

HUMAN RESOURCE MANAGEMENT | RESEARCH ARTICLE

The Significance of Training for Sustainable Workforce Development in Organizations: A Systematic Literature Review

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ABSTRACT

This paper examines the significance of training in fostering sustainable workforce development and enhancing organizational performance. In contemporary organizational contexts, sustainability extends beyond environmental concerns to include the long-term viability of human capital. Training and development play a critical role in reducing employee disengagement, improving work performance, and strengthening organizational competitiveness. This study explores relevant theoretical frameworks, empirical evidence, and organizational practices to demonstrate how training contributes to employee adaptability, engagement, innovation, and alignment with sustainability objectives. Furthermore, the paper highlights the role of continuous learning in building a resilient and future-ready workforce. The findings suggest that sustainability-oriented training programs not only enhance individual competencies but also improve overall organizational effectiveness and brand value. The study concludes by recommending the strategic integration of sustainability-focused training initiatives to support long-term organizational growth and workforce sustainability.

Keywords: Disengagement of Employees, Human Capital, Sustainable Workforce, Training, Organizational Performance.

JEL Code: M53, J24, M54

I. Introduction

Employee training is defined as a planned set of activities for imparting knowledge to employees, such that it leads to a growth in job skills required for organizational growth. Employee training is a planned program of learning activities designed to help employees develop the necessary KSAs (knowledge, skill sets, and abilities) to perform their jobs effectively. Training plays a critical role in building and maintaining a sustainable workforce, which is essential for long-term organizational success. In today's world business organizations are facing multiple pressures which are encompasses: technological disruption (automation, digitalization) in production, evolving business models, environmental constraints, growing demands for social responsibility, and labor market shifts (skills shortages, generational change). Against this backdrop, the concept of a sustainable workforce is most vital to sustain in evolving business environment. Effective training and development of employees is considered essential for the success of modern organizations. Employee training and development programs are designed to improve the knowledge, skills, and abilities of employees and to enhance their performance on the job (Abeba, 2015). Training and development of employees is one

of the key mechanisms by which organizations build the capabilities, mind sets, and behaviors necessary for a sustainable workforce. There are several benefits to employee training and development programs:

- a. **Increase Productivity:** Operational and strategic level training can help improve the understanding of the job role and their productivity levels will improve and their error rates will be lowered.
- b. **Increase Customer Satisfaction:** Well executed processes lead to increase in product or service quality, which then ensures a great customer feedback every time they go for one. Thus, employee training and development directly impacts the level of customer satisfaction.
- c. **Increase in Safety:** The more frequently training and development programs are held, the more assurance of safety is there for the teams that are undertaking operational tasks that require greater attention and care.
- d. **Increase in Cross-training Development:** Cross-training can happen more frequently with the training and development programs, as those who are already trained will be able to train others in their teams or their organizations, leading to further growth and development.



Figure 1. Employee Training Program

A training strategy is a carefully planned approach to developing and enhancing the knowledge, skills, and abilities of employees in an organization. It's a great way to plan and outline the goals, methods, and resources needed to deliver effective workplace training programs. The primary purpose of a training strategy is to align the organization's training initiatives with its overall objectives and priorities. It involves identifying the specific needs and skill gaps among employees, designing appropriate training programs, and implementing them in a structured and coordinated manner. As businesses face rapid technological change, global competition, and evolving employee expectations, investing in training ensures that employees remain competent, engaged, and aligned with organizational goals. Organizations struggle for long-term growth and adaptability in an evolving business landscape. In this circumstance, investing in training, organizations can both enhance performance (short term) and build adaptability and resilience (long term), thereby supporting sustainable organizational development. Investment in training by companies not only improves specific skills but also strengthens employee engagement and loyalty, which can reduce turnover rates and improve organizational stability (Campbell et al., 2012). This indicates that training-based human capital development can help Indonesian companies achieve sustainable competitiveness in the global market. Organizational development is a complex and multifaceted topic that plays a key role in driving organizational success.

