

## **A Study on Aligning Employee Development with Organizational Needs**

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### **ABSTRACT:**

The alignment of employee development with organizational requirements is the subject of this study. The purpose of the study is to investigate how initiatives for employee development affect the achievement of organizational goals and objectives. For businesses to increase productivity, increase profitability, and remain competitive, employee development is essential. On the other hand, in order to meet the demands placed on them by organizations, employees must constantly acquire new skills.

The exploration is directed through a review based research plan with information gathered through poll. The study focuses on determining whether employee development and the organization's overall goals and objectives are synchronized. In addition, the study investigates whether employees are aware of the company's objectives and whether they are contributing to their achievement. The study also looks into whether the company provides its workers with the tools they need to do their jobs well. According to the findings of the research, initiatives aimed at employee development are crucial to the accomplishment of organizational goals and objectives. The study identifies the key factors that contribute to successful alignment and emphasizes the significance of aligning employee development with organizational requirements. The development of efficient programs for employee development and the improvement of employee performance are the outcomes of this study.

Representative advancement is vital for the outcome of any association as it brings about superior worker execution, expanded worker maintenance, better progression arranging, worked on hierarchical execution and improve development and imagination. Putting resources into worker improvement is a shared benefit for the two representatives and the association. It contributes to the organization's success while also supporting employee development and career advancement.

### **INTRODUCTION**

Organizations must constantly adapt and innovate in order to remain relevant and successful in today's highly competitive business environment. Having a workforce that is skilled, motivated, and capable of driving organizational growth is one of the most important factors in achieving this. As a result, many businesses now place a high priority on coordinating employee development with organizational requirements. This research topic aims to investigate how businesses can ensure that they are investing in the appropriate training and

development initiatives to support their strategic goals and how to examine the significance of aligning employee development with organizational needs. This research aims to provide insights into best practices and strategies for aligning employee development with organizational needs and the benefits that can be achieved through this alignment by examining existing literature, case studies, and expert opinions.

Organizations that want to find, keep, and develop top talent must have efficient employee development programs. Not only do these programs assist employees in acquiring new knowledge and skills, but they also raise employee levels of job satisfaction and engagement. Be that as it may, the progress of worker improvement programs is intensely subject to their arrangement with authoritative requirements.

Associations that put resources into representative improvement disregarding their essential objectives risk fooling around, assets, and cash on drives that don't convey the ideal results. On the other hand, businesses can benefit from a workforce that is more skilled and motivated and can assist them in achieving their business goals if their efforts to develop their employees are coordinated with their strategic objectives.

To adjust worker advancement to hierarchical necessities, organizations should initially distinguish their essential objectives and the abilities and skills expected to accomplish them. They can then plan and carry out preparing and improvement programs that address these necessities, while likewise giving representatives potential open doors for professional success and self-improvement.

Businesses can build a more skilled, motivated, and engaged workforce that can help them achieve their strategic goals and remain competitive in a business environment that is rapidly evolving by aligning employee development with organizational needs. Some effective strategies for aligning employee development with organizational needs include conducting a skills gap analysis, developing competency-based training, providing ongoing coaching and mentoring, and encouraging employee involvement in goal-setting.

## **OBJECTIVES OF RESEARCH**

### **Primary Objective**

- To explore and understand the effect of aligning employee development initiatives with organizational goals and objectives.

### **Secondary Objective**

- To study how well employees believe their present responsibilities are aligned with their career goals and aspirations.
- To determine the level of satisfaction with the organization's support for professional growth and development.

- The study aims to find areas where the organization can improve the alignment of employee development and organizational requirements in order to improve employee satisfaction, productivity, and overall organizational success.

## NEED AND SCOPE OF THE STUDY

This research is focused on studying employee development within the organisation and whether it is providing the company with necessary benefits. Also, Examining the outcomes of the completed work is beneficial to the organization and yields an effective outcome. It focuses specifically on determining whether employee development aligns with the organization's overall goals and objectives.

## STATEMENT OF RESEARCH PROBLEM

There is a lack of understanding regarding the degree to which employees perceive their current roles to be aligned with their career goals and aspirations, as well as their level of satisfaction with the support provided by the organization for their professional growth and development, despite the growing importance of aligning employee development with organizational needs. Organizations face difficulties in effectively developing and retaining employees who can contribute to the success of the business as a result of this. In order to improve employee satisfaction, productivity, and overall organizational success, it is necessary to investigate the factors that influence alignment between employee development and organizational needs.

