

## **The Impact of Employee Development on Their Teaching and Learning Skills: Evidence from the Universities & Institutes of Sindh**

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### **Abstract**

**Purpose-** The current research was examining to investigate the impact of the employee development on the teaching and the learning skills of the university teachers and how effects the employee development factors on the teacher's productivity and their ability, skills and functionality in term of delivered the lectures and to increase the satisfaction level of the students in term of knowledge

**Design/methodology/approach-** Through the administrative questionnaire to collect the data from the respondent of the different universities in the city of Karachi and data analysis through the Smart Partial Least Square, 4.0. through the method of the quantitative research approach, with non-probability purposive sampling technique. Thus, the current research study was examining the impact of the employee development on the teaching methodologies and the teaching skills, to enhance the student's productivity.

**Findings-** The results indicate that the factors of the employee development significantly impact on their teaching and the learning skills in the sector of the educational. The managerial implications of the current research study significance importance to development of the strategic development programs to enhance the productivity of the employee and their teaching and the learning skills.

**Research limitations/implications-** The current research study was examining and identifying the research gap with the employee development on the impact on their teaching and the learning skill.

**Originality/value-**Thus, managerial implications of the current research study significance importance to development of the strategic development programs to enhance the productivity of the employee and their teaching and the learning skills

**Keywords:** Teaching Methodologies Enhancement, Learning Outcomes Improvement, Employee Development Interventions, Employee Training and Development, Employee Welfare Benefits, Employee Potential for career growth, Teaching and Learning Skill

## **1. Background of the Study**

The prior research study explained that the teaching training and the development programs has the strategic importance and increase teaching and the learning skills. The employee development programs have the significance impact on the teaching and the learning skills. Because the functionality of the teachers always the creates the productivity and leaning process and important factors in the development of the employee skills and the ability. The study suggested that the training of the employee associated with the competitive business environments and has the strong factor to change the employee the attitudes and creates the motivations and developed the satisfaction in the career growth (Devi et al., 2023). The prior research study explained that the factor of the productivity in term of employee attitude has the positively associated with the organization's goals and the objectives of the organizations with learning skills (Irene, 2021). In the educational sector, the teacher has greater importance and has perform the different important functions, such as the research works, developed curriculums, lectures, and analysis the teaching methodology (Li, Wang, & Li, 2023). Because the training is the essential part and development element in the educational systems, and now Pakistan, every institute considered important factor to enhance teaching methodology and as well research studies (Lapuzina, 2022). Thus, through the employee development programs, such as training sessions, guest speaker session, seminars and research conference create more confident and more motivations in the teachers and to increase knowledge, so that the development programs positive impact on the performance of the teaching methodology and the teaching skills (Mendes Junior, 2023). In the prior research study, explain the meaning of the training, the training is defined as the practice sessions in any organizations and in the teachers of the university, teachers of the schools, relate to the process of the tasks, to gain competitive edge, and these practices sessions, and training programs changed the behavior of the individuals, and also in the methods of the teachings (Riabinina et al., 2023). The prior research study explained that most of the trainers in the training sessions, focuses on the student learnings improving and as well as the teaching. Through the employee development programs, which is related to the teaching methodology, teaching skills, for the improvement of the student's capability and thus teaching has greater impact on the performance of the teachers (Cummings, & Sheeran, 2019). The prior research study suggested that, the training and development programs such as in the field of human resource management associated with the organizational objective and goals, and the objective of these programs' significance importance on the productivity of the teachers and their teaching skills, and knowledge (Bhuiyan, 2017). Therefore, the employee development programs, training sessions, conferences, research seminars have the significance importance for the purpose of employee productivity and are important for the experience's individuals. Thus, the employee development programs, the factors such as personal development, teaching skills, efficiency, knowledge positively associated with employee productivity (Devi et al., 2023). The prior research study was explained, the most of the research study just investigates the significance effectiveness of the training in the education sector and teaching methodologies whereas the current research study was examines the employee development interventions, teaching methodologies enhancement, learning outcomes improvement, employee training and

development, employee welfare benefits, employee potential for career growth to examines the productivity on the teaching and the learnings skill, in the universities, institutes and schools (Siregar & Hendarman, 2023).

