

# Effect of training and motivations on employee performance of Tribhuvan University

**Bashu Neupane**

Lecturer, Nepal Commerce Campus,  
Kathmandu, Nepal  
Email: bashuneupane55@gmail.com

**Puskar Baral**

*Corresponding Author*  
Patan Multiple Campus  
Email: puskarbaral826@gmail.com

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## Abstract

The primary goal of the study is to determine how training and motivation affect employee performance of T.U. The data is gathered using the self-structured questionnaires. The study's respondents are the 54 T.U. personnel who are located in the Kathmandu Valley. The primary data is gathered using a 5-point Likert scale. The reliability and validity of the gathered data are evaluated using the Cronbach alpha. The independent variable could be able to explain the dependent variable, according to alpha of 0.625. The features of the data are described using descriptive statistics. To investigate cause and effect, regression analysis is utilized. The study significantly improves the performance, training, and motivation of Tribhuvan University staff members who operate in the Kathmandu Valley.

**Keywords:** Motivation, Training, Employee performance, Tribhuvan University, Kathmandu Valley

## Introduction

Because it facilitates the organization's ability to carry out its job effectively, employee training is one of the hot subjects of discussion right now. The personnel are responsible for carrying out organizational tasks and daily upkeep. To do excellent work at a reasonable cost, proper training is necessary. Performance among employees may be improved with training. It is the underlying factor in more successful work. Both small and large organizations require a number of personnel. However, every firm must invest in training to reduce errors or blunders in the future. A trained individual is capable of producing work of this caliber. There won't be any issues in the workplace if the individual has the necessary training and expertise. This could have an impact on all organizational activities. This indicates that it has an impact on both the internal and exterior environments.

Organizations today must contend with internal and external rivalry, evolving technologies, and environmental challenges. Customer requirements may be impacted by globalization, which increases its complexity and difficulty for businesses. Businesses must teach their staff to handle these problems. Employees must get training from the company in order to provide them with the knowledge and abilities needed to deliver high-quality work and eventually boost the organization's productivity. The employee will be trained using both formal and informal methods to help them learn the information and develop the skills they need to do their jobs well. The practice of maximizing an organization's use of its workforce is known as human resource management. It calls for a comprehensive strategy that covers the many facets of workers, from improving technical and interpersonal abilities to encouraging innovative thinking and leadership. An organization with excellent performance levels has included its personnel deeply into its culture. Training should be viewed as both a chance for personal development and as an investment that benefits both employers and employees in the long run. The organization's overarching objective is to offer training and development opportunities that benefit the individual and help the business succeed. The training increases profitability and fosters happier attitudes among the staff. This can help people establish goals and increase their knowledge of their jobs.

## Literature Review

Akin (1991) investigated three key methods that might be applied to staff training. For high-quality work and productivity at a low cost, they are quality assurance, quality evaluation, and quality control. The performance of

employees is positively and significantly impacted by training. Wright and McMahan (1992) examined the effectiveness of the present and prior training. The research focuses on the training requirements, although such issues have alternative, less instructive answers. Prior to training, a requirements analysis is required. However, the employee in question will be based on how training and development impact performance. These research investigations are highly tied to training and development because of the consequences of various organizational roles.

Guest (1998) looked at staff training and the caliber of their output. They carry out their tasks honorably and devotedly if they are driven to do so. They grow to be important and really committed to the organization's mission. Smith (2001) investigated the training at several Australian manufacturing companies. It wraps up the instruction that the businesses gave their staff members about company strategy, technology, labor relations, managerial attitudes, and the competitive performance of the businesses. The secret to resource competition across the board is having trained and motivated personnel. The performance of the work may be impacted by the employees' knowledge, abilities, and experiences. The primary goal of training and development, according to Meyer and Smith (2003), is to increase staff capabilities so that businesses may optimize efficiency and effectiveness. Tai (2006) investigated the unpredictable business environment and its rapid change. Organizations should engage in a training program to strengthen their structures since they are aware of the constraints of addressing new issues. Employers look for candidates that are capable of handling ambiguity, making quick judgments that are effective, and maintaining market competitiveness. Usman et al. (2010) came to the conclusion that the organization's primary resources are its human resources. Any organization's success has a direct correlation to and potential impact on training.