## RESEARCH HYPOTHESIS

### Hypothesis 1

**H0:** Employees who perceive their current roles to be aligned with their career goals and aspirations are not more likely to be satisfied with the support provided by the organization for their professional growth and development.

**H1:** Employees who perceive their current roles to be aligned with their career goals and aspirations are more likely to be satisfied with the support provided by the organization for their professional growth and development.

### Hypothesis 2

**H0:** Employees who receive regular feedback on their job performance are not more likely to feel confident in their ability to achieve their individual development goals while also contributing to the organization's success.

**H1:** Employees who receive regular feedback on their job performance are more likely to feel confident in their ability to achieve their individual development goals while also contributing to the organization's success.

### **Hypothesis 3**

**H0:** Employees who have access to the necessary resources and support to meet their professional development goals are more likely to be satisfied with the overall support provided by the organization for their growth and development.

**H1:** Employees who have access to the necessary resources and support to meet their professional development goals are not more likely to be satisfied with the overall support provided by the organization for their growth and development.

### **Hypothesis 4**

**H0:** Employees who feel that the organization's goals and objectives are clearly communicated are more likely to perceive their current role as aligned with the organization's needs, which could lead to higher job satisfaction and productivity levels.

**H1:** Employees who feel that the organization's goals and objectives are clearly communicated are more likely to perceive their current role as aligned with the organization's needs, which doesn't lead to higher job satisfaction and productivity levels.

## **RESEARCH DESIGN**

Study type: This study is a quantitative design.

Sample: Convenience sampling

Data collection: Data will be collected using an online survey questionnaire.

Data analysis: Descriptive statistics, Correlation analysis, Chi square, Regression is used for further interpretations

Ethical considerations: Informed consent will be obtained from all participants, and all data collected will be kept confidential and anonymous.

## **METHODOLOGY**

This study involves a mixed-methods approach, combining both qualitative research methods. This approach will allow for a more in-depth understanding of the experiences and perspectives of employees regarding career development and professional growth opportunities within organizations.

### SAMPLING METHOD

The sampling method used for the research study is Convenience sampling. It is a type of non-probability sampling technique used in research studies where the sample is selected based on its ease of accessibility and availability to the researcher. Participants are selected who are easily reachable and willing to participate in the study, without any predetermined criteria or random selection process.

### DATA COLLECTION METHOD

The questionnaire is the method used to collect data for the study. This strategy was picked in light of multiple factors, including its expense viability. The questionnaire will be self-administered and structured. This will help protect the participants' privacy and confidentiality, which is especially crucial when collecting sensitive data on employee satisfaction, intentions to leave, and job performance.

The questionnaire will be self-administered and structured. This will help protect the participants' privacy and confidentiality, which is especially crucial when collecting sensitive data on employee satisfaction, intentions to leave, and job performance.

The questionnaire method is a practical and efficient method for gathering data on the connection between employee outcomes like job satisfaction, intention to leave, job performance, and productivity levels and opportunities for employee development. This study's findings will help to better understand how important it is to match the needs of an organisation with employee development.

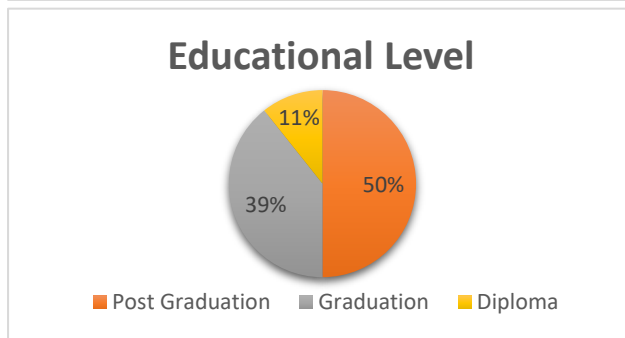
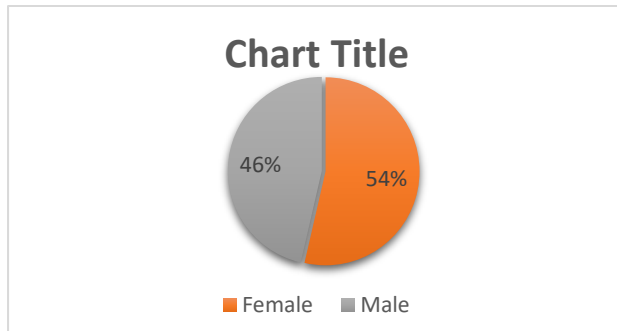
### SCOPE OF STUDY