### **1.1 Importance & Need of the Study**

This study holds significance in uncovering the specific needs and challenges encountered by university employees in Sindh. Understanding how tailored employee development influences teaching and learning outcomes in this context is crucial for improving educational practices and fostering a more conducive learning environment in the region.

### **1.2 Problem Statement of the Study**

The problem statement for this research revolves around the lack of comprehensive understanding regarding the impact of tailored employee development on teaching methodologies and learning outcomes among university employees in Sindh. This study aims to address this gap by investigating the specific challenges and opportunities within the region's educational landscape. In the educational institutions, the functionality of the employee development has significance importance, and also significance productivity for the purpose of teaching methodology and the teaching skills, thus, the research gap of the current research was to better understanding of the teaching knowledge and teaching skills in the institutions and the universities.

### **1.3 The Novelty of the Research Study**

The current research study has the significance originality, because of the reperch study results is specific to the country of the Pakistan, whenever the most of the research study based on the developed countries. Furthermore, the current research study was examined on the factors of the employee development impact on the teaching methodology and the soft skill and to increase productivity and more learning and expertise in the teaching and better shared delivered knowledgeable lectures.

### **1.4 Significance of the Research Study**

The development of program regarding the teacher skills, learning process, and productivity has the significance and the positively effects on the performance of the teachers and better way to delivered lectures, knowledge to students. Thus, the significance of the current research study and the results indicates, the importance in the community of the academic and further improve and analysis the teacher's development programs and impact on the teaching methodology and the teaching skills. Therefore, the scholars and researchers have the interested in the research study regarding the employee development programs for the teacher's productivity, has the significance importance. Thus, the current research study was also the importance for the management of the privates' universities and the government universities to improve the employee development programs for the purpose of enhancing the teaching skills and knowledge, learning skills and better policies and implementations

### **1.5 Objective of the Research Study**

The current research study, objectives of the, impact of the employee development on their teaching and the learning skills. Here, some importance objective so the current research study are as follows.

To examines the employee development on the teaching and the learning skills

To comparisons the current teaching skills and the teaching methodologies.

To analysis the training factors of the employee developments programs impact on the teaching learning skills.

To investigates the significance and the effectiveness of the employee development and different learnings programs.

### **1.6 Research Study Questions**

How does personalized employee development impact the refinement of teaching methodologies among university staff in Sindh?

What are the key challenges faced by university employees in Sindh in adapting to remote teaching modalities within their professional development?

How do educational leadership practices influence the implementation of effective professional development initiatives in Sindh's universities?

What are the intersections between employee well-being and professional growth among university staff in Sindh's educational context?

What specific strategies within employee development programs contribute significantly to improving learning outcomes among diverse student populations in Sindh's universities?

The current research study focuses on the teaching and learning skills, with the different factors of the employee development programs, such as the factors of the employee development programs impact on the teaching methodologies and the teaching learning skills associated with the different exogenous factors the teaching methodologies enhancement, learning outcomes improvement, employee training and development, employee welfare benefits, employee potential for career growth bot the better teaching learning skills and the developed teaching methodologies in the educational institutes. Thus, the current research study has the significance and comprehensive teaching methodologies associated with the teaching methods and the teaching learning skills and learning outcomes among university employees in Sindh. In the educational institutions, the functionality of the employee development has significance importance, and also significance productivity for the purpose of teaching methodology and the teaching skills, thus, the research

gap of the current research was to better understanding of the teaching knowledge and teaching skills in the institutions and the universities.

## **2. Literature Review**

The literature reviews include the different factors of the employee development programs to enhance the employee teaching and the learnings skill (Devi & Indoria, 2023). The current research study was examining the systematic review the benefits of factors to enhanced the learning outcomes improvement in teachings and learning skills through the innovative ways, includes the mobile technologies in the universities, schools and institutes.