McDonald and Saunders (2010) investigated how employees perceived flexibility and productivity at work. They discovered that in order for workers to feel appreciated by the company they work for and to gain the information and skills they need, management must show them clear evidence that it is committed to their professional development. Wang and Sun (2013) stressed the need of strategically managing T&D and other HRD programs in order to achieve the organizational strategic goals. According to Saeed and Asghar (2014), firms may gain from T&D by gaining the hearts and minds of their staff members so they would identify with the company, work hard on its behalf, and stay with it in a good and substantial way.

The workplace environment, according to Afandi (2018), is "something that exists in the workers' environment that can affect themselves in carrying out tasks, such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, whether or not work equipment is adequate, work methods, etc. as the influence of their work both as individuals and groups." Data from employee work environment surveys are displayed in the following table. Alzyoud (2018) investigated how employee engagement is affected by HRM strategies, including employee communications, employee development, and incentives and recognitions. The results of the statistical analysis revealed a substantial correlation between the dependent variable and the two independent variables. It has been shown that HRM procedures affect how motivated employees are at work. This demonstrates that in order to achieve a high level of job engagement among workers, businesses must create appropriate and well-structured HRM policies.

Neupane (2021) found that training, inspiration, advancement, the work environment, and cooperation all significantly and favorably influence employee performance. In a similar vein, employee performance is positively impacted by training, incentive, advancement, working conditions, and teamwork. Salary, followed by training and advancement, the working environment, and collaboration among them, were the main determinants of job satisfaction.

## **Problem Statement**

The effect of training on employee performance was examined in this study. The research question could be defined by the investigation. Guest (1998) looked at work quality and employee training. When they are driven, they do their duties with integrity and tenacity. They fully dedicate themselves to the organization's mission. Smith (2001) looked at the training qualitative analysis in several Australian manufacturing companies. A correlation between the firms' training of its employees in business strategy, technology, labor relations, management attitudes, and the competitive performance of the enterprises competing for all resources requires

having motivated and well-trained employees. The knowledge, skills, and experiences of an employee may affect how well they perform at work. Improving employee capabilities is the primary goal of training and development, according to Meyer and Smith (2003), so that firms may optimize the efficacy and efficiency of their human resources. Tai (2006) investigated the unpredictable business environment and its rapid change. Organizations should invest in a training program to provide their staff with the skills necessary to deal with uncertainty, make wise decisions when necessary, and maintain market competitiveness. Organizations are aware of their limits in responding to new issues.

Usman et al. (2010) came to the conclusion that the organization's primary resources are its human resources. Any organization's success has a direct correlation to and potential impact on training. McDonald and Saunders (2010) conducted research on how employees perceive flexibility and productivity at work. Employees need to learn new skills and develop existing ones in order to be flexible and effective at work. They also need to see clear indications that management is committed to their professional development if they are to feel valued by the company they work for. McDonald and Saunders (2010) studied how employees experience these factors.

Wang and Sun (2013) stressed the need of strategically managing T&D and other HRD programs in order to achieve the organizational strategic goals. According to Saeed and Asghar (2014), firms may gain from T&D by capturing the hearts and minds of their staff members to encourage them to identify with the company, put in effort on its behalf, and stick around. According to Saeed and Asghar (2014), firms may gain from T&D by capturing the hearts and minds of their staff members to encourage them to identify with the company, put in effort on its behalf, and stick around.

