

**EFFECT OF ORIENTATION TRAINING PROGRAMME ON EMPLOYEES
PERFORMANCE AND PRODUCTIVITY**

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Abstract

Orientation training is a foundational human resource intervention that prepares new employees for successful integration into the workplace. This study investigates the effect of orientation training programmes on employee performance and productivity at Polybond India Pvt. Ltd., Pune. Data was collected from 57 respondents and analyzed across four dimensions: overall effectiveness of the programme, clarity in communicating the company's mission, vision, and strategic goals, knowledge and skills gained, and post-training satisfaction levels. Results indicate that 78.87% of employees perceived the programme as "very effective" or "extremely effective," while 82.46% found it "mostly clear" or "very clear" in conveying organizational objectives. Moreover, 73.69% reported being "very confident" or "extremely confident" in their acquired knowledge and skills. A high satisfaction rate of 91.22% (strongly agree + agree) highlights the programme's success in enhancing employee performance and productivity. The findings affirm that well-structured orientation training fosters organizational alignment, boosts employee confidence, and contributes significantly to overall efficiency.

Keywords

Orientation training, employee performance, productivity, organizational integration, workplace confidence, skills development, employee satisfaction, manufacturing sector, Polybond India Pvt. Ltd.

Introduction

In today's competitive industrial landscape, human resource development has become a strategic imperative for organizations seeking to maintain productivity, efficiency, and employee engagement. Among various training interventions, orientation training plays a critical role in helping new employees understand the organization's culture, objectives, operational framework, and expectations. It provides the foundation for effective performance by ensuring that employees are well-informed, confident, and aligned with the company's mission and vision (Dessler, 2020).

Orientation training is not merely an administrative formality; rather, it is a structured process designed to integrate employees into the organizational system, reduce initial anxiety, and enable quicker adaptation to work roles (Noe, 2017). A well-implemented orientation programme can enhance role clarity, promote teamwork, and positively influence job satisfaction and retention (Bauer, 2010). According to Wanous (1992), orientation helps bridge the gap between the individual's expectations and the organization's realities, which directly impacts performance and productivity.

Polybond India Pvt. Ltd., a reputed manufacturing company based in Pune, conducts systematic orientation training programmes for its workforce. These programmes aim to provide employees with:

- ❖ Clear knowledge of the company's mission, vision, and strategic objectives.
- ❖ Skills and confidence to perform job tasks effectively.
- ❖ A sense of belonging and motivation to contribute to organizational success.

Prior studies have indicated that effective orientation programmes lead to improved employee engagement and productivity (Klein & Weaver, 2000; Saks & Gruman, 2012). Conversely, inadequate orientation often results in role ambiguity, low morale, and decreased performance. Therefore, evaluating the impact of orientation training on employees performance is essential for organizational growth and competitiveness.

The present study investigates the effectiveness of orientation training at Polybond India Pvt. Ltd., Pune by analyzing its impact on clarity about organizational goals, knowledge and skills acquisition, and employee satisfaction levels.

Objective of the Study

The objective of this study is to evaluate the impact of the orientation training programme at Polybond India Pvt. Ltd., Pune, on employees' performance and productivity by assessing its effectiveness, clarity in communicating organizational goals, contribution to knowledge and skill development, and influence on employee satisfaction.

Research Methodology

This study employs a descriptive research design to examine the impact of the orientation training programme on employees' performance and productivity at Polybond India Pvt. Ltd., Pune. The Total Population of Employees is 230 out of that 25 %(57) employees were selected for the present study. The research is based on primary data collected through a structured questionnaire administered to 57 employees who had attended the orientation programme. Respondents were selected using a purposive sampling method to ensure that only participants of the programme were included in the study. The questionnaire contained closed-ended and scaled questions focusing on four key aspects: the overall effectiveness of the programme, its clarity in communicating the company's mission, vision, and strategic goals, the knowledge and skills gained by employees, and the level of satisfaction after training. Secondary data from books, journals, and previous research studies was also reviewed to provide theoretical support for the analysis. The responses were compiled into tables and analyzed using percentage analysis to identify trends and patterns. The scope of this study is limited to employees of Polybond India Pvt. Ltd., and the results reflect their perceptions, although the findings may offer useful insights for other manufacturing companies in similar context

6. Data Analysis and Interpretation

The data collected from 57 employees of Polybond India Pvt. Ltd., Pune has been analyzed to understand the effectiveness of the orientation training programme. The analysis is presented table-by-table with interpretation.