Key factors for organizational success include aligning the workforce with the company's vision. In organizational development, the company's main stakeholders are both internal and external. Management and employees are internal stakeholders. External stakeholders include customers, investors, suppliers, communities, and governments. Organizational efficiency and effectiveness are critical to achieving strategic

objectives and gaining a competitive advantage in today's dynamic business environment. Therefore, it is important to understand the impact of employee training and development on organizational performance. Sustainable workforces are essential for any organization for jousting with its rivals in the challenging business environment. Sustainability refers to using resources in an efficient and effective manner in order to preserve these resources for the future (Kuhlman & Farrington, 2010). For manpower it refers a vast concept like, Employee sustainability is the current and future ability of workers to remain in the workforce and is determined by a healthy organizational culture that supports and values employees. A sustainable employee culture keeps employees engaged to the level needed to perform their jobs capably. Companies or organizations which realize the efficient use of human resources can benefit their company in the form of cost reduction and increased profits. For this reason, when selecting potential employees, companies are increasingly focusing on people's experience and competencies, in light of the company's goals and objectives. Study on the impact of employee training is crucial for sustainable workforce development in organizations. There are three main aims of training:

- a. Improve the individual's level of awareness.
- b. Increase an individual's skill in one or more areas of expertise.
- c. Increase an individual's motivation to perform their job well. If we want to accomplish these above, it is needed to study an article.

The combinations of these three will make a coherent situation in organizations. This paper aims to explore the benefits of employee training in professional and organizational development. It highlights how training boosts workforce skills, increases productivity, adopts innovation, and contributes to long-term business success in challenging environment. The main goal of training is to reinforce existing skills and competencies so that employees become more productive in their departmental works. Consequently, the study paper scrutinizes challenges in executing effective training programs and future corporate education to construct a sustainable workforce for organizations. Employee training is like the strategies to identify performance requirements and the knowledge, skills, and abilities needed by an organization's workforce to achieve the requirements. The study is typically focused on the present job requirements, aiming to improve the employee's performance in their current role with compare to the rivals. It also expanded to include cross-cultural training, a focus on the development of the individual employee, and the use of new organization development literature to frame training programs.

II. Literature Review and Hypothesis Development

The systematic employee training and development are critical components of organizational success (Kanu, 2015). It is widely recognized that training and development programs can improve employee performance, job satisfaction, and retention, as well as enhance organizational efficiency and effectiveness (Berge, 2002). In recent years, there has been a growing interest in exploring the impact of employee training and development on organizational performance. The importance of employee training and continued skill development has an impact on direct and indirect business outcomes, including productivity, revenue, turnover, and more. Companies conduct different employee training programs depending on their organization's size, requirements, skills gaps, industry, needs, and business activities.

2.1. Types of Training Programs

The following are some of the most common types of training programs implemented in a modern workplace.

a. Orientation Training

This is a structured program that introduces new employees to a company, its culture, policies, and their specific job duties. It is the first step in onboarding, aiming to make new hires feel welcomed, informed, and prepared to assimilate smoothly into their roles and the organization.

b. Onboarding Training

A type of employee training that plays a key role in building commitment, boosting confidence, and enhancing the employee experience from day one. While employee orientation is a 1-2 days process, the employee onboarding process is a series of events that take place over a longer time period. The length of employee onboarding depends on the organization and the role and can take anywhere from a week to a month to a full year. By the end of onboarding, an employee must have a clear sense of their responsibilities and goals in the organization.

c. Compliance Training

This type of training refers to the process of educating employees on laws, regulations and company policies that apply to their day-to-day job responsibilities. An organization that engages in compliance training typically hopes to accomplish several goals: (a) Avoiding and detecting violations by employees that could lead to legal liability for the organization, (b) Creating a more hospitable and respectful workplace, (c) Laying the groundwork for a partial or complete defense in the event that employee wrongdoing occurs despite the organization's training efforts, (d) Adding business value and a competitive advantage.

d. Product Training

A targeted training program aimed at informing employees about the features, functions and possible applications of a particular product. The aim is to ensure that employees understand the product and can work with it effectively. These training courses help to improve productivity, sales and customer satisfaction by strengthening employees' knowledge and skills.

e. Leadership Training

At the collective and organizational level, team training, diversity training, and safety training contribute to workplace cohesion, inclusivity, and risk reduction. Team training enhances collective performance by aligning group competencies, while diversity training fosters inclusive behaviors and mitigates workplace bias. Safety training focuses on hazard prevention and regulatory compliance to reduce occupational risks.

f. Technical Training

Technical training refers to the 'hard' skills required to accomplish a job's responsibilities and succeed. For example, developers need expertise in certain programming languages. a structured program that equips employees with the technical skills needed to perform specific tasks well. Unlike soft skills training which focuses on interpersonal abilities like communication, technical training is more specialized. It involves learning to use particular tools, software, or methods for certain roles. Technical training fills the gap between academic education and real-world job demands.

g. Quality Assurance Training

Quality assurance training helps employees better understand quality assurance activities and improve processes that ensure the final product or service meets set quality standards, which leads to customer satisfaction and loyalty. Quality assurance training helps the team remain on top of their jobs with updated information on the latest quality requirements and company policies and procedures.