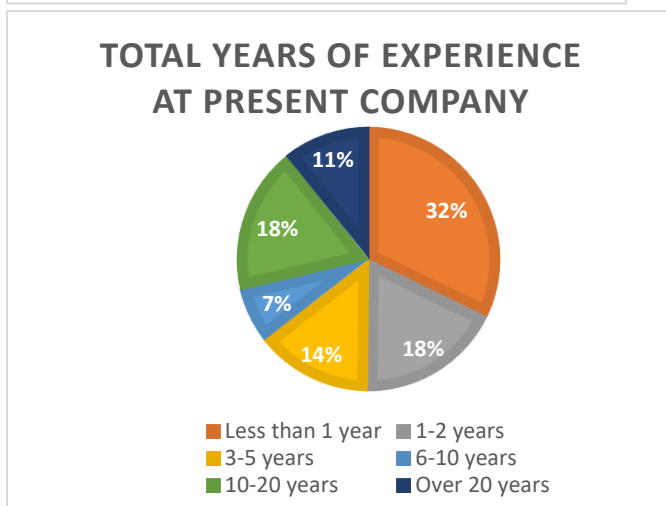
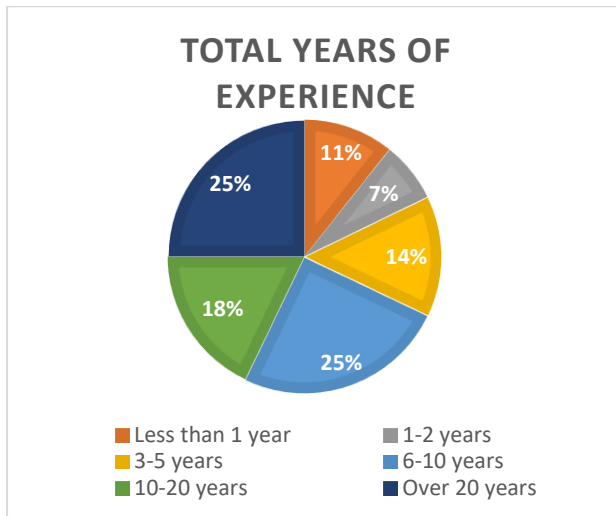
The study's scope would include evaluating the impact of aligned employee development on organizational performance, determining the key factors that influence the alignment between employee development and organizational needs, and examining the current practices and approaches to employee development in organizations. The goal of the research would be to offer insights and suggestions on how to effectively align employee development strategies with the goals and objectives of the organization.

### DATA INTERPRETATION AND ANALYSIS

	<i>Gender</i>	<i>Education Level</i>	<i>Total Years of Experience</i>	<i>Years of experience at present company</i>
Mean	1.53571	2.39286	4.07143	2.92857
Median	2	2.5	4	2.5
Mode	2	3	4	1
Standard Deviation	0.50787	0.68526	1.63137	1.82429
Sample Variance	0.25794	0.46958	2.66138	3.32804

Range	1	2	5	5
Minimum	1	1	1	1
Maximum	2	3	6	6
Sum	43	67	114	82
Count	28	28	28	28





**Interpretation from the above Pie Charts**

- This survey contains responses from both Genders. (46% Male employees and 54% female employees)

- The respondent's educational level is 50% from Post Graduate, 39% of the employees had the qualification of graduation and 11% of the employees were Diploma graduate
- 14% respondents were having less than a year experience under total years' work experience, 7% belonged to 1-2 years' experience, 14% belonged to 3-5 years' experience and 25% belonged to 6-10 years' experience, 18% belonged to 10-20 years' experience and 25% belonged to more than 20 years' experience.
- 32% respondents were having less than a year experience under total years' work experience at Present company they work in, 18% belonged to 1-2 years' experience, 14% belonged to 3-5 years' experience, 7% belonged to 6-10 years' experience and 18% belonged to 10-20 years' experience and 11% belonged to more than 20 years' experience.
- 7% respondents have responded that they frequently attended conference, workshop, or other events related to your professional development, 39% have responded that they occasionally attend, 43% have responded that they rarely attend, and 11% have responded that they No, never.

### Hypothesis 1

**H0:** Employees who perceive their current roles to be aligned with their career goals and aspirations are not more likely to be satisfied with the support provided by the organization for their professional growth and development.