The prior research study explained that the technology of the advancement significantly associated in the past historically, and also in the modern society, in educational systems to enhanced the good delivered knowledge and teaching methods (Siekmann, & Parker Webster, 2023). To enhanced the modern technologies, the teaching methodologies, through the audios, videos recording, motion pictures, television, the networks of social media, are the used in teaching methodologies to enhanced the teaching and learning skills and significance impact on the teaching learning skills and productivity (Eldarni, 2017)

### **2.1. Teaching Skills and Employee Development**

In the prior research study suggested that the programs of the employee development, such as the session of the discussions, conference sessions, sessions of the trainings, educational workshops, knowledge seminar, expert's educationist sessions, increased and developed the learning skills and knowledge to increase employee productivity (Devi et al., 2023)

### **2.2. Enhancement of Learning Skills**

Through the programs of the development, such as the enhanced the learning skills, the educationist continues engaged the learning process, thus the university students increase the learning skills, and increase the knowledge, through the teaching methodology and interactive sessions during the semester (Likitrattanaporn, 2017)

### **2.3. Teaching Methodologies Enhancement**

In the competitive environments and the era of globalization, every institute of the education has greater analysis, and identifying the factors of the teaching methodologies enhancement, such as the new innovations, internet, which is associated with the high-quality educations, to increase learning skills, good working environments, smart works, better communications with employees, and staffs, and as well as also the students. These factors have been changed the society attitudes and developed more productivity and positive impact on the teaching and the learning skill and

audio and video lectures significantly and the positively impact on the teaching and the learning skills and improve knowledge (Zou, & Zou, 2023). The prior research study explained that the technology of the advancement significantly associated in the past historically, and also in the modern society, in educational systems to enhanced the good delivered knowledge and teaching methods (Siekmann, & Parker Webster, 2023). To enhanced the modern technologies, the teaching methodologies, through the audios, videos recording, motion pictures, television, the networks of social media, are the used in teaching methodologies to enhanced the teaching and learning skills and significance impact on the teaching learning skills and productivity (Eldarni, 2017). Because of the factor of quality in the industry of educations have key importance and the current research study examines the factors which enhanced the learnings skill and the teaching methodologies. Thus, educators always try to used different methodologies, in the delivered lectures, to provides the good quality of educations and learning environments at each level and each discipline. Now the generations are utilizing the tools of the modern technologies, innovative methods, learnings environment most probably includes in the teaching methods to extended the knowledge skills, the delivered information in order to effectively and efficiency (Nkundabakura et al., 2023). To gain maximum and the better learning skills with the help of the watching the teaching material in form of recording videos, and significantly developed the interactively with audiences, to includes in the teaching methodologies to delivered knowledge, providing more values to audience, because the preferences of the learners has the differentiate from the old generations, thus these factors positively associated with education curriculums and educations techniques and tool to be designed to enhanced teaching and learnings skills (Pandita, & Kumar, 2022)

#### **2.4. Learning Outcomes Improvement**

In the higher education, the teaching methods has been changed due to the information technology, and now the changed the old methods of teaching, and value-added tools to enhanced the knowledge. The current research study was examining the systematic review the benefits of factors to enhanced the learning outcomes improvement in teachings and learning skills through the innovative ways, includes the mobile technologies in the universities, schools and institutes. With the help of the database of Web of science, Scopus, the research articles of the quantity 16, based on the learning outcomes to use the mobile learnings and focus on the factors of the technologies, mobile applications, for improving and learning process (Jurayev, 2023)

#### **2.5. Employee Development Interventions**

The prior research study suggested that the employee development has not only associated with the competitive business environments, but the factor of employee development interventions integrated with employee behavior and the employee attitudes, because creates the significance motivation in the employee productivity and creates the satisfaction level in the mind of the employee (Dominic, 2023). The employee development intervention and job satisfaction have the

greater integrated with the employee development and to increase employee motivations, employee performance and teaching methods and the learning skill, training skills (Tantyyana Pardosi et al., 2021). The current research study was analysis the impact of the employee development programs, the significant factor of employee development interventions to increase the employee satisfaction level, in terms of teaching methos and the teaching learning skills.