h. Sales Training

Sales training is the process of improving seller capabilities to drive behavior change and maximize sales success. Effective sales training should be viewed, designed, and executed as a change management initiative. The global market for sales training is approximately \$4.6 billion, yet most sales training fails to deliver lasting results. This is because most companies don't define and approach sales training properly. Often, training is treated as a 1- or 2-day program with no follow-up. To deliver effective sales training, redefine what sales training is. Focus on changing sellers' behavior to drive sales results and support the effort as an ongoing change management initiative.

i. Soft-Skills Training

Soft skills training focuses on the development of abilities and skills such as communication, teamwork, and problem-solving. Soft skill training teaches you how to recognize your own strengths and weaknesses and how to use them to present a good and confident image. This leads to greater success in both personal and professional life.

j. Team Training

Team training, however, is a type of employee training that shifts the focus to how a group can collectively build knowledge and skills. It is particularly effective when colleagues need to develop the same competencies, whether technical hard skills, interpersonal soft skills, or a mix of both. Team training differs from team building and team development, offering distinct benefits in various workplace scenarios.[23] Team training is one of the critical elements promoting team effectiveness.

k. Diversity Training

Diversity training includes professional initiatives that aim to help employees develop the social skills they need to work with people from all types of backgrounds. An organization might implement this training to build an inclusive workplace where everyone feels welcome, valued, and supported to do their best work. Training sessions focus on helping people recognize and mitigate biases and prejudices, develop understanding and empathy, avoid unintentional discrimination and advocate for the needs of others.

l. Safety Training

Safety training programs must be effective and to achieve this planning must be thorough in every detail. This is the process of teaching workers how to recognize, avoid, and respond to hazards in the workplace. Its goal is to prevent accidents, injuries, illnesses, and to ensure compliance with safety laws and company policies.

m. Up-skilling

Up skilling is the process of employees learning new skills and acquiring relevant competencies needed for today's work environment as well as for the near future. It focuses on improving employees' skill sets, usually through continuous training programs, to help them advance in their jobs.

n. Reskilling

Employee reskilling is the process of training current employees to acquire new skills for handling a different role in the company. For instance, an in-store sales rep is reskilled to work as a customer service executive to drive e-commerce sales. Reskilling creates a win-win for both businesses and employees. Businesses can address their staffing needs, and employees get career mobility along with flexibility to grow within the company. This means employee reskilling involves learning new skills outside of the worker's existing skillset. These skills are often closely adjacent to their current job, but may sometimes be geared toward a different path entirely.

o. Anti-Harassment Training

This type of employee training could be legally mandatory, depending on your company size and operational geography. It trains employees on appropriate workplace behavior, company policy, and how to use the available tools and resources for reporting harassment in the workplace.

