

Project Title

The Impact of Employee Training and Performance Feedback on Employee Productivity by applying it to the company (IDEX) in (Riyadh)

Student Name

Husam Hatem Ezzeddin

Graduation Project – 1

Faculty Of Management – Midocean University

Supervisor

Dr. Mona Moustafa Elashry

Faculty Member – Faculty Of Management – Midocean University

1st Semester-2024

Contents

INTRODUCTION3

Problem Statement.....4

 Research significance5

 Research Sub-Questions6

 Research Objectives7

 Research Hypotheses.....8

 Research Model9

 Research Methodology10

 Empirical Study11

 Project Structure12

REFERENCES13

INTRODUCTION

Employee productivity is a critical factor for the success and growth of organizations across various industries. To enhance productivity levels, organizations often prioritize employee training and performance feedback. These variables significantly influence employee skills, knowledge, and performance, ultimately impacting their productivity. This study aims to investigate the impact of employee training and performance feedback on employee productivity, focusing on the case of IDEX, a company located in Riyadh.

Previous studies have recognized the importance of employee training and performance feedback in improving productivity. Research has shown that performance feedback positively influences employee motivation, job satisfaction, and overall performance. However, there is a lack of specific research examining the impact of these factors on productivity in the context of organizations in Riyadh. This research gap limits our understanding of the unique dynamics and outcomes within such organizations, calling for further investigation. By addressing this gap, this study aims to contribute to the existing literature on employee productivity and provide context-specific insights for organizations in Riyadh.

The research problem this study seeks to address is the lack of comprehensive empirical evidence on the impact of employee training and performance feedback on employee productivity within organizations in Riyadh. While previous studies have provided general insights, there is a need for research that acknowledges the unique organizational and cultural factors influencing productivity in this region. By focusing on the case of IDEX, this study aims to shed light on the specific relationship between employee training, performance feedback, and productivity within the Riyadh context.

The significance of this research lies in its potential to inform organizational practices and strategies aimed at improving employee productivity. The findings of this study will provide valuable insights to organizations in Riyadh, enabling them to make informed decisions regarding employee training and performance feedback initiatives. Furthermore, this research will contribute to the existing body of knowledge on employee productivity and serve as a foundation for future studies in this field. Ultimately, the outcomes of this study have the potential to enhance organizational performance, employee satisfaction, and overall success for organizations operating in Riyadh.

In summary, this study aims to explore the impact of employee training and performance feedback on employee productivity within the context of organizations in Riyadh. By addressing the research gap and leveraging the unique organizational dynamics, this research will contribute to the existing literature, inform organizational practices, and provide insights into enhancing employee productivity within similar organizations in Riyadh.

Problem Statement

Employee productivity is a critical factor for the success and growth of organizations. Enhancing productivity levels often involves focusing on factors such as employee training and performance feedback. While previous studies have recognized the importance of these variables in improving productivity, there is a need for context-specific research that explores their impact in the student's geographical area.

Theoretical Gaps:

Despite the existing research on the effect of employee training and performance feedback on productivity, there are theoretical gaps regarding their specific implications. Previous studies may have limitations in terms of the scope of variables examined or the contexts in which they were conducted. These gaps indicate the need for further investigation to gain a deeper understanding of the relationship between employee training, performance feedback, and productivity.

Empirical Gaps:

There is a necessity to study the effect of employee training and performance feedback on productivity in the student's geographical area. Each region or country may have unique cultural, organizational, and economic factors that can influence the relationship between these variables. Conducting empirical research in the student's geographical area will fill the gap in the existing literature and provide insights specific to that context.

Main Research Question:

What is the impact of employee training and performance feedback on employee productivity in the case of IDEX?

Research significance

Short Introduction to the Significance:

This research investigates the impact of employee training and performance feedback on productivity in a specific geographical area. By addressing theoretical and empirical gaps, this study holds significant implications for both academia and practitioners.

Theoretical Gaps:

Previous studies have provided valuable insights into the relationship between employee training, performance feedback, and productivity. However, there are theoretical gaps that need to be addressed. This research offers an opportunity to identify and discuss these gaps, suggesting new concepts and frameworks that can enhance our understanding of how employee training and performance feedback influence productivity. By proposing innovative ideas and approaches, this study contributes to the theoretical advancement of this field.