## **2.6. Employee Training**

Now the world globalization has been rapidly changed and due to this change the business becomes more competitive and further required to developed more employee training to increase employee productivity and the employee learning skills. Thus, now the objective of the any organization, universities, educational institutes, significance focuses on the employee training, the continues learning processes, methods, techniques will positively impact the employee productivity and the employee learning skills (Tantyyana Pardosi et al., 2021). The goal of the educational institutes to increase employee productivity, employee learning skills for the purpose of significance performance and associated with the organizations objectives to attained these objectives.

## **2.7. Satisfaction with training session**

Sometime organization not communicate in better way regarding training session to employee, thus the management must share the benefits of the training sessions and learning skills, the training session has the significance importance on the employee teaching and the learning skill. Thus, the educational institutes organized many training sessions, and seminar, conferences to enhance the employee productivity and the employee performance (Zhang et al., 2023)

## **2.8. Satisfaction with trainer**

During the training session, the trainer who shared knowledge and trained the peoples, thus the trainer has the central role for the employee training session satisfaction and achieved good training, efficiency productivity. The management invested huge budget on the training session, to increase employee efficiency and productivity in learning ability and delivered good performance. The trainer has the significance role to creates the positive image, greater learning skills, developed good communication skills, build learning to works (Rifaldillah, & Adriansyah, 2023)

## **2.9. Employee Training and Development**



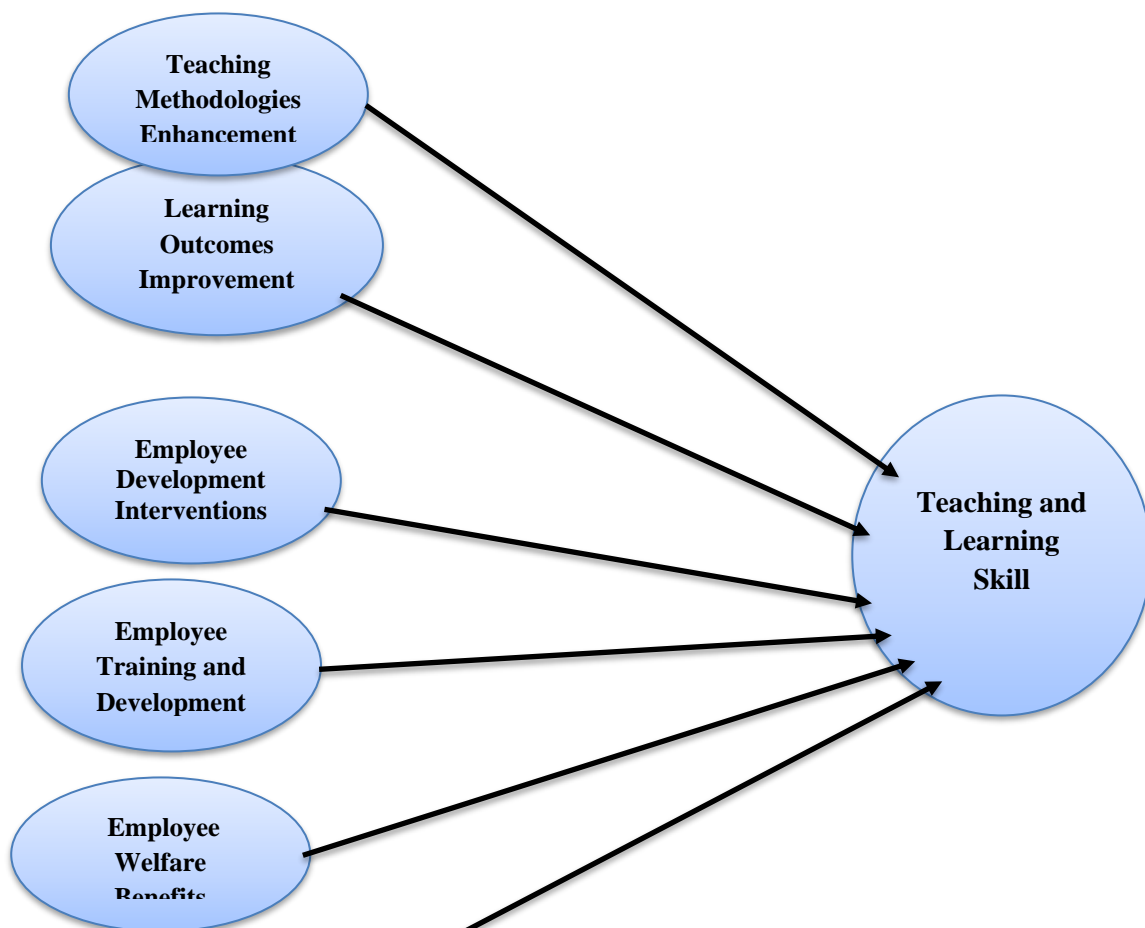
In the prior research study was suggested that, the employee training and development programs have the significance important in the employee learning and employee performance because the training is the approach, which is any organization or any educational institutes gives the better training to employee for the purpose of high quality of development (Saengchai, Siriattakul, & Jernsittiparsert, 2019). Thus, the different series of training programs which educational institutional organized which is extended to increase employee learning knowledge and also these individuals' importance for the organizations and as well as the society to delivered good performance, these all activities and development programs enhance the learning growths, productivity, capabilities, performance, knowledge and learnings qualities (Theobald, 2021)