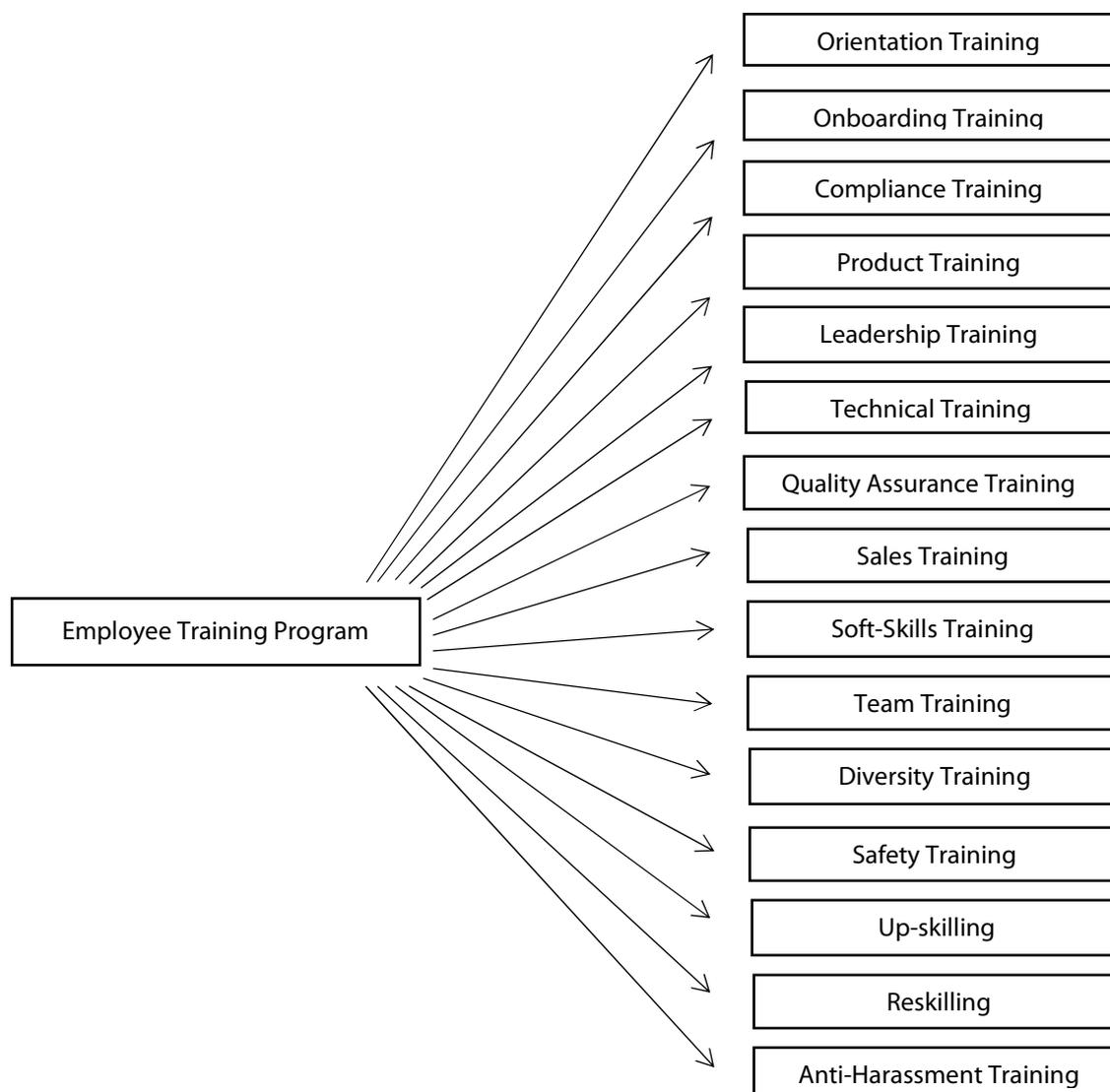


Figure 2. Different Types of Employee Training Programs

2.2. Theoretical Foundations of Employee Training & Development

a. Human Capital Theory

Human Capital Theory states that investment in training increases the productivity and value of an organization. This theory has evolved significantly since Mincer (1958, 1962), Schultz (1960, 1961), Becker (1962), and Ben-Porath (1967) laid its foundations. Because training is considered an investment, it involves costs and benefits, which can be assessed using financial criteria such as present value and internal rate of return. Initially, Becker (1962) studied the impact on wage rates of two types of human capital operating in a highly competitive labor market without imperfections or distortions. One type of human capital is transferable to other organizations, which encourages employees to bear the costs and receive all the benefits of training. The second type of human capital is considered firm-specific and non-transferable, which encourages employers and employees to share the costs and benefits of training (Becker, 1962). Thus far,

Becker and Schultz's human capital theory has argued that schooling contributes to improved employee performance. This theory suggests that there is a structural process in which increased employee performance leads to increased firm productivity, which in turn results in increased compensation for individual employees. Therefore, the higher an employee's education level, the higher their wages (Martin & Torres 2000, Card 2000; Blundell et al. 2003; Chevalier et al. 2004).

However, this theory is over-generalized, and is an approach that does not take into account, from the perspective of companies, employees' work or duties. In other words, the mismatch between employees' level of education and their current official duties can be regarded as a problem (Kim 2005). This phenomenon is called over-education, where this problem occurs when the education level of a worker exceeds that which is required for a job (Alba-Ramirez & Blazques 2003). Employees with "over-education", when compared with those without a similar level of education, have low job satisfaction and poor productivity (Verhaest & Omev 2004). They cause a higher turnover rate due to the discrepancy between their level of education and their duties (Alba-Ramirez & Blazques 2003). Previous studies mainly focused on the effect of school education on human capital. Recently, however, there has been increasing efforts to accounting for the influence of training, experience, language ability, and certification on human capital. First, among earlier studies on the effect of job training on human capital, a number of studies generated considerable evidence linking job training and an increase in the productivity of employees and their company, and the company's profitability (Black & Lynch 1995, Bishop 1996, Bartel 2000, Barrett & O'Connell 2001, Sels et al. 2006).

