

## A STUDY ON TRAINING AND DEVELOPMENT PRACTICES AT HEROMOTOR CORPOATION

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### ABSTRACT

In this serious world, preparing assumes a significant part in the organization's skill and boost design. with information, values, perspectives and ways of behaving notwithstanding unambiguous abilities. In this way, improvement should be visible as a constant cycle where preparing has explicit regions and objectives. The objective of this preparing is to improve the abilities, ways of behaving and mastery of representatives by welcoming them to learn new work methods. Accordingly, every association should concentrate on the job, significance and advantages of preparing and its positive effect on improvement for the development of the association. Nature of work life is a cycle by which an association perceives its liability regarding the greatness of its presentation as well as the abilities of its representatives. Preparing includes valuable advancement in such authoritative thought processes in ideal improvement of representatives' functioning life quality. Accordingly, worker preparing and improvement programs are significant angles to study and zero in on. This report accentuates the significance of preparing and advancement and its relationship to representatives' nature of working life.

Key words: *Training, development, performance of employees, industrial productivity.*

### 1.0 INTRODUCTION

Planning and improvement have arisen as a significant educational system throughout the course of recent years in India, it has been generally perceived as a major commitment to the further improvement of managerial practice and hierarchical maintainability. Every affiliation should have individuals who are good to go and experienced to do the activities to be finished. In situations where the ongoing occupant of the working environment can meet this prerequisite, preparing isn't significant. Be that as it may, when this isn't true, raising the degree of skill and increment the adaptability and flexibility of workers is significant. Unfortunate work execution or diminished efficiency or changes because of occupation update or innovative leap forwards require a preparation and improvement exertion of some sort. Preparing advancement and training are three terms that are utilized often. It is the utilization of data. It furnishes people with consciousness of rules and techniques to direct their way of behaving. Authorities, supporters, and heads who have higher commitments have key responsibilities to act in arrangement. Prepare to assist them with really finishing these missions.

### PROBLEM STATEMENT

Board advancement is geared towards employee planning for future positions in the organization. Acquire the necessary skills and information to perform various tasks and abilities relevant to their future work. The main point of this study was to understand and become familiar with the effects of preparation and development programs on HERO MOTORS workers. The exam is then passed to measure preparation and advancement to leadership and non-leadership staff at HEROMOTORS.

### NEED OF THE STUDY

- The reason for the study is to familiarize yourself with the practical relevance of the hypothetical information obtained about the process of formation and development.
- To get knowledge about the training and development process at Hero Moto Corp Ltd.

- (Formerly Hero Honda Motors Ltd.) (Phoenix Motors Pvt.Ltd.)
- Know the effectiveness of technology Soft The training and development processing
- Legend MotoCorp Ltd. (Formerly Hero Honda MotorsLtd.) (Phoenix Motors Pvt. Ltd).

### **SCOPE OF THE STUDY**

This study covers all aspects of training and Development programs in Hero. Moto Corp Ltd. (PhoenixMotorsPvt.Ltd). This study covers the New Entrant Manager response towards the training programs in the organization.

### **Objectives of the study**

- To study in general about HERO MOTOCORP training and development.
- To study employee perception towards the training and development programs in heromoto corp.
- Analyze and examine the effectiveness of training and development programs.
- To offer valuable Recommendations about training and development in hero moto corp.

### **HYPOTHESES FOR THE STUDY**

H0: There is no significance relationship between employees training and development.

H1: There is a significance Relationship between employees training and development.

### **METHODOLOGY**

Essential information was collected using surveys, each consisting of fourteen surveys, each consisting of a nomination question. Important information is dissected using a test process, in which unit testing is performed by the leaders and bosses of the Hero Motor company. Example scale includes 100 respondents working at Hero Pvt Ltd. The chi-squared actual device is used to reflect the perceived information and the expected data from the statistical analysis.

The Percentage of respondents =  $\frac{\text{No of respondents} \times 100}{\text{Total respondents}}$ .

Research methodology was carried out in this project with a sample size of 100, primary data collection method was used and analysis was performed using chi-squared distribution.