Table No. 1: Effectiveness of the Orientation Training Programme

Sr. No	Rating for Effectiveness of the Orientation Training Programme	No. of Respondents	Percentage
1	Not effective at all	1	1.76%
2	Slightly effective	3	5.27%
3	Moderately effective	8	14.10%
4	Very effective	38	66.67%
5	Extremely effective	7	12.20%
Total	—	57	100%

In the above table, the majority of respondents (66.67%) rated the orientation training programme as "very effective," while 12.20% found it "extremely effective." Only 7.03% of employees rated the programme as less than moderately effective. This indicates that the orientation training at Polybond India Pvt. Ltd. is well-received and meets employee expectations in terms of content, delivery, and relevance, contributing positively to performance and productivity.

Table No. 2: Clarity and Effectiveness in Communicating Company's Mission, Vision, and Strategic Goals

Sr. No	Clarity of Vision ,Mission and Goals	No. of Respondents	Percentage
1	Unclear and ineffective	1	1.75%

Sr. No	Clarity of Vision ,Mission and Goals	No. of Respondents	Percentage
2	Somewhat unclear and ineffective	2	3.50%
3	Moderately clear and effective	7	12.28%
4	Mostly clear and effective	39	68.43%
5	Very clear and effective	8	14.03%
Total	—	57	100%

In the above table, a combined 82.46% of respondents rated the orientation training as “mostly clear” or “very clear” in conveying the company’s mission, vision, and strategic goals. This suggests that the programme successfully aligns employees with the organizational direction, which is essential for enhancing performance and productivity. Only a small percentage (5.25%) felt that the programme was unclear or ineffective in this regard.

Table No. 3: Knowledge and Skills Acquired During the Orientation Training Programme

Sr. No	Knowledge and Skills Acquired	No. of Respondents	Percentage
1	Not confident at all	1	1.75%
2	Slightly confident	3	5.26%
3	Moderately confident	11	19.29%
4	Very confident	32	56.15%
5	Extremely confident	10	17.54%
Total	—	57	100%

In the above table, a total of 73.69% of respondents reported being “very confident” or “extremely confident” about the knowledge and skills acquired through the orientation programme. This reflects the training’s effectiveness in building employees’ competence, which directly contributes to improved work quality, efficiency, and productivity. Only 7.01% expressed low confidence levels.

Table No. 4: Level of Satisfaction After the Orientation Training Programme

Sr. No	Satisfaction Level	No. of Respondents	Percentage
1	Strongly agree	41	71.93%
2	Disagree	1	1.75%
3	Agree	11	19.29%
4	Strongly disagree	2	3.51%
5	Not sure	2	3.51%
Total	—	57	100%

In the above table, an overwhelming 91.22% of employees (strongly agree + agree) expressed satisfaction with the orientation programme, indicating that it met or exceeded their expectations. A

very small percentage (5.26%) disagreed or strongly disagreed, suggesting minimal dissatisfaction. High satisfaction levels are strongly linked to motivation, retention, and productivity gains.

Conclusion

The present study set out to examine the effect of orientation training programmes on employees' performance and productivity at Polybond India Pvt. Ltd., Pune. Orientation training, as an integral part of the employee induction process, plays a vital role in helping new recruits adapt to the organizational culture, understand operational processes, and align themselves with corporate objectives. The findings from this research reaffirm the importance of a structured and well-executed orientation programme in enhancing employee outcomes.

The study's findings highlight that Polybond India Pvt. Ltd. has successfully designed and implemented an orientation programme that is clear, comprehensive, and effective. The programme not only communicates organizational values and expectations but also equips employees with the necessary skills and confidence to perform effectively. While a small proportion of employees expressed moderate or low satisfaction, the overall results suggest that the programme is a valuable strategic tool for employee integration and performance enhancement.

In conclusion, the evidence strongly supports the proposition that effective orientation training programmes positively influence employee performance and productivity. For continuous improvement, organizations may consider periodic feedback collection, content updates to match evolving business strategies, and inclusion of interactive components to further enhance engagement. By maintaining and refining such programmes, companies can ensure sustained workforce alignment, skill development, and competitive advantage in a dynamic industrial environment.

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