Empirical Gaps:

The empirical findings of this study have important implications for practitioners and decision-makers. By examining the impact of employee training and performance feedback on productivity in a specific geographical area, this research provides context-specific insights. These insights can guide practitioners in optimizing their training programs and performance feedback systems to improve productivity. Additionally, decision-makers can benefit from the research implications by developing strategies and policies that support and enhance employee productivity. The empirical results offer practical guidance for practitioners and decision-makers in making informed choices and implementing effective practices.

In summary, this research holds significant theoretical and practical implications. By addressing theoretical gaps and proposing new concepts, it contributes to the theoretical development of the field. The empirical findings have practical implications for practitioners and decision-makers, providing valuable insights to optimize employee training and performance feedback initiatives, ultimately leading to enhanced productivity.

Research Sub-Questions

Main Research Question: What is the impact of employee training and performance feedback on employee productivity in the case of IDEX?

Sub-Question 1: What is the current employee training program at IDEX, and how does it align with the organization's goals and objectives?

Sub-Question 2: How is performance feedback provided to employees at IDEX, and what are the key elements or criteria used in the feedback process?

Sub-Question 3: What are the perceived benefits of employee training and performance feedback among employees at IDEX, and how do these perceptions relate to their productivity levels?

Sub-Question 4: What are the specific skills, knowledge, or behaviors that have been positively affected by employee training and performance feedback at IDEX, and how do they contribute to productivity improvements?

Sub-Question 5: What are the challenges or barriers faced by employees in implementing the knowledge or skills gained from training and feedback into their daily work, and how does it impact their productivity?

Sub-Question 6: How does the organizational culture at IDEX support or hinder the effectiveness of employee training and performance feedback in improving productivity?

Sub-Question 7: Are there any differences in the impact of training and feedback on productivity based on employee tenure, department, or job level at IDEX? If so, what factors contribute to these differences?

Sub-Question 8: What strategies or recommendations can be suggested to optimize the employee training and performance feedback initiatives at IDEX and further enhance employee productivity?

Research Objectives

General Objective: Investigate the impact of employee training and performance feedback on productivity within organizations.

Sub-Objective 1: Assess the relationship between employee training programs and productivity in organizations.

Sub-Objective 2: Examine the influence of performance feedback on employee productivity in organizations.

Sub-Objective 3: Identify the specific factors that mediate the relationship between employee training, performance feedback, and productivity.

Sub-Objective 4: Provide insights and recommendations for optimizing employee training and performance feedback initiatives to enhance productivity in organizations.

Sub-Objective 5: Explore the perceptions and attitudes of employees towards training programs and performance feedback and their impact on productivity.