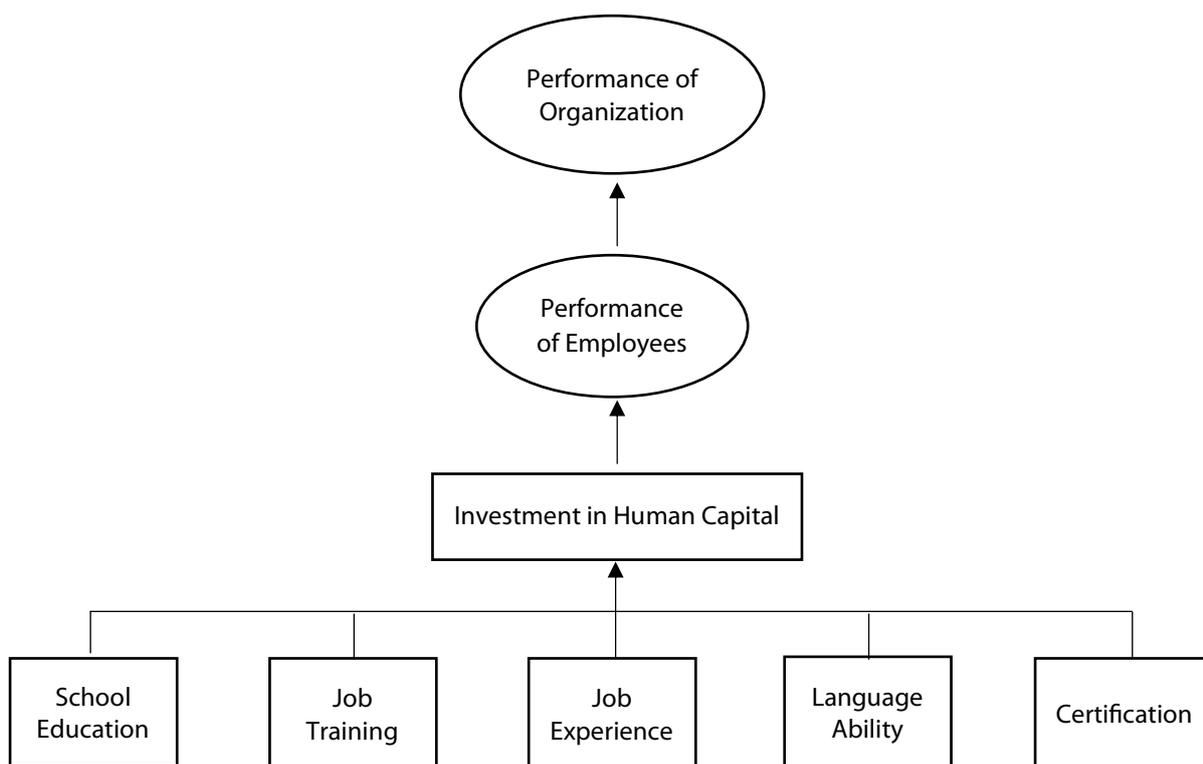


Figure 3. Concept of Relationship between the Components of Human Capital, and Performance of Individuals and an Organization

Intellectual and human capitals are treated as renewable sources of productivity. Organizations try to cultivate these sources, hoping for added innovation or creativity. Sometimes, businesses need more than just new equipment or additional funds to solve problems. Human Capital Theory Suggests that individuals and society derive economic benefits from investment in people. Many have argued that attitudes of investors in human capital are very different from those of investors in physical capital because the former tend to be younger, and young persons are supposed to be especially prone to overestimate their ability and chance of

good fortune. In the United States, Bishop (1994), after studying information on 2594 companies, found that there was a marginal rate of return on the initial 3 months of training from the 2-year increase in employee productivity. After 100 hours of training, productivity increased between 11% and 38%. Bartel (2000) [38] also found that training courses in 495 companies increased productivity by approximately 18% over 3 years. Ballot et al. (2006) found that training increased value added per worker in France by 17.3% and in Sweden by 7.3%. In the United Kingdom, based on British industry data for 1983–1996, Dearden et al. (2006) [40] discovered that a 1% rise in work-related training increased added value per hour by roughly 0.6% and hourly wages by approximately 0.3%.

b. Organizational Learning Theory

Organizational learning theory emphasizes the role of training in facilitating knowledge sharing and innovation. This theory was developed by Chris Argyris and Donald Schon in the 1970s. This theory is based on the idea that people learn from their mistakes. Argyris defined organizational learning as "the process of detecting and correcting mistakes." These two researchers popularized single-loop and double-loop learning. As part of their work, Peter Senge and others further conceptualized learning into three levels: single-loop, double-loop, and triple-loop.

