of employee engagement to meet the organisation's long-term objectives.

Therefore, it can be said that recognizing and rewarding both the employee model and simultaneously it developed their career on the basis of training and developing professional skills. Cost optimization is another important factor of the HR training and development activity because it successfully analyses the recruitment procedure and plans the specific training approach for the

specific group of people. It reduces the overall cost and supports the HR to justify their development procedure (Dachner *et al.*, 2021).

In-depth exploration of learning and development limitation that creates barriers while its implementation for successful enterprise's growth

The common challenges of the training and development is geographic limitation, language barriers, translation issues, increased management cost and virtual training needs. Noe, (2020), assumes that one of the other important limitations of training and development is employee's motivation, due to lack of interest and desire many training programs do not gain success. Also, training can be time consuming and costly especially when the company hiring external trainers and sending employees to the off-site location. In this situation, the training can create a gap between its trained and untrained employees. As a result, it can affect teamwork integration, collaboration efforts and team morale (Jeni & Al-Amin, 2021). Simultaneously, the other challenges of the learning and development programme of HR management is time and training effectiveness. Often small and medium enterprises are provided with job training, in which employees do not get enough time and space to learn and apply in the job task.

Outline different strategies to increase in the effective implementation of the HR program

The small and medium enterprises need to invest in employee motivation so that they can successfully participate in the learning and development program. Laing, (2021), believes that motivation is an integral part of the job engagement and helps to understand the growth opportunity and develop their personal and professional skills to address their skill gap. As a result, it focuses on their performance and creates a synergic between employee and organisation goal. After that, aligning the employee with the company's goal to ensure relationship between employers and employees.

It can create collaborative work and cultivate transformative leadership strategies to change management skills and encourage people to receive different perspectives to form new policies (Saha *et al.*, 2022). Therefore, it can be said that investing in the employees, embracing technology, developing action plans and identifying obstacles successfully increases the communication benefits that promote accessible facilities to improve the organisation growth and develop HR practice.

Methodology

In this present research primary qualitative research strategy and data collection method were used to investigate the relationship of variables. Primary qualitative data can facilitate acquisition of the research result and take the accurate information from the participant responses regarding the specific ground. In this way, the actual experience was obtained and used for statistical analysis. Furthermore, this research selects the doctor research strategies and descriptive Research Design to successfully explode the research topic with numerous information. Also, it establishes a questionnaire with 13 questions with selected participants of different age, gender and income. SPSS analysis was employed to obtain relevant outcomes from statistical measurement.

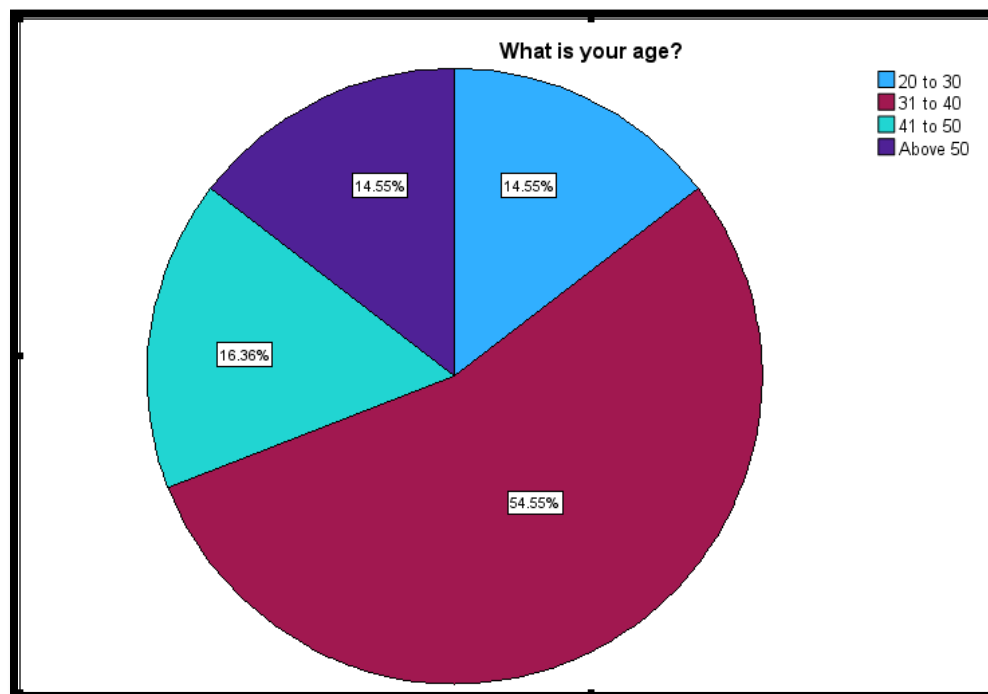
Findings and Analysis**Demographic Analysis****Age Group**