Research Hypotheses

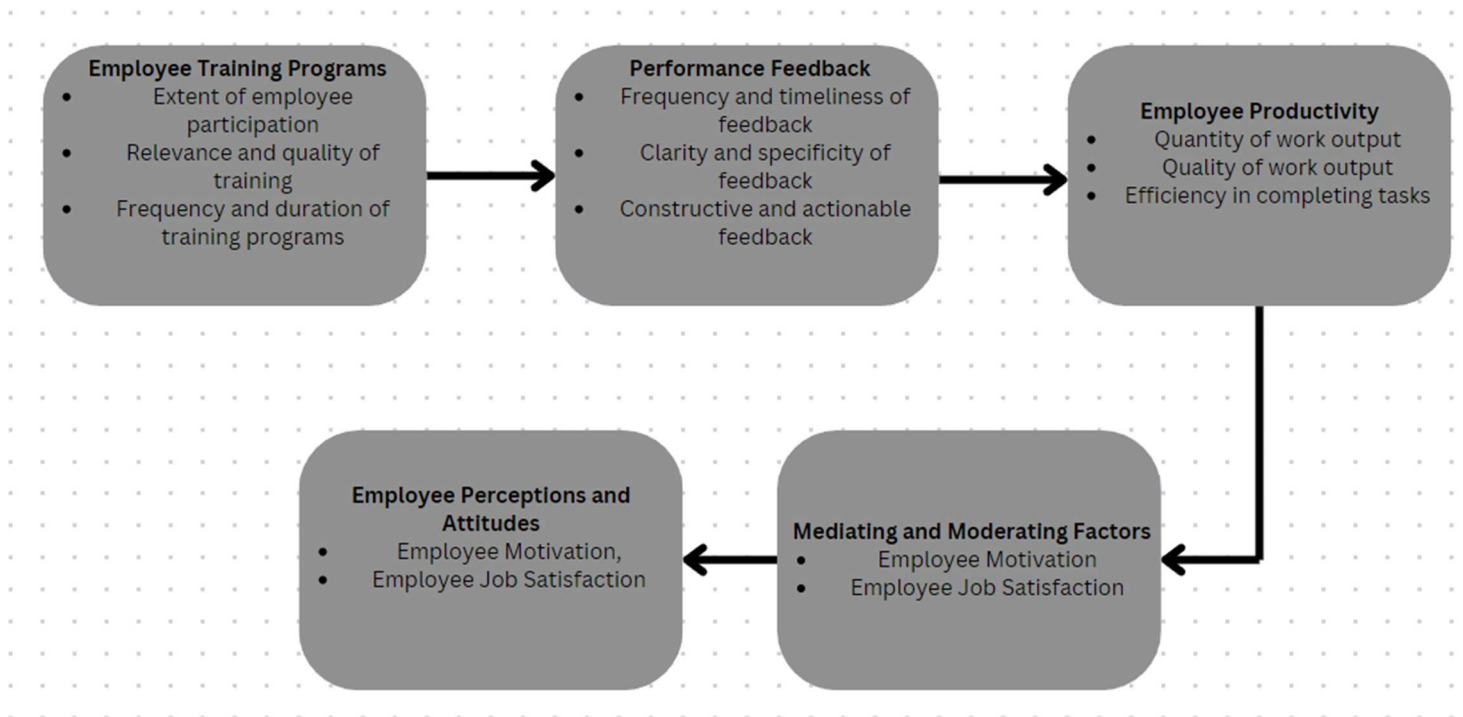
H1: There is a statistically significant relationship between employee training programs and productivity within organizations.