### **LIMITATIONS OF THE STUDY**

- Due to time constraints the study was limited only for 45 days.
- The validness of data provided by the New Entrant Manager cannot be assured. Analysis of the data has been done based on the assumptions that the information provided by the respondents is authentic.
- The example size is little when contrasted with absolute universe, Hence the ability of study to the whole universe is limitation

## **2.0 REVIEW OF LITERATURE**

The purpose of the review is to provide context to justify the research being performed. It should be emphasized that this chapter is so important that its omission represents an avoidance or lack of an important component of research. This section provides a brief overview of the training and development conceptualizations undertaken by various researchers and professionals. Chase and Baruch (2019) have shown that some associations devote a great deal of time and effort to developing preparatory programs aimed at improving the so-called soft skills of management. However, assessing the effectiveness of such initiatives is rare.

A report, in a major business school, aimed to assess the impact of preparing relations skills on top managers. The results show a significant effect on some but not all of the skills and abilities being studied.

AL-Athari and Zairi (2018) analyzed the ongoing readiness assessment action and the challenges faced by Kuwaiti associations. The assessment shows that most respondents, in both the public and private sectors, sometimes simply rate their program readiness. The most common assessment tools and techniques used by governments and the private sector are questionnaires.

Chih, Li and Lee (2018) in their work titled - Training program depends on the following parameters for prosperity (i) saw the advantage of tilt program (ii) father provide educators with (iii) satisfying learning conditions (iv) wanting to learn: how much do students really need to learn and do well?

Giangreco, Sebastiano and Peccei (2017) in their work titled- Important determinants of overall satisfaction with preparation (OST) considered as Preparation Effectiveness (PTE) and The usefulness of preparation (PUT).

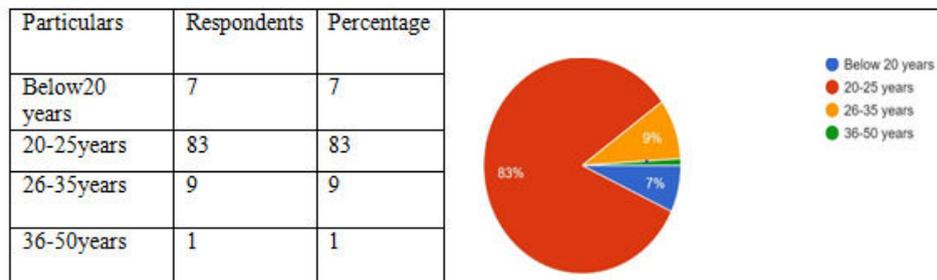
Bates and Davis (2016) in their work titled - The usefulness of curriculum development can only be imagined when learners are able to repeat the hypothetical angles learned while preparing the curriculum in real working environment. They demonstrate the use of simulations, cases, interests, interval exercises, and a computer to determine how to initiate a set of current and important real-world information and situations.

Kalaiselvan and Naachimuthu (2016) in their work titled - Training costs and business benefits plotted separately on X and Y Centers. Four quadrants have been recognized for presentation (i) key (lower training costs and higher business benefits), (ii) recoverability (higher preparation costs and higher business benefits) (iii) reflection (lower preparation costs) and higher business benefits) lower commercial costs) (iv) higher preparation costs and higher commercial benefits).

KarthikR (2015) in their book titled-Training Goals tells the trainee what to expect from him at the end of the training program.

**3.0 RESULTANALYSIS**

**1.AGE**



**Chi square correlation:**

Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
7	20	-13	8.45
83	20	63	198.45
9	20	-11	6.05
1	20	-19	18.05
Total=100			231
x <sup>2</sup> calcs value	231		
df	(3-1)=2		
los(?)	5%	0.05	
x <sup>2</sup> table value	5.991		
compare x <sup>2</sup> table value and x <sup>2</sup> calcs value then			
231 > 5.991			

**INTERPRETATION:** From the above pie chart, we can see that age group of individuals more than 83% laborers are under 20-25 years. 9% laborers are under 26-35 years, 7% specialists are under 20 years or below.