### 3. Theoretical Model and Hypothesis Development

The current research study was based the theory of the human resource management as proposed by DeCenzo and Robbins and Owens (1987). The main objective of the theory was to explained the concept of the better management development programs, employee development activities to increase better teachers' skill and knowledge enhanced. Thus, the main concept of the theory based on the proper training, motivations, employee development.

**Figure: 2.1**

**Conceptual Research Model, The Impact of Employee Development on their Teaching and Learning Skills**



### **3.1. Research Hypotheses**

**H1:** Teaching Methodologies Enhancement positively associated with Teaching and Learning Skill

**H2:** Learning Outcomes Improvement positively associated with Teaching and Learning Skill

**H3:** Employee Development Interventions positively associated with Teaching and Learning Skill

**H4:** Employee Welfare Benefits positively associated with Teaching and Learning Skill

**H5:** Employee Training and Development positively associated with Teaching and Learning Skill

**H6:** Employee Potential for career growth positively associated with Teaching and Learning Skill

The current research study focuses on the teaching and learning skills, with the different factors of the employee development programs, such as the factors of the employee development programs impact on the teaching methodologies and the teaching learning skills associated with the different exogenous factors the teaching methodologies enhancement, learning outcomes improvement, employee training and development, employee welfare benefits, employee potential for career growth bot the better teaching learning skills and the developed teaching methodologies in the educational institutes. Thus, the current research study has the significance and comprehensive teaching methodologies associated with the teaching methods and the teaching learning skills and learning outcomes among university employees in Sindh.

### **3.2. Research Design**

The research design is the way of process, or the method of the framework of the methods of the research and the research techniques, the research scholars, investigates the research study. Thus, the research design givens the significance importance and gives the paths, and allows researchers to select the better research methods for the research studies. The current research study was used the causal research methods to analysis the causal relationship of the independent and the dependent variables of the research study.

In alignment with the literature's focus on employee development's influence on teaching and learning skills, this study adopts a mixed-methods approach. It integrates both quantitative and qualitative methods to provide a comprehensive understanding. The prior research study was suggested that survey research helps collect information from a large sample of the population and is best suited for gathering demographic information that describes the composition of the sample and relatively easy in generalizing the results. The choice of this design will be dependent on the

nature of the study. Quantitative data will focus on the impact of tailored development programs on teaching methodologies, while qualitative insights will delve into teachers' experiences within these programs, aligning with combined research strategies.