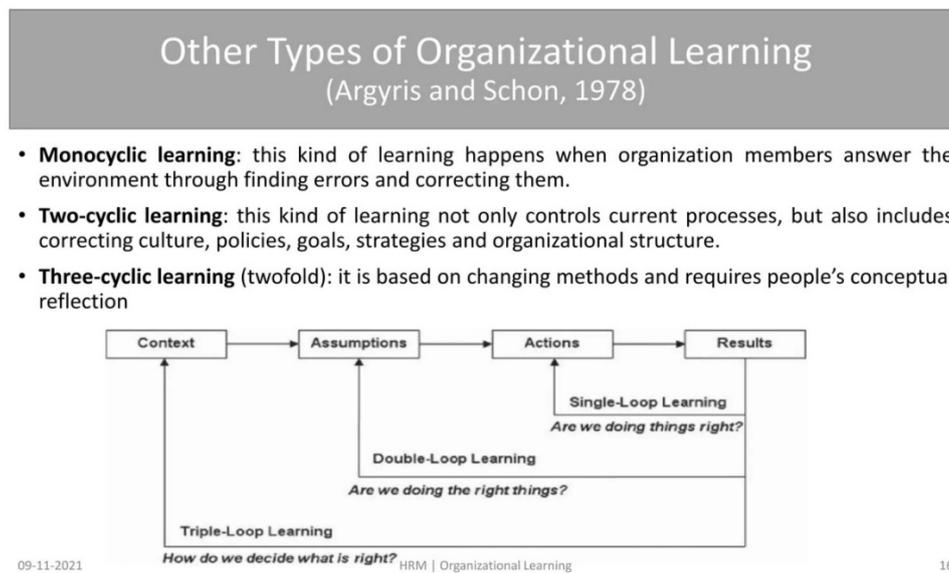


Figure 4. Organizational Learning Theory

The main reason for organizational learning is to adapt to an ever-changing business environment. Organizations want to meet customer needs, but trends and changing technologies influence its ability to keep up. Learning refers to acquiring new knowledge and using it to improve performance. It happens both on an individual, group, and organizational level throughout any successful company. By implementing organizational learning theory into your company, you will perform better, be more competitive, and be more agile.

c. Sustainable HRM

Sustainable HRM advocates for the integration of long-term sustainability goals into HR practices, including training. This approach involves business practices that prioritize employee well-being while contributing to the long-term sustainability of the organization. It also emphasizes environmental responsibility, social equity, and ethical governance, ensuring that companies remain resilient in today's rapidly evolving global landscape. By embedding sustainability into HR strategies, businesses can foster a

more engaged workforce while reducing their ecological footprint. Sustainable HR is the adoption of practices that enable companies to achieve economic, social, and ecological goals as part of a long-term strategy while controlling unintended side effects. The concept stems from environmental sustainability, the responsibility to conserve natural resources to support the health and well-being of the earth and its animal life forms now and into the future. Implementing Sustainable HR practices improves employee well-being, increases talent retention, and increases engagement and productivity. Furthermore, these initiatives help reduce a company's environmental impact, aligning with global efforts to combat climate change.

2.3. Dimensions of Employee Training & Development

Employee training and development can take many forms, including on-the-job training, classroom training, e-learning, coaching, mentoring, and job rotation (Daniëls, 2021). The effectiveness of these training methods may vary depending on the type of skills or knowledge being developed, the characteristics of the trainee, and the organizational context (Anwar, 2015). Training content is another important dimension of employee training and development. Training content can include technical knowledge and skills, such as computer programming or statistical analysis, as well as soft skills, such as communication, leadership, and teamwork (Ogohi, 2018). The content of training programs should be aligned with the organization's strategic goals and should address the specific needs and preferences of the trainees (Elnaga, 2013). Training delivery is also critical to the effectiveness of employee training and development. Effective training delivery should take into account the trainees' learning styles, preferences, and needs (Akinyele, 2007).

2.4. Factors Influencing the Effectiveness of Employee Training and Development

Several factors can influence the effectiveness of employee training and development. One of the most important factors is management support. Management support can enhance the trainees' motivation, increase their perception of the importance of training, and encourage the transfer of training to the job (Falola, 2014). Employee motivation is also critical to the effectiveness of employee training and development. Motivated employees are more likely to engage in the training process, apply the knowledge and skills learned in training to their job, and transfer the training to new situations (Longnecker, 2005).