**GENDER**

2. GENDER

Particulars	Respondents	Percentage
Male	75	75
Female	25	25
Prefer not to say	0	0

Chi square correlation:

Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
75	33.33	41.67	52.09687669
25	33.33	-8.33	2.081875188
0	33.33	-33.33	33.33
Total =100			87.50875188
x <sup>2</sup> calcs value	87.50876		
df	(3-1)=2		
los(?)	5%	0.05	
x <sup>2</sup> table value	5.991		
compare x <sup>2</sup> table value and x <sup>2</sup> calcs value then			

INTERPRETATION:

From the above table we can see that sexual directions male are more than female, Male with 75% and female with 25%. From the above table we can realize that.

2. Are you aware of various training and development programs in organization?

Particulars	Respondents	Percentage
Yes	97	97
No	3	3

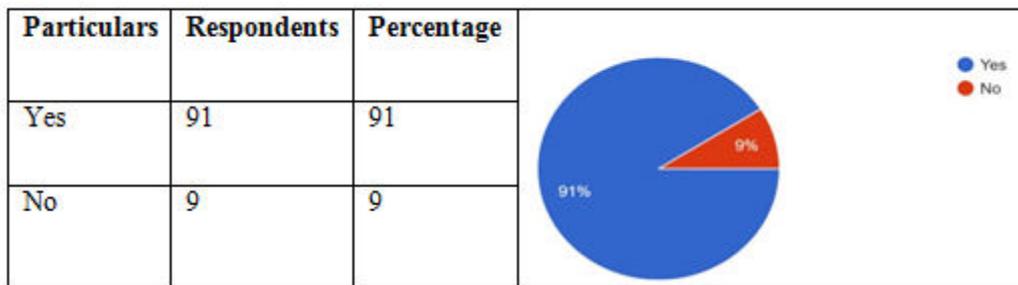
Chi square correlation:

Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
97	50	47	44.18
3	50	53	56.18
Total =100			100.36
x <sup>2</sup> calcs value	100.36		
df	(2-1)=1		
los(?)	5%	0.05	
x <sup>2</sup> table value	3.841		
compare x <sup>2</sup> table value and x <sup>2</sup> calcs value then			
100.36 > 3.841			

INTERPRETATION: In the organization, we can observe that 97% associate's area ware of training and advancement program which has been led in the association. Staying 3%

associate esare not aware of training and development program.

**3.Do you think employee training and development program is needed in company?**



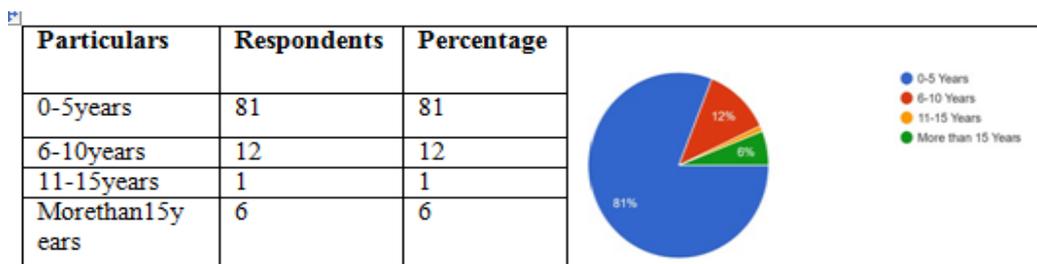
**Chi square correlation:**

Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
91	50	41	33.62
9	50	-41	33.62
Total =100			67.24
x <sup>2</sup> calcs value	67.24		
df	(2-1)=1		
los(?)	5%	0.05	
x <sup>2</sup> table value	3.841		
compare x <sup>2</sup> table value and x <sup>2</sup> calcs value then			
67.24>3.841			

**INTERPRETATION:**

From The above pie chart, we can observe that more than 90% associates need training and improvement program in the organization.9% partners pick "NO" choice as they do not need training and development program in their organization.