### **3.3. Research Approach**

The current research study was based on the quantitative research approach and data collected through the administrative developed questionnaire, and the respondent of the research study are the universities of the teachers in the city of Karachi. The data collected from the different universities physically visits and divided the two main strata such as government and the private universities. Through the approach of the quantitative to examines the data, collected data in numerical form, then data processed and examines to convert scientific information, these information in the form of numbers (Purwanto et al., 2021).

### **3.4. Data Collections and Sampling Techniques**

The data collection, the current research study was based on the physically questionnaire shared the teachers in the different institutes, schools, universities in the province of the Sindh, using the snowball sampling technique, which is non-probability sampling technique, also referred to as the chain-referral methods, in which the respondent of the research study, provides the referrals to the researchers. The data collection, the current research study, the sample size was collected, 350 to analysis the research study, and to find the results of the study.

### **3.5. Reliability and the Validity Test**

For the purpose of the internal consistency, accuracy the research model measured with the help of the test of the reliability using the SmartPLS4.0, based on the two methods of the instrument model test, said to be Cronbach's Alpha and the composite reliability, with the thumb rule to be measured of the reliability, the results of the composite reliability said to be valid, the results indicate greater than 0.7 (Purwanto et al., 2021). The validity of the constructs of the items referred to as the accuracy, , seeing the convergent validity test, through the values or results of the Average Variance Extracted, which is greater than 0.5.

### **3.6. The Structural Model Test**

The current research study was examined the hypothesis relationship of the variables, between the independent variables and the dependent variable, to examines the significance values of the research study using the SmartPLS4.4 version, analysis the relationships between the variables, through the path coefficient table, in which the values greater than 1.96 and, or the probability values less than 0.05 (Latan et al., 2017).

### **3.7. Ethical consideration**

The ethics is the significance importance in the life of the human and also impact on the welfare of the human. Because ethics consists of the what is the right and the what is the wrong and impact on the consumer behavior. The prior research study suggested that the scholars and the researchers have the strong responsibility to be considered the factors, which are not harmful for human and during research these factors should be low or minimum. Thus, during research study, and data collection process, author not forces to respondent to fills the form, just request to fill the forms. The author knows the importance of the respondent respects, and their activities in the business, in the duties, and in the society. Thus, during the data collection, first asked him to fill the forms, and then give him some time, when he understands the complete form and fill the form, then return me.

#### 4. Results and Analysis

##### 4.1. Analysis of the Construct Reliability and Validity

Constr ucts	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability	Average variance extracted (AVE)
EDI	0.778	0.776	0.849	0.531
EWB	0.858	0.861	0.898	0.639
LOI	0.884	0.887	0.915	0.684
PCG	0.781	0.787	0.860	0.609
TLS	0.919	0.920	0.937	0.714
TME	0.910	0.913	0.931	0.695

The prior research study was suggested that, the internal consistency of the items of the constructs, is referred to the reliability, and measured the indicators of the constructs, and through the concept of the reliability analysis, measured the stability and the internal consistency (Hair et al., 2019). Thus, the current research study focused on the values of the composite reliability, and the constructs of the reliability, if the results of the composite reliability more than 0.7, and the Cronbach alpha values greater than 0.7, which represents good level of the constructs of the reliability (Purwanto et al., 2021)

##### 4.2. Discriminant validity

Constructs	EDI	EWB	LOI	PCG	TLS	TME
<b>EDI</b>	<b>0.729</b>					
<b>EWB</b>	0.415	<b>0.799</b>				
<b>LOI</b>	0.581	0.336	<b>0.827</b>			
<b>PCG</b>	0.479	0.710	0.344	<b>0.780</b>		

<b>TLS</b>	0.523	0.683	0.380	0.846	<b>0.844</b>	
<b>TME</b>	0.655	0.446	0.493	0.488	0.540	<b>0.833</b>

Through the results of the research study, the method of the Fornell-Larcker criterion, is considered the important and the popular methods to explain the discriminant validity in the research study, which is measured the validity of the constructs, and check the discriminant validity of the outer model or measurement model. Thus, based on the Fornell-Larcker criterion, the results of the average variance extracted, the square root of the constructs more than correlation between the construct. The bold values of the square root of the average variance extracted, represents in the form of diagonals, thus, the discriminant validity exist, established discriminant validity.