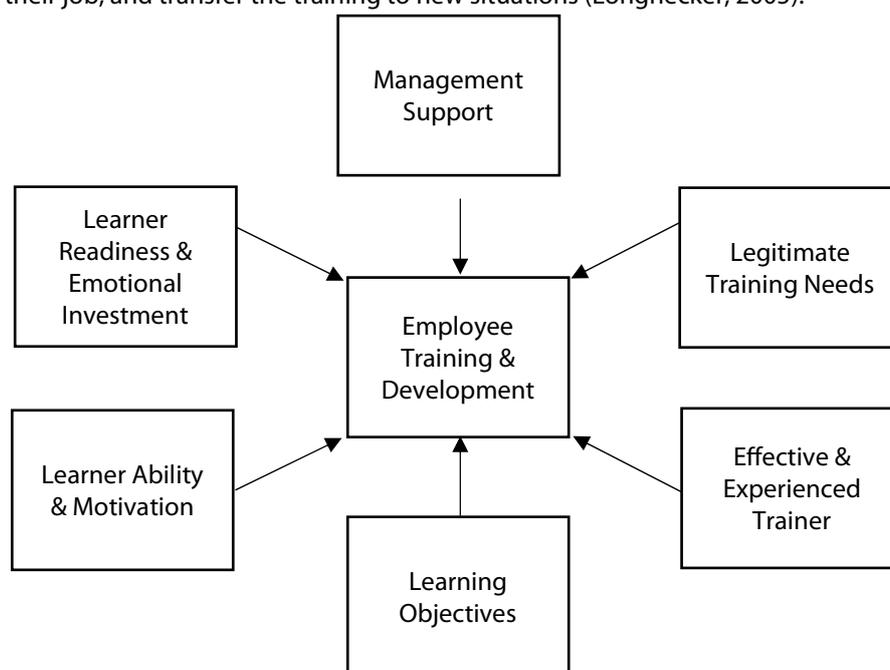


Figure 5. Factors Influencing the Effectiveness of Employee Training & Development

The following factors are influencing the effectiveness of any organization's employee training & development:

a. Management Support

One of the most important influential factors that affect job training is management support of training initiatives. It is critical that managers foster a climate conducive to learning, support the training initiatives, and encourage professional development. Without management support, there wouldn't be designated funds for training programs, and workers wouldn't feel comfortable using new knowledge and skills.

b. Legitimate Training Needs

The next factor that affects whether or not training is well-received and effectively transferred to the job depends on whether or not the training topic is a valid training need. The best way to validate a training need is to conduct a needs analysis. If a training topic is truly a training need, learners will be actively engaged and willing to learn the new topic and can readily apply it to the workplace.

c. Effective and Experienced Trainer

Whether coming from in-house or a consulting firm, a trainer must be able to communicate effectively, facilitate a conversation to ensure the needs and expectations of the learners are met, present material clearly and effectively, and make information interesting. An effective trainer also creates a safe and engaging learning environment, actively keeps learners involved, and can adjust appropriately when necessary.

d. Learning Objectives

Another factor that is critical to training success is a well-written learning objective. Learning objectives help the instructor guide discussions and help students understand what is expected of them. Students who understand what is expected are more involved and willing to invest energy in pursuit of a goal. To be effective, learning objectives must specify a behavior or performance that a learner should be able to complete at the end of training, a measurable criterion, and any conditions of performance.

e. Learner Ability and Motivation

To effectively transfer knowledge to the workplace, learners must have the ability and motivation to succeed. Learners need to have ample opportunities to use the training, and they need to perceive the benefit and validity of the training. Learners also need to feel that a change in behavior will lead to a valued outcome or job enrichment.

f. Learner Readiness and Emotional Investment

A learner must also be ready and willing to learn new information. A learner must identify the need to adapt one's behavior and be able to learn a new skill, and the learner needs to have an open mind to be receptive to a new way of thinking and performing. Adult learners are especially notorious for needing to know why they need to know something. Adults need to see the immediate benefit of applying the new skills, which increases emotional investment and level of engagement. Furthermore, adult learners need to retain an emotional connection to prior experiences that relate to new information.

III. Research Method

The approach used in this research is descriptive qualitative, where to analyze research -previous studies relevant to this study, which can be used for further research. Some of data used in this study were obtained from secondary sources like academic media, several blogs of businesses, books of concern subjects,

reputable journals, and academic platforms. A systematic literature review (SLR) is an independent academic method that aims to identify and evaluate all relevant literature on a topic in order to derive conclusions about the question under consideration. A systematic literature review (SLR) identifies, selects and critically appraises research in order to answer a clearly formulated question (Dewey, A. & Drahota, A. 2016). It is a comprehensive, transparent search conducted over multiple databases and grey literature that can be replicated and reproduced by other researchers. When conducting investigative analysis, it is essential to apply the literature review reliably in accord with methodological expectations.