What is your age?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 to 30	8	14.5	14.5	14.5
	31 to 40	30	54.5	54.5	69.1
	41 to 50	9	16.4	16.4	85.5
	Above 50	8	14.5	14.5	100.0
	Total	55	100.0	100.0	

Table 1: Age Group

(Source: SPSS)

Table 1 was prepared based on the age group of the participants. Thirty participants lie between the ages of 31 and 40, with eight respondents falling between the 20 and 30 age range. After that, participants in the 41–50 age range filled out nine different response frequencies. In addition, eight of the competitors are above 50.

**Figure 5: Age Group**

(Source: SPSS)

According to this graph, the age group of participants between the ages of 31 and 40 had the greatest response rate, which stands at 54.5%. As a result, the lowest response rate is 14.5%, and the respondents are over 50 years old.

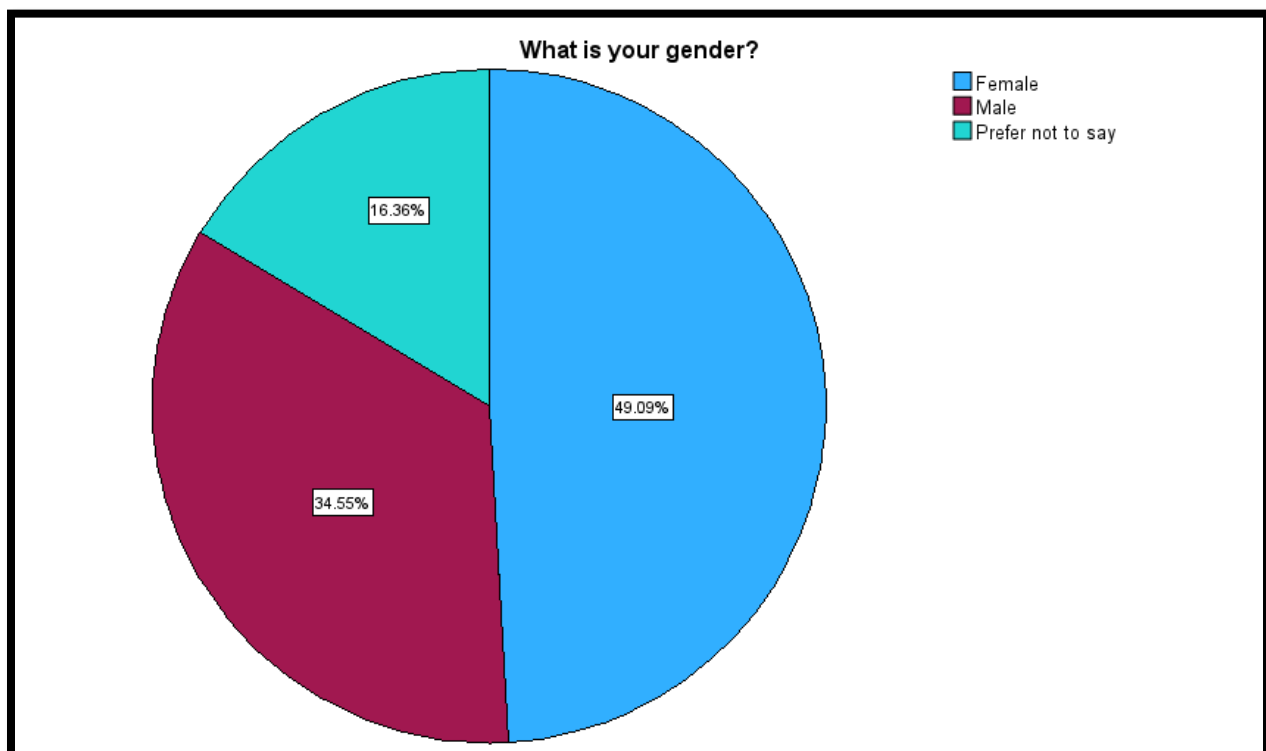
Gender

What is your gender?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	27	49.1	49.1	49.1
	Male	19	34.5	34.5	83.6
	Prefer not to say	9	16.4	16.4	100.0
	Total	55	100.0	100.0	

Table 2: Gender

(Source: SPSS)

There are 27 female responders in this analysis. Consequently, 19 male volunteers are permitted to participate in the process of gathering data.

**Figure 5: Gender**

(Source: SPSS)

Based on the respondents' response rate, Figure 5 was created. As a result, the category with the highest response rate in this statistic is female. Their response rate is 49.1% as a result.