#### 4.3. Analysis the R-square Table

<b>Construct</b>	<b>R-square</b>	<b>R-square adjusted</b>
<b>TLS</b>	0.749	0.746

Through the result of the table of R-Square, the values of R-Square=0.749, which is explained that 74% variation in the dependent variable of Teaching Learning Skills, due to the independent variables of employee development, such as the independent variables are, Teaching Methodologies Enhancement, Learning Outcomes Improvement, Employee Development Interventions, Employee Training and Development, Employee Welfare Benefits, Employee Potential for career growth, thus these are important factors, which is impact on the teaching and learning skill, thus more focus on these factors and increase more productivity and the more teaching, learning skill, in the sector of the educational.

#### 4.4. Path coefficients Analysis:

<b>Hypothesis</b>	<b>Relationship</b>	<b>P-values</b>	<b>Conclusions</b>
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<b>H1:</b> Teaching Methodologies Enhancement positively associated with Teaching and learning Skill	TME -> TLS	0.000	Support
<b>H2:</b> Learning Outcomes Improvement positively associated with Teaching and Learning Skill	LOI -> TLS	0.000	Support
<b>H3:</b> Employee Development Interventions positively associated with Teaching and Learning Skill	EDI -> TLS	0.000	Support
<b>H4:</b> Employee Welfare Benefits positively associated with Teaching and Learning Skill	EWB -> TLS	0.012	Support
<b>H5:</b> Employee Training and Development positively associated with Teaching and Learning Skill	ETD -> TLS	0.000	Support
<b>H6:</b> Employee Potential for career growth positively associated with Teaching and Learning Skill	PCG -> TLS	0.000	Support

#### 4.5. Interpretation of the Path Coefficient table analysis:

The hypothesis, **H1:** Teaching Methodologies Enhancement positively associated with Teaching and learning Skill, is accepted due the probability value=0.000, which is less than 0.05, this means that there is significance relationship between the teaching methodologies enhancement and the teaching and learning skill, in the educations, any sector of the industry, but the research study was examines the employee development factors effects on the teaching and learning skills

Through the results, indicates that the hypothesis, **H2:** Learning Outcomes Improvement positively associated with Teaching and Learning Skill, will be supported, because of the probability value=0.000, which is less than 0,05, thus, concludes that the independent variable of learning outcomes improvement positively associated with the teaching and the learning skills,

thus, in the educational institutes the factor of learning outcomes improvement most important for the enhancement of the teaching and learning skills.

Based on the results indicates that the hypothesis, **H3:** Employee Development Interventions positively associated with Teaching and Learning Skill, is accepted, due to the probability value=0.000, which is less than 0.05, thus concluded, the hypothesis, the employee development interventions positively and the significantly impact on the teaching and learning skill, thus in the educational sector the employee development interventions important factor to increase teaching and learning skills.

for the hypothesis decision, the results of the probability value=0.012, which is less than 0.05, thus base on these results indicates that the hypothesis, **H4:** Employee Welfare Benefits positively associated with Teaching and Learning Skill has significantly and positively impact on the teaching and the learning skill, thus the educational sector always considered important factors to increase employee, teachers, enhanced the teaching and the learning skills.

as the results indicates that the P-value=0.000, which is below than 0.05, which is explain that the hypothesis is supported, thus the hypothesis **H5:** Employee Training and Development positively associated with Teaching and Learning Skill, thus, concludes that employee training and development has the significantly and positively impact on the teaching and the learning skill, thus employee training and development is important factors of the employee development and for the purpose of the increase or enhanced the employee productivity, and teaching and learning skill.