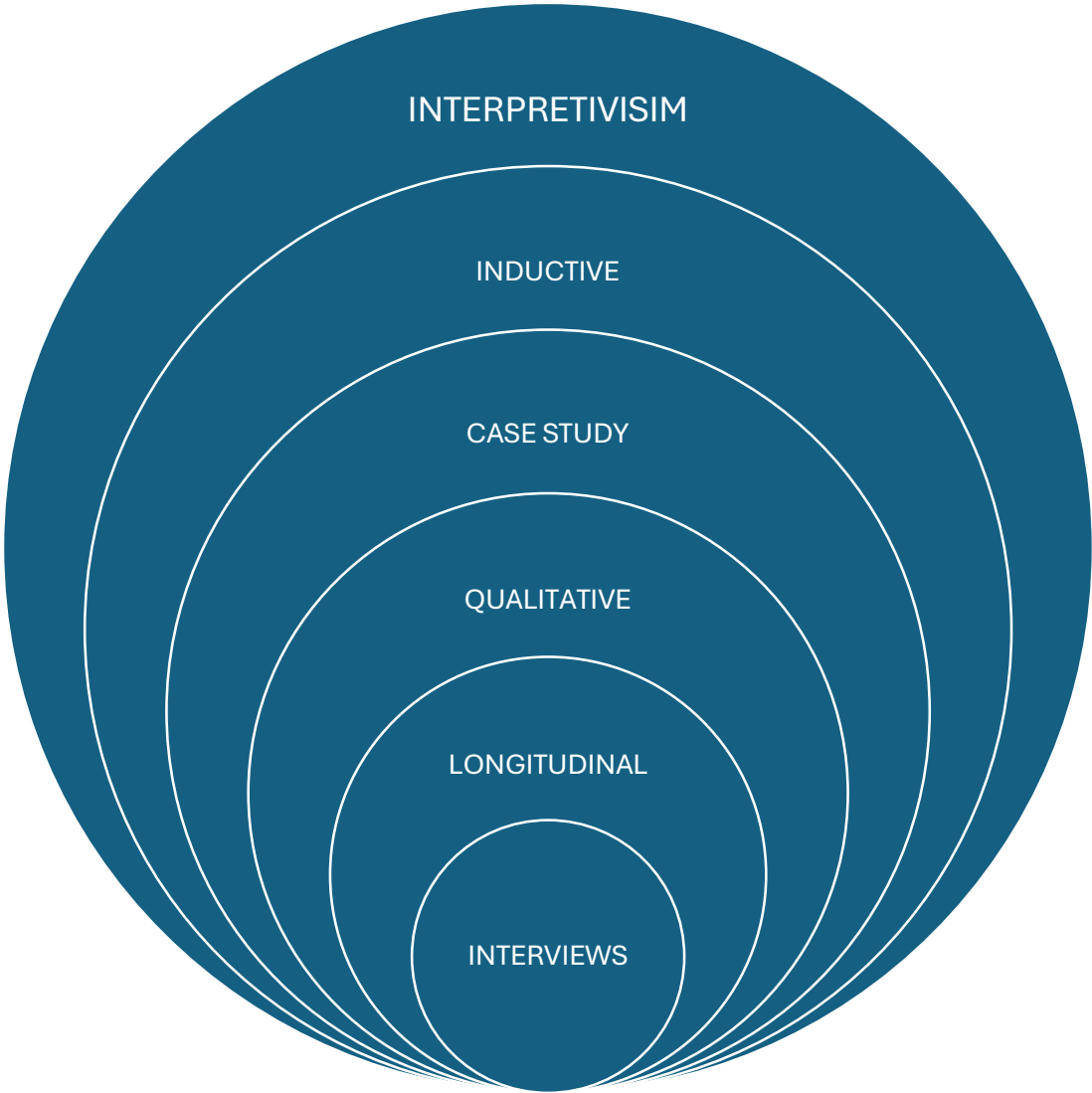
H2: There is a statistically significant relationship between the extent of employee participation in training programs and their productivity levels.

H3: There is a statistically significant relationship between the relevance and quality of training programs and employee productivity.

H4: There is a statistically significant relationship between the frequency and duration of training programs and employee productivity.

Research Model





Empirical Study

Research Study Setting: Manufacturing Industry - General Motors Automotive Assembly Plants

Summary:

The research study focuses on examining the impact of employee training and performance feedback on employee productivity within General Motors (GM) automotive assembly plants in the manufacturing industry. The variables of interest include the effectiveness of training programs, the clarity and specificity of performance feedback, employee productivity levels, and product quality.

General Motors, one of the world's largest automotive manufacturers, is chosen as the setting due to its prominence in the manufacturing industry and its commitment to employee training and development. GM's automotive assembly plants are known for their complex production processes and the critical role of skilled employees in ensuring efficient assembly operations and high-quality vehicles. Employee training programs at GM aim to enhance technical skills, while performance feedback systems support continuous improvement and productivity.

Project Structure

Chapter 1: Introduction

Chapter 2: Literature Review

Chapter 3: Research Methodology

Chapter 4: Statistical Analysis

Chapter 5: Discussion and Conclusion

REFERENCES

- [1] Elnaga, A., & Imran, A. (2013). The effect of training on employee performance. *European journal of Business and Management*, 5(4), 137-147.
- [2] Mwema, N. W., & Gachunga, H. G. (2014). The influence of performance appraisal on employee productivity in organizations: A case study of selected WHO offices in East Africa. *International Journal of Social Sciences and Entrepreneurship*, 1(11), 324-337.
- [3] Mollel Eliphaz, R., Mulongo, L. S., & Razia, M. (2017). The influence of performance appraisal practices on employee productivity: A case of Muheza District, Tanzania. *Issues in Business Management and Economics*, 5(4), 45-59.
- [4] <https://www.gm.com>
-