The workplace environment, according to Afandi (2018), is "something that exists in the workers' environment that can affect themselves in carrying out tasks, such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, whether or not work equipment is adequate, work methods, etc. as the influence of their work both as individuals and groups." Employees of PT are given the following table of survey data about the work environment. Alzyoud (2018) found that HRM procedures affect how motivated employees are at work. This demonstrated that in order to achieve a high level of employee engagement, businesses must create appropriate and well-structured HRM policies. Neupane (2021) found that salary was the main determinant of job satisfaction, followed by atmosphere at work, training and advancement, and cooperation.

- What connection exists between employee performance, motivation, and training?
- Does training have any impact on how well employees perform?
- What effect does employee motivation have on output?

## **Objectives of the Study**

The main objective of the study is to examine the relationship between training, motivations and employee performance of Tribhuvan University.

- To examine the relationship between training, motivations and employee performance of TU.
- To look the impact of training and motivations on the employee performance of TU.

## **Hypothesis**

On the basis of previous study the following alternative hypothesis has been found to test them.

H1: There is significant impact of training on the job performance of the employee.

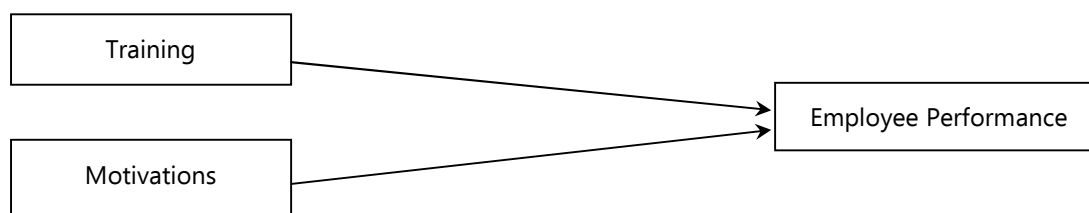
H2: There is significant impact of motivation on the job performance of the employee.

## **Conceptual Framework**

The conceptual framework is presented below:

Figure 1

*Relationship between training, motivations, and employee performance*



## Research Methodology

The study is built on a fundamental foundation that is provided by the research technique. The purpose of this study is to find solutions to the research challenges. This study is based on descriptive research, and to address the study's difficulties, a causal-comparative research design was adopted. For this investigation to arrive at a reliable result, the primary data were evaluated. The Tribhuvan University personnel who work in the Kathmandu Valley make up the study's population. To get sample data, just the constituent campuses are randomly chosen. On personal contact, 70 self-structured questionnaires are given to the employee, and 54 replies are gathered. Every question is evaluated using a Likert scale with five possible responses. The study's 3-month sampling period for data collection and analysis is covered. The research spans Covid-19, from Marg to Magh 2077. The study's cause and effect have been investigated using SPSS (the statistical tool for social sciences) version 23.

## Model Specification

To find out the impact of training and motivation on the employee performance the following model has been specified. Neupane (2021) examined the impact of training and motivation on the performance of employee work.

$$Y (EP) = \beta_0 + \beta_1 Tr + \beta_2 Mt + \epsilon_i$$

Where  $\beta_0$  = intercept/constant

$\beta_1$  and  $\beta_2$  = coefficients of the independent variable i.e., Training (Tr.) and motivation (Mt.) respectively.

$\epsilon_i$  = Error term = 0

## Results

### *Cronbach's Alpha*

The Cronbach's alpha of the survey questions is above average and should be 0.60. One of the often used metrics for evaluating the validity of surveys is Cronbach's alpha. The reliability and validity of the variables may be examined using two widely used techniques. The data's correctness is demonstrated by the validity and reliability test. Three factors can be seen in the data, which displays the outcomes of using 54 respondents. The study's Cronbach's alpha is 0.627, demonstrating the dependability of both the dependent and independent variables.

### *Descriptive Statistics*

While descriptive statistics is the use and analysis of those statistics, a descriptive statistic describes or summarizes the characteristics of a set of quantitative data. By aiming to describe a sample rather than using the data to infer information about the population that the sample of data is assumed to represent, descriptive statistics set themselves apart from inferential statistics.