**H1:** Employees who perceive their current roles to be aligned with their career goals and aspirations are more likely to be satisfied with the support provided by the organization for their professional growth and development.

Statistical Tool: Correlation analysis

Questions:

- To what extent do you feel that your current role aligns with your career goals and aspirations?
- How satisfied are you with the support provided by the organization for your professional growth and development?

Correlations

overall support  
provided by the  
company  
for your  
professional  
growth and



current role aligns with the career goals		development
current role aligns with the career goals	Pearson Correlation	1
		.642**
	Sig. (2-tailed)	<.001
	N	28
overall support provided by the company for your professional growth and development	Pearson Correlation	.642**
		1
	Sig. (2-tailed)	<.001

**INTERPRETATION:**

Pearson's correlation coefficient is 0.642, which indicates a moderate to strong positive correlation between the two variables.

The p-value is less than 0.001, which indicates that the correlation is statistically significant.

Therefore, the alternative hypothesis (H1) is accepted

**Hypothesis 2**

H0: Employees who receive regular feedback on their job performance are not more likely to feel confident in their ability to achieve their individual development goals while also contributing to the organization's success.

H1: Employees who receive regular feedback on their job performance are more likely to feel confident in their ability to achieve their individual development goals while also contributing to the organization's success.

Statistical Tools: Regression

Questions:

- Do you receive regular feedback on your job performance?
- How confident do you feel in your ability to achieve your individual development goals while also contributing to the organization's success?

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.615 <sup>a</sup>	.378	.354	.746	.378	15.804	1	26	<.001

**Coefficients**

Model		B	Std. Error	Unstandardized Coefficients	Standardized Coefficients	t	Sig.
1	(Constant)	3.181	.304			10.479	<.001
	Do you receive regular feedback	.291	.073	.615		3.975	<.001

**Anova**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.790	1	8.790	15.804	<.001 <sup>b</sup>
	Residual	14.460	26	.556		
	Total	23.250	27			

**INTERPRETATION:**

Standardized = .615, this large positive coefficient indicates a strong positive relationship.

The R-squared value of .378 indicates that 37.8% of the variance in the employees' confidence in achieving their individual development goals while also contributing to the organization's success can be explained by regular feedback on job performance. Sig. = <.001 The significance level of <.001 suggests that the relationship between regular

feedback and feeling confident in achieving individual development goals is statistically significant.

Therefore, the alternative hypothesis (H1) is accepted.

**Hypothesis 3**

**H0:** Employees who have access to the necessary resources and support to meet their professional development goals are not more likely to be satisfied with the overall support provided by the organization for their growth and development.

**H1:** Employees who have access to the necessary resources and support to meet their professional development goals are more likely to be satisfied with the overall support provided by the organization for their growth and development.

Statistical Tools: Chi-Square

Questions:

- Do you have access to the resources and support you need to meet your professional development goals?
- How satisfied are you with the overall support provided by the organization for your growth and development?

Do you have access to the resources and support you need to meet your professional development goals? \* Overall support provided by the company for your professional growth and development Crosstabulation

Expected Count

3	Overall support provided by the company for your professional growth and development			Total
	4	5		
Do you have access to 1 the resources and support you need to 5 meet your professional development goals?	.3	1.9	.8	3.0
	2.7	16.1	6.3	25.0
Total	3.0	18.0	7.0	28.0

Chi-Square test			Asymptotic Significance (2-sided)
Value		df	
Pearson Chi-Square	28.000 <sup>a</sup>	2	<.001
Likelihood Ratio	19.068	2	<.001
Linear-by-Linear Association	12.567	1	<.001
N of Valid Cases	28		

a. 4 cells (66.7%) have expected count less than 5. The minimum expected count is .32.

### Symmetric Measures

Value			Approximate Significance
Nominal by Nominal	Phi	1.000	<.001
	Cramer's V	1.000	<.001
N of Valid Cases		28	

### INTERPRETATION:

The significant p-values and chi-square values, the results indicate that there is a significant relationship between the two variables.

Therefore, the alternative hypothesis (H1) is accepted.

### Hypothesis 4

**H0:** Employees who feel that the organization's goals and objectives are clearly communicated are more likely to perceive their current role as aligned with the organization's needs, which doesn't lead to higher job satisfaction and productivity levels.

**H1:** Employees who feel that the organization's goals and objectives are clearly communicated are more likely to perceive their current role as aligned with the organization's needs, which could lead to higher job satisfaction and productivity levels.