IV. Result and Discussion

4.1. Digitalizing of Employee Training Program in Organization

In recent years, the workplace has seen a significant shift toward digital transformation, reshaping how businesses operate. However, such changes don't occur in isolation – organizations must ensure their employees can faultlessly adapt. This is why learning and development strategies must evolve in parallel, making employee training an integral part of the transformation process. To advance employee training, companies need to embrace contemporary learning solutions that are not only flexible and accessible but also more effective than traditional methods. Smart Training is a powerful online training management system built to streamline employee training by automating everything from course creation to planning, tracking, and managing training programs

The process through which Smart Training digitalizes employee training can be explained in the following six steps.

a. Step 1: Assess Training Needs

Before developing any training content, it is essential to identify the skills and competencies required within your workforce. With Smart Training, you can create content that aligns with your company's specific learning objectives and workforce needs to bridge training gaps.

b. Step 2: Develop & Customize Training Content

The next step is to create a comprehensive and curated training curriculum. The foundation of any effective employee training program is well-designed courses. Smart Training enables you to design and structure courses that meet the diverse needs of your employees. This customization ensures that each employee receives relevant, high-quality learning experiences that match their career path and responsibilities.

c. Step 3: Schedule & Execute Training Sessions

Once the curriculum is in place, planning the training schedule is key to ensuring that employees can participate without disrupting daily operations. Then, the execution of the training program takes place, where the actual learning happens. With Smart Training, management can assign course(s) or training programs, schedule, and deliver training sessions with minimal effort. Smart Training simplifies the process of managing training schedules and execution, ensuring that training is completed efficiently and on time.

d. Step 4: Evaluate & Improve Employee Learning

Successful training requires ongoing evaluation. Smart Training provides the tools to assess learning progress and ensure that employees are mastering the content. Use quizzes, tests, and interactive assignments to gauge employee understanding. Access each participant's progress in real-time throughout the program. Provide feedback and additional support where necessary to enhance learning outcomes.

e. Step 5: Ensure Ongoing Training Compliance

Training compliance is an ongoing requirement for many industries, and Smart Training makes it easy to track and maintain. Schedule refresher courses to keep employees up-to-date with industry standards, new technologies, or internal policies. Generate formal certifications or acknowledgments for employees who successfully complete their training.

f. Step 6: Track Training Performance

Once training is completed, it is important to track both individual and program-wide performance. Smart Training provides adequate tools to measure and improve training outcomes. Maintain a detailed Training Log, recording attendance, progress, and performance data for all participants.

4.2. The Ultimate Impact of Training on Employees

The training and development programs have a significant effect throughout the organization. Senior management are inspired with confidence in their team and can directly influence employee performance, and employees gain more skills and become more engaged, which leads to more efficient working and job retention, and the organization sees more monetary gains because of it.[53] Training and development programs also keep employees up to date on changes happening in their industry, and on matters such as safety, ethics, or quality standards and more others. Training has a transformative influence on employees, shaping not only their skills but also their attitudes, performance, and long-term commitment to an organization. So, from above discussion we find the ultimate impact of training on employees is multidimensional—enhancing skills, boosting motivation, and fostering loyalty while driving productivity and organizational excellence. Investing in training is not merely an HR initiative; it is a strategic imperative that empowers employees, strengthens culture, and ensures long-term success.

V. Conclusion

Training is a strategic enabler of sustainable workforce development. By investing in relevant and inclusive training programs, organizations can ensure their workforce remains capable, resilient, and aligned with both business objectives and global sustainability standards. As organizations face ongoing economic, environmental, and technological pressures, training remains an essential tool in building a sustainable future-ready workforce for the business organization. The findings of this above discussion have important suggestions for both research and practice. Organizations can use the insights from this review to design and implement effective employee training and development programs that bring into line with their strategic goals of the organization's business concerns. Along with this is also advise the employee participation in this training program shall ensure that it addresses the concern skills of departmental work. To accomplish the mission there should be asking the workers directly for their vital opinions and have to view them through one to one conversation, focus group or perhaps on survey. It builds human capital, supports adaptability, enhances well-being, and aligns employees with organizational sustainability goals. Workers who actively participate in training events will feel empowered and motivated, which will improve their retention and application of newly gained knowledge and skills.

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