

6.13 The Impact of Outward Bound Training on Employee Performance

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ABSTRACT

Outward bound training has become a popular topic in many HRD circles as a technique for developing employee morale, team spirit and communication skills which are vital for high performance.

The objective of this study was to identify the relationship between the effectiveness of outward bound training on employee performance. Hence, the independent variable was the effectiveness of the outward bound training programme while the dependent variable being subsequent employee performance.

The hypothesis was “Effective outward bound training programmes significantly improve employee performance at work place”. The effectiveness was measured in terms of employee attitudes, training need identification, proper selection of a training facilitator and the follow up process. Employee performance was measured in terms of their performance rating. The sample consisted of 20 banking executives representing four banks. Primary data were gathered by way of a questionnaire.

The co-relation co-efficient of 0.877 revealed that there’s a strong positive relationship between the two variables. Therefore, the hypothesis is justified. Discussions with the superiors revealed that outward bound training helped their employees in developing team spirit while tapping into their hidden capabilities.

However, it was also revealed that a proper follow up process is absent in most organizations. Further, a sound communication channel between the trainers and the participants too was absent in most instances.

However, it was proven beyond doubt that outward bound training programmes provide the competitive edge for business organizations as it creates value on people, which is the most treasured resource of all organizations.