Through the results of the probability value=0.000, showing that less than 0.05, which is explained that the hypothesis, **H6:** Employee Potential for career growth positively associated with Teaching and Learning Skill is supported, and concludes that the employee potential for career growth has the statistically, significantly positively impact on the teaching and the learning skill.

## **5. Discussion and Conclusion**

The employee development examines the teaching and learning skill, and the factors of the employee development, the factors such as, teaching methodologies enhancement, learning outcomes improvement, employee development interventions, employee training and development, employee welfare benefits, employee potential for career growth, to enhanced the teaching and the learning skill, in the sector of the educational institutes, thus the results of the current research study, indicates that The hypothesis, **H1:** Teaching Methodologies Enhancement positively associated with Teaching and learning Skill, is accepted due the probability value=0.000, which is less than 0.05, this means that there is significance relationship between the teaching methodologies enhancement and the teaching and learning skill, in the educations, any sector of the industry, but the research study was examines the employee development factors effects on the teaching and learning skills, Through the results, indicates that the hypothesis, **H2:** Learning Outcomes Improvement positively associated with Teaching and Learning Skill, will be supported, because of the probability value=0.000, which is less than 0,05, thus, concludes that the

independent variable of learning outcomes improvement positively associated with the teaching and the learning skills, thus, in the educational institutes the factor of learning outcomes improvement most important for the enhancement of the teaching and learning skills. Based on the results indicates that the hypothesis, **H3:** Employee Development Interventions positively associated with Teaching and Learning Skill, is accepted, due to the probability value=0.000, which is less than 0.05, thus concluded, the hypothesis, the employee development interventions positively and the significantly impact on the teaching and learning skill, thus in the educational sector the employee development interventions important factor to increase teaching and learning skills, for the hypothesis decision, the results of the probability value=0.012, which is less than 0.05, thus base on these results indicates that the hypothesis, **H4:** Employee Welfare Benefits positively associated with Teaching and Learning Skill has significantly and positively impact on the teaching and the learning skill, thus the educational sector always considered important factors to increase employee, teachers, enhanced the teaching and the learning skills.

as the results indicates that the P-value=0.000, which is below than 0.05, which is explain that the hypothesis is supported, thus the hypothesis **H5:** Employee Training and Development positively associated with Teaching and Learning Skill, thus, concludes that employee training and development has the significantly and positively impact on the teaching and the learning skill, thus employee training and development is important factors of the employee development and for the purpose of the increase or enhanced the employee productivity, and teaching and learning skill. Through the results of the probability value=0.000, showing that less than 0.05, which is explained that the hypothesis, **H6:** Employee Potential for career growth positively associated with Teaching and Learning Skill is supported, and concludes that the employee potential for career growth has the statistically, significantly positively impact on the teaching and the learning skill. Thus, through these factors play the significantly and the positively impact on the employee productivity, and their interpersonal communications, technical skills, increase efficiency in the teaching and the learning skills, creates team working abilities, more work motivations, increasing interpersonal communications, in their teaching and the learning skills.

## **5.1. Conclusion**

Through the results of the research study, indicates that the factors of the employee development significantly and the positively impact on their teaching and the learning skills, thus concludes this productivity also impact on the organization, and educational institutes. Thus, those educational institutes considered these factors in the development of the employee, and greater investment in the employee development, and in the era of the information technology, to adapt the fastest changes in the teaching, and methodologies, then the employee development programs greater impact on the employee and teaching and learning skills.

## **5.2. Practical Implications**



The results of the current research study have significance importance for the better of employee development, employee awareness, productivity of the employee, the managers of the human resource management, developed strategies for employees and human resource professionals and also the experts of the educationist and experts of the industrial and the representative of the government to redesign and more better planning for better employee development and increase productivity.

### **5.3. Limitations and Future Research**

The current research study, has the some limitations, because the current research study has the geographical boundary, the research study focus just the province of Sindh, whereas the others province should be includes, another, the current research study base on the quantitative research study, the future research study also includes the mixed, qualitative and the quantitative research based, more factors of the employee development, regarding the productivity of the teaching methodologies and the learning skills.

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