**Since how many years you are working in the organization?**

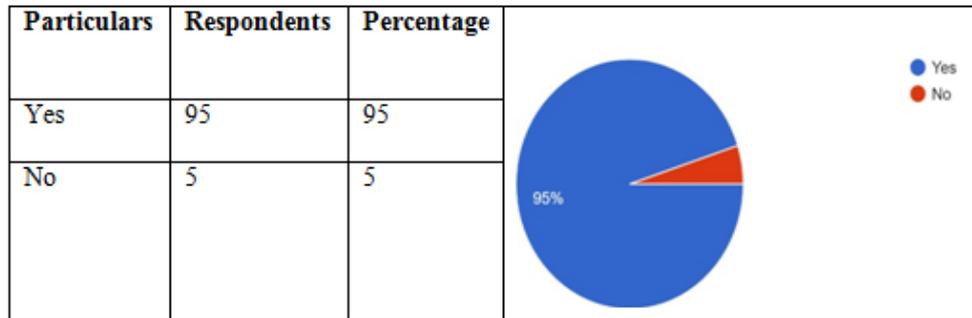


**Chi square correlation:**

Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
81	25	56	125.44
12	25	-13	6.76
1	25	-24	23.04
6	25	-19	14.44
Total =100			169.68
x <sup>2</sup> calcs value	169.68		
df	(4-1)=3		
los(?)	5%	0.05	
x <sup>2</sup> table value	7.815		
compare x <sup>2</sup> table value and x <sup>2</sup> calcs value then			

**INTERPRETATION:** In the above table we have been shown that from how long a representative has been functioning in their association. They are being shown four distinct years in which the worker has been participated in the organization or the association in

which 81% partners are being working under 0-5 years,12%associatesareunder 6-10years, 6%areworkingmorethan15years, 1%areworking11-15yearsintheirorganization. Do you like to attend the training program?



**Chi square correlation:**

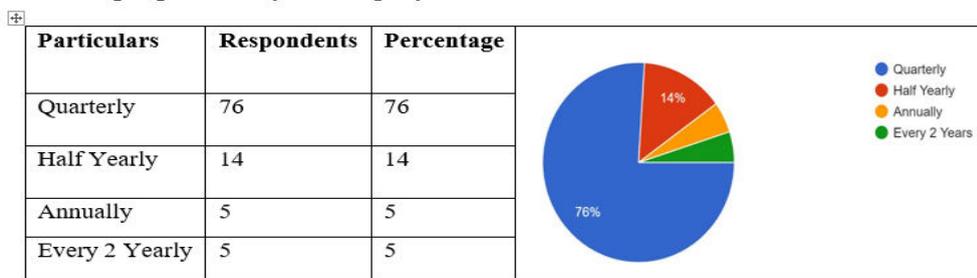
Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
95	50	45	40.5
5	50	-45	40.5
Total =100			81
x2 calcs value	81		
df	(2-1)=1		
los(?)	5%	0.05	
x2 table value	3.841		
compare x2 table value and x2 calcs value then			
81>3.841			

**INTERPRETATION**

In the above table we have been shown that from how long a representative has been functioning in their organization. They are being shown four distinct years in which the worker has been joined in the company or the association where 81% partners are being working under 0-5 years, 12% partners are under 6-10years,6%are working more than15 years,1% are working11-15yearsintheirorganization.

**7.Is training organized in your company?**

7 Is training organized in your company?



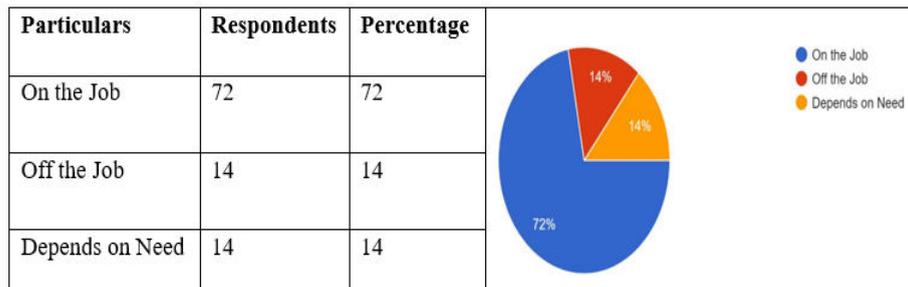
**Chi-square recreation:**

Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
76	25	51	104.04
14	25	-11	4.84
5	25	-20	16
5	25	-20	16

**INTERPRETATION**

From the above table it is evident that 76% of total respondents said that training should be conducted quarterly and 14% and 5% said to organize training annually and for every 2 years.