Table 1

*Mean Standard deviation and C.V. of Motivation, Training and Employee performance*

Variables	Mean	S.D.	C.V	N
Motivation	4.25	2.34	0.55	54
Training	4.38	2.49	0.57	54
Performance	4.79	2.28	0.48	54

The qualities of the data are described by the descriptive statistics. The average level of employee performance is higher than employee motivation and training. It claims that employee performance may be improved with incentive and training. The coefficient of variation demonstrates that the variables can vary by any amount per unit. Employee performance's C.V. is less important than training and motivation. This article explains how training and employee incentive may help ensure consistency in staff performance. Therefore, the training and other rewards, both monetary and non-monetary, might encourage employees to improve their performance.

**Regression Analysis**

A statistical method for estimating the dependent variable based on independent factors is regression analysis. Using the values of two or more independent variables, it is used to forecast the value of a dependent variable. In linear regression, the connection must be a straight line, and the best fit is determined using least-squares analysis.

**Table 2**  
**Impact of Training and Motivation on Employee Performance**

Model	B0	X1	X2	R	R <sup>2</sup>	F-statistics	P-Value
1	0.873*	2.448*	3.281*	0.791*	0.625	33.695*	.001
Parenteses (t)	(4.560)	(8.751)	(9.883)				

*The dependent variables: Employee Performance*

*The Predictors: Training and Motivation*

Training, employee motivation, and performance are all significantly and favorably correlated. This shows the need for training and motivation to create a favorable link between employee performances at Tribhuvan University. The determinant coefficient is 0.625. The independent factors account for the dependent variable's fluctuation. The dependent variables were 62.5% explained by the independent factors. The dependent variable may be explained by the predictors by an R-square of higher than 0.5. The results of the multiple regression revealed F=33.695, p .001, showing that the slope coefficient of at least one predictor is statistically significant. Consequently, the model fits statistically. According to the regression model, employee performance at Tribhuvan University is positively and significantly impacted by training and motivation.

**Hypothesis Testing**

On the basis of the analysis of data the significant result may accept the alternative hypothesis and insignificant may reject the hypothesis.

**Table 3**  
**Hypothesis Testing of training and motivation on the job performance of employees of T.U.**

	Alternative Hypothesis	Decisions
H1a	There is significant impact of training on the job performance of the employee.	Accept
H2a	There is significant impact of motivation on the job performance of the employee.	Accept

**Discussion**

The study result is positive and significant relationship between training, motivations and employee performance. This result is similar with previous results of Akin (1991), Guest (1998), Smith (2001), Mayer and Smith (2003), Mcdonald and Saunders (2010), Saeed and Asghar (2014), Alzoud (2018), and Neupane (2021). Similarly, the study result of impact of training and motivations on employee performance is statistically significant. This result is similar with the previous results of Wright and Mcdonald (1992), Usman et. al. (2010), Wang and Sun (2013), Afandi (2018) and Neupane (2021).

**Conclusion**

This study has been attempted to analyze the impact of training and motivation on employee performance. Descriptive and causal-comparative research designs have been used to conclude the study. The data were

collected through a questionnaire method from the employee working at Tribhuvan University in Kathmandu valley. The result of the study is the employee performance can be increased by training and motivation. Similarly, descriptive statistics describe the characteristics of the variables of the study. The training and motivation can help to increase the performance of T.U. employees working in the Kathmandu valley. The regression analysis of this study analyzed the training and motivation has a positive significant impact on employee performance working in T.U. Finally, the study concludes that training and motivation can predict the employee performance working in T.U. in Kathmandu Valley.

### Forward to Future Research

- A small number of respondents inside the Kathmandu Valley are included in the study.
- If the number of respondents is increased and the area also extended, the results may be different.
- Likewise only two independent variables training and motivations are included to examine the cause and effect on employee performance.
- If more variables are included in the study the result may be changed.

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