Statistical Tools: Correlation analysis

Questions:

- Do you feel that your company clearly communicates its goals and objectives to its employees?

- To what extent do you feel that your current role aligns with organizational needs?

**Correlations**

		Organization clearly communicates its goals and objectives to its employees	To what extent do you feel that your current role aligns with organizational needs
Organization clearly communicates its goals and objectives to its employees	Pearson Correlation	1	.165
	Sig. (2-tailed)		.402
	N	28	28
To what extent do you feel that your current role aligns with organizational needs	Pearson Correlation	.165	1
	Sig. (2-tailed)	.402	

**INTERPRETATION:**

The correlation coefficient between the two variables is 0.165, and the significance level is 0.402. Since the significance level is greater than 0.05, there is no significant relationship between the 2 variables

Therefore, alternative hypothesis(H1) is rejected.

**FINDINGS**

Through correlation Analysis, the following results were obtained:

- H1: Employees who perceive their current roles to be aligned with their career goals and aspirations are more likely to be satisfied with the support provided by the organization for their professional growth and development.

- H4: Employees who feel that the organization's goals and objectives are clearly communicated are more likely to perceive their current role as aligned with the organization's needs, which doesn't lead to higher job satisfaction and productivity levels.

Through Regression Analysis, the following results were obtained:

- H2: Employees who receive regular feedback on their job performance are more likely to feel confident in their ability to achieve their individual development goals while also contributing to the organization's success.

Through Chi-Square Test, the following results were obtained:

- H3: Employees who have access to the necessary resources and support to meet their professional development goals are more likely to be satisfied with the overall support provided by the organization for their growth and development.

Through percentage analysis,

- Majority of the respondents responded that they were satisfied with the employee satisfaction questions which included satisfaction level of - job, job responsibilities, job rewards, organisations appraisal system, job recognition, work environment.
- About 83.3% of the employees responded that they agree that their present organisation clearly communicates the objectives and goals to its employees.
- About 90% of the employees responded that they have been given opportunities to take on new responsibilities.
- 80% of the employees responded that they receive regular feedback on their job performance.
- 90% of the employees have responded that they have access to the resources and the support to meet their professional development goals.
- 96.4 % of the employees responded that they are provided with the necessary equipment's and tools to perform the job effectively.
- About 43.4% of the employees has responded that they attend workshops, conferences or other events related to the employee's professional development and 43.3% of the

employees responded that they rarely attend and the remaining responded they never attend.

- 96.4% of the employees said that they would refer a known qualified candidate to join the organisation they work in, which indicates that overall the employees are more satisfied with the organisation.

## SUGGESTION

- By providing adequate training, support, and growth and development opportunities, the company can concentrate on retaining employees with less than a year of experience.
- The association can proceed to keep up with and further develop representative fulfilment levels by reliably conveying the association's objectives and goals, giving open doors to proficient development and advancement, and perceiving worker accomplishments.
- Ensure that employees receive regular feedback on their job performance and progress toward development goals. Employee confidence and motivation will rise as a result, resulting in improved performance and output.
- To promote continuous learning and development, encourage and reward employee participation in development programs, workshops, and conferences.
- Give employees more chances to take on new responsibilities and challenges. This can help them achieve their career goals and aspirations and contribute to the success of the company.
- A high percentage of employees would recommend a known qualified candidate to join the present organisation they work in which indicates the overall satisfaction with the organization, according to the study. As a result, the company ought to reward and encourage employee referrals in order to draw in qualified candidates and boost overall performance.

## CONCLUSION:

In conclusion, the research suggests that employees are more likely to be satisfied with the organization's support for their professional growth and development if they believe their current roles are in line with their career goals and aspirations. Employee

satisfaction and the success of the company as a whole are largely influenced by providing access to the necessary resources and regular feedback on job performance.

The study emphasizes the significance of offering opportunities for professional development and clear communication of organizational goals and objectives to employees. Additionally, it emphasizes the importance of ensuring that employees have access to the resources and assistance they require to achieve their professional development objectives.

The organization will focus on retaining employees with less than a year of experience based on the findings by providing adequate training, support, and growth and development opportunities. Employee participation in development programs, workshops, and conferences can also encourage ongoing learning and development.

Through the alignment of employee development with organizational needs, the study provides valuable insights into the factors that can influence employee satisfaction and contribute to organizational success.

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