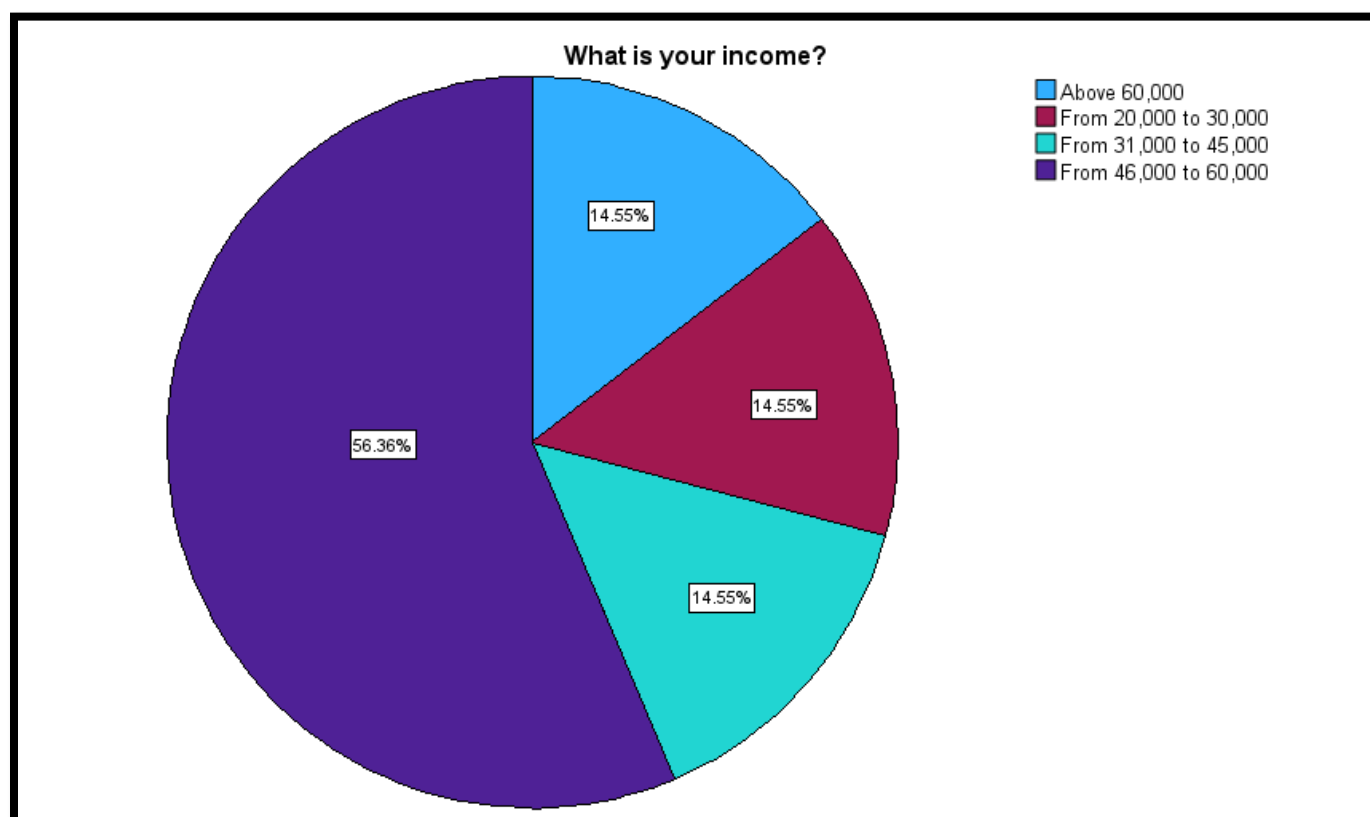
Income

What is your income?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Above 60,000	8	14.5	14.5	14.5
	From 20,000 to 30,000	8	14.5	14.5	29.1
	From 31,000 to 45,000	8	14.5	14.5	43.6
	From 46,000 to 60,000	31	56.4	56.4	100.0
	Total	55	100.0	100.0	

Table 3: Income

(Source: SPSS)

Table 3 displays the response rate of the respondents based on their income range. Eight of the participants had incomes over \$60,000. Consequently, 31 respondents are the frequency of response rate, and their income ranges from \$46,000 to \$60,000

**Figure 7: Income**

(Source: SPSS)

This graph shows the respondents' response rate that was gathered. According to this table, individuals that fall into the 46,000–60,000 income range had the greatest response rate.

Statistical Analysis

Descriptive Analysis

Descriptive Statistics								
	N Statistic	Minimum Statistic	Maximum Statistic	Mean Statistic	Std. Error	Std. Deviation Statistic	Kurtosis Statistic	Std. Error
DV	55	3	5	4.38	.102	.757	-.814	.634
IV 1	55	3	5	4.38	.102	.757	-.814	.634
IV 2	55	3	5	4.38	.102	.757	-.814	.634
IV 3	55	3	5	4.38	.102	.757	-.814	.634
Valid N (listwise)	55							

Table 4: Descriptive analysis of different variables

(Source: IBM SPSS)

This table of descriptive statistics indicates that the variables' "Mean value" is 4.38 in each case. Consequently, the "standard deviation" values for these variables are also.757.

Hypothesis 1

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics				Sig. F Change	Durbin-Watson
						F Change	df1	df2			
1	.341 ^a	.117	.100	.417	.117	6.995	1	53	.011		3.270

a. Predictors: (Constant), DV

b. Dependent Variable: IV 1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.217	1	1.217	6.995	.011 ^b
	Residual	9.220	53	.174		
	Total	10.436	54			

a. Dependent Variable: IV 1

b. Predictors: (Constant), DV

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.293	.552		4.152	<.001
	DV	.341	.129	.341	2.645	.011

Table 5: Linear regression analysis

(Source: SPSS)

Table 5 presents the entire regression analysis for the original hypothesis. The significance value for the first variable is 0.011, as indicated by the "model summary" table. According to "The ANOVA" table, this variable's significant value is also 0.011. Thus, the "t value" for this variable is 2.645. Additionally, this table demonstrates that there is absolutely no association between these two criteria.

Hypothesis 2

Model Summary^b

Change Statistics										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change	Durbin-Watson
1	.819 ^a	.671	.665	.417	.671	107.963	1	53	<.001	3.270

a. Predictors: (Constant), DV

b. Dependent Variable: IV 2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.780	1	18.780	107.963	<.001 ^b
	Residual	9.220	53	.174		
	Total	28.000	54			

a. Dependent Variable: IV 2

b. Predictors: (Constant), DV

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.707	.552		-3.092	.003
	DV	1.341	.129	.819	10.391	<.001

Table 6: Linear regression analysis for Hypothesis 2

(Source: IBM SPSS)

“As per table 6, the “R value” of the second component is .819. Therefore, “R square value” is .671. On the other hand, this hypothesis has 10.391 t value”.

Hypothesis 3

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change	Durbin-Watson
						F Change	df1	df2		
1	1.000 ^a	1.000	1.000	.000	1.000	.	1	53	.	. ^b

a. Predictors: (Constant), DV

b. Not computed because there is no residual variance.

c. Dependent Variable: IV 3

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.436	1	10.436	106.900	<0.001. ^b
	Residual	.000	53	.000		
	Total	10.436	54			

a. Dependent Variable: IV 3

b. Predictors: (Constant), DV

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.000	.000		3.023	.004
	DV	1.000	.000	1.000	9.974	<0.001

Table 7: Linear regression analysis for Hypothesis 3

(Source: SPSS)

Since the "R value" in this table is 1.00, the "t value" for this variable is 9.974. The significant value of the variables is gathered with the use of an ANOVA table.

Correlation Test

		Correlations			
DV		DV	IV 1	IV 2	IV 3
DV	Pearson Correlation	1	1.000**	1.000**	1.000**
	Sig. (2-tailed)		<.001	<.001	<.001
	N	55	55	55	55
IV 1	Pearson Correlation	1.000**	1	1.000**	1.000**
	Sig. (2-tailed)	<.001		<.001	<.001
	N	55	55	55	55
IV 2	Pearson Correlation	1.000**	1.000**	1	1.000**
	Sig. (2-tailed)	<.001	<.001		<.001
	N	55	55	55	55
IV 3	Pearson Correlation	1.000**	1.000**	1.000**	1
	Sig. (2-tailed)	<.001	<.001	<.001	
	N	55	55	55	55

Table 8: Correlation test between a dependent variable and independent variables

(Source: SPSS)

Table 8 indicates that there is a co-relationship between these two variables because the first variable's significance value is .001. The significance levels for the second and third variables are both .001. As a result, these factors also exhibit a positive connection.

Discussion

The quantitative analysis fully reflects the importance of HR learning and development activity for small and medium enterprise development. By understanding it, employee engagement and motivation is the important factor to improve the business performance in which the training and development is utmost required (Bao, *et al.*, 2021). Also, it had different limitations that sometimes-created challenges to successfully implement within the organisation. The overall impression from the research result is that HR training and development activities boost the employee model value and encourage them to significantly develop their personal and professional skills to meet the performance goal.

Therefore, the following recommendations are represented based on the research result,

- The small and medium enterprises need to emphasise technology implementation which can successfully use advanced technology such as Artificial Intelligence and machine learning to easily collaborate on HR training and development schemes.
- Providing an open communicative work culture and balancing the worker's work-life help by giving them space. It helps to increase their motivation to participate in training and development programmes.
- Share informative data and accessible to the employees ensure a good corporate culture where employers offer fair compensation. In this way, it encourages them to do their best and attentively participate in the training session (Sonmez Cakir & Adiguzel, 2020).

- As a result, it can give effective outcomes from the learning and development opportunity of the HR management.

Conclusion

From the above discussion, it can be concluded that human resource training and development activity promote collaboration and help to stay compliant small and medium enterprises to attract the most top talent and written high performing employees to protect the company's mission and future vision. Simultaneously, it identifies different obstacles and by implementing strategic enforcement it creates road blocks in the internal work space to prevent any legal issues and give security opportunities to the employees.

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Appendix: Survey Questions

1. What is your age group?
 - . 20 to 30 years
 - . 31 to 40 years
 - . 41 to 50 years
 - . Above 50 years
2. What is your Gender?
 - . Male
 - . Female
 - . Prefer not to say
3. What is your income range?
 - . Above 60000
 - . 20000 to 30000
 - . 31000 to 45000
 - . 46000 to 60000
4. HR training and development has positive impacts on the employee's performance
5. Training session can encourage employee's skillset or not
6. 6. Training programme can boost the employee morale value to build a team collaboration
7. 7. Training opportunities and compensation helps to attract employees
8. 8. HR activity encourage an open communication to successfully build a positive work culture
9. 9. Effective leadership strategy can attract the employee to attentively participate in the training and development activity
10. 10. The equal and fair treatment should be implemented in the workplace to get chance to prove themselves
11. 11. The company needs to introduce good time schedule to attended the training effectively
12. 12. The company growth and reputation only depend on the trained and expert employees to perform job responsibilities
13. 13. HR collaboration and technical implication help to manages employee for their task responsibility and training schedule