**6 Which technique is most suitable for training?**



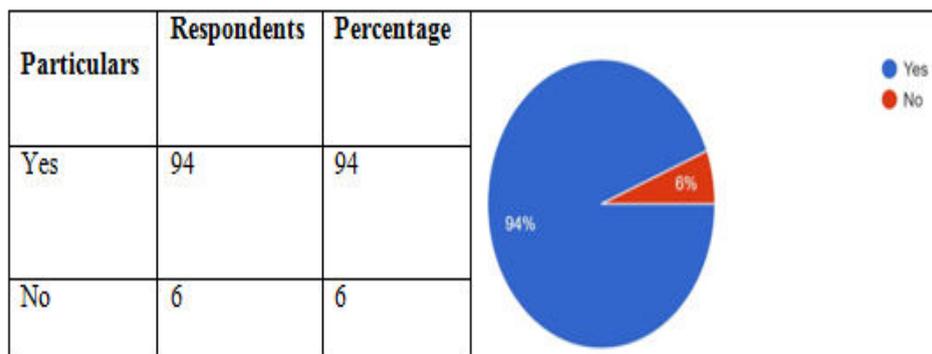
**Chi-square recreation:**

Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
72	33.33	38.67	44.86555356
14	33.33	-19.33	11.21058806
14	33.33	-19.33	11.21058806
Total =100			67.28672967
x <sup>2</sup> calcs value	67.287		
df	(3-1)=2		
los(?)	5%	0.05	
x <sup>2</sup> table value	5.991		
compare x <sup>2</sup> table value and x <sup>2</sup> calcs value then			
67.287 > 5.991			

**INTERPRETATION**

From the above table we can see that 72 % of representatives said they are reasonable on work training method. 14% of workers said they are appropriate on off the gig technique. 14% of the respondents are expressed that depends on need training can be given.

**7 Does training improve performance?**



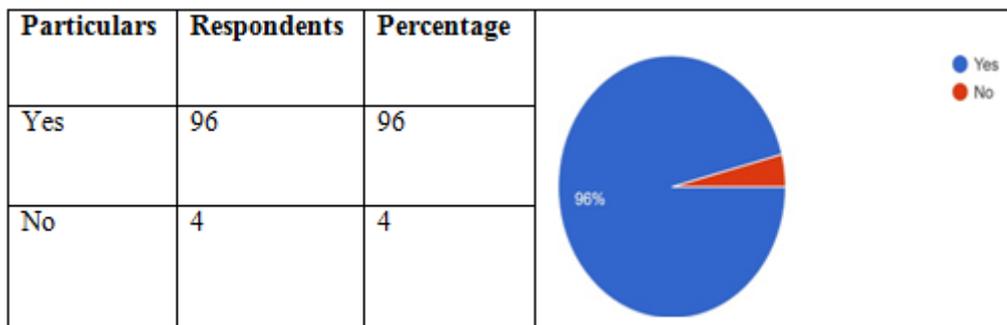
**Chi-square recreation:**

Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
94	50	44	38.72
6	50	-44	38.72
Total =100			77.44
x2 calcs value	77.44		
df	(2-1)=1		
los(?)	5%	0.05	
x2 table value	3.841		
compare x2 table value and x2 calcs value then			
77.44>3.841			

**INTERPRETATION**

From the above pie chart we can observe that 94% of employees told that conducting training improves performance of individual Employee. Remaining 6% preferred no choice.

**8 Does the training enhance organization effectiveness?**



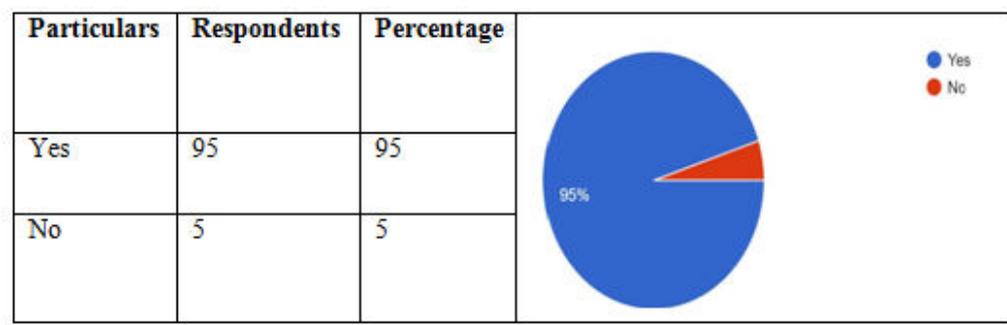
**Chi-square recreation:**

Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
96	50	46	42.32
4	50	-46	42.32
Total=100			84.64
x2 calcs value	84.64		
df	(2-1)=1		
los(?)	5%	0.05	
x2 table value	3.841		
compare x2 table value and x2 calcs value then			
84.64>3.841			

**INTERPRETATION**

96% of all out respondents are saying that preparing improves the association adequacy. 4% of total respondents are not agreed with training enhance he organization effectiveness statement.

**9 Do training results in adoption to new working methods?**



**Chi-square recreation:**

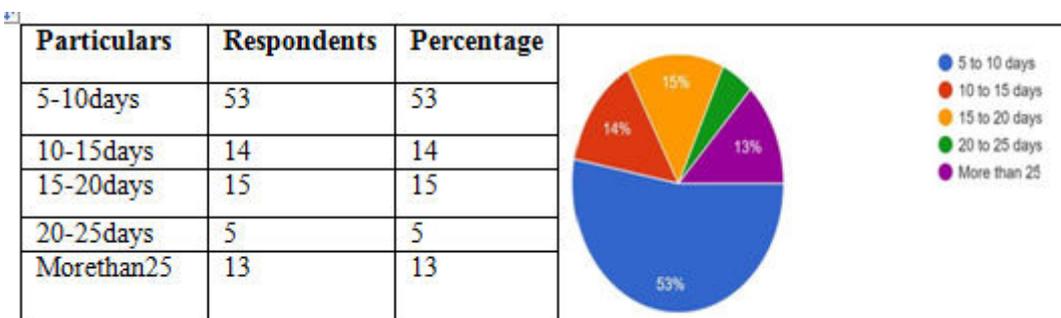
Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
95	50	45	40.5
5	50	-45	40.5
Total =100			81
x2 calcs value	81		
df	(2-1)=1		
los(?)	5%		
x2 table value	3.841		
compare x2 table value and x2 calcs value then			
81>3.841			

**INTERPRETATION**

From the above it is evident that 95% of total respondents are saying that training results in adaptation one working methods.

Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
53	20	33	54.45
14	20	-6	1.8
15	20	-5	1.25
5	20	-15	11.25
13	20	-7	2.45
Total =100			71.2
x2 calcs value	71.2		
df	(5-1)=4		
los(?)	5%	0.05	
x2 table value	9.488		
compare x2 table value and x2 calcs value then			
71.2>9.488			

**10 How long is the training process?**

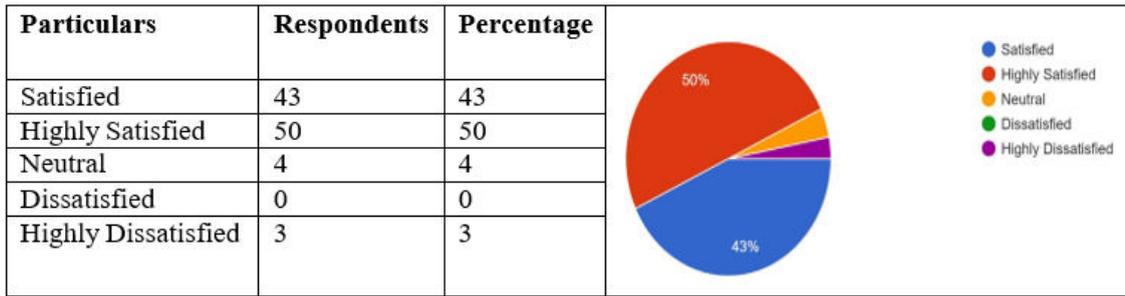


**Chi-square recreation:**

**INTERPRETATION**

From the above table. 53% of respondents said that preparing ought to be directed in between 5-10days,14% of respondents said that training should be conducted in between10-15days,15%of respondents said that preparing ought to be in the middle of between 15-20 days, 5% of respondents said that preparing ought to be in the middle of between 20-25 days and 13% of respondents said that training shouldbemorethan25days.

**11 Are you satisfied with the training programs, which you have gone through?**



**Chi-square recreation:**

Observed	Expected value	o-e	(o-e) <sup>2</sup> /e
43	20	23	26.45
50	20	30	45
4	20	-16	12.8
0	20	-20	20
3	20	-17	14.45
Total =100		118.7	
x <sup>2</sup> calcs value	118.7		
df	(5-1)=4		
los(?)	5%	0.05	
x <sup>2</sup> table value	9.488		
compare x <sup>2</sup> table value and x <sup>2</sup> calcs value then			
118.7>9.488			

**INTERPRETATION**

From the pie chart above, we can say that 50% of the total respondents are very satisfied with the training program they attended. 3% of the total respondents were satisfied with the training program they followed.

% of all respondents were neutral to the training program they followed. 3% of the total respondents are very dissatisfied with the training program they have completed.

**OBSERVATIONS**

- From the above pie chart, we can see that the age group of individuals is more than 83% of workers under 20-25 years old. 9% of employees are under 26-35 years old, 7% of employees are under 20 years old. From the chart above, we can see that the sexual orientation of men is more than that of women. Male 75% and female 25% Through the table above we can realize this.
- Within the organization, we can observe that 97% of the collaborators know about the training and development program that has been implemented in the organization. The remaining 3% of associates do not know anything about training and development programs. From the pie chart above, we can see that more than 90% of associates need a training and development program within the organization. 9% of associates choose "NO" option because they do not need training and development program in their organization.
- In the table above, we have shown how many years an employee has worked in his organization. They are shown for four different years in which the employee has been involved in the company or organization, where 81% of associates are under 0-5 years old, 12% of associates are under 6-10 years of age, 6% are employed over 15 years 1% worked 11 to 15 years in their organization.
- From the analysis of the chart above, we can say that the majority of people with more than 90% are interested in attending training and development activities carried out in the organization.
- From the table above, it can be seen that 76% of the total respondents believe that training should be conducted quarterly. 5% said they hold training every year and every 2 years.

- From the above table, it can be seen that 72% of workers are suitable for vocational training. 1% of employees are suitable for the overtime method.
- From the pie chart above, we can see that 9% of employees are familiar with taking training courses to improve their performance.
- 96% of total respondents said that training improves organizational effectiveness. 8% of total respondents disagreed that training improves the organization's performance claims.
- From the above, it can be seen that 95% of the total respondents believe that training leads to adaptation to new working methods. 53% of respondents believe that training should last from 5 to 10 days. 1% of respondents said that the training should be done over a period of 10 to 15 days. 15% of respondents said the training should be done over a period of 15 to 20 days. % of respondents said the
- training will last more than 25 days. From the pie chart above, we can say that 50% of the total respondents were very satisfied with the training program they attended. 3% of the total respondents were satisfied with the training program they followed. % of all respondents were neutral to the training program they followed. 3% of the total respondents are very dissatisfied with the training program they have attended.

### **SUGGESTIONS/RECOMMENDATIONS**

- Training should be results oriented and people oriented.
- Plan ahead for programmer training for continuity planning at all levels. It must be beneficial to an employee and to the organization.
- The goal of any business is to ensure that all employees apply the techniques learned in on-the-job training.
- Management needs to include the most effective trainers in training programs. Instructors can be selected based on their ranking in the corporate world.
- Here, management needs to improve the quality of programmer training at Hero MotoCorp Ltd. Can use quality-based approaches.

### **CONCLUSION:**

- Preparing and advancement programs assume a significant part in each association.
- These projects further develop worker execution in the work environment, update representative information and work on private abilities, and assist with keeping away from the executives out of date quality.
- With the utilization of these projects, it will be simpler for the executives to assess work execution and settle on fitting choices, for example, representative advancement, reward, remuneration, medical services offices. , and so forth.
- These preparation programs additionally assist chiefs with arranging progression, hold and inspire representatives.
- There is a solid connection between partners, subordinates, bosses In this association a limit of nothing. representatives concur with the executives by thinking about their thoughts and ideas just in specific situations. Greatest workers are happy with the preparation program given by Hero Moto Corp Ltd.
- Businesses gain information in their working environment subsequent to partaking in this preparing program. Subsequently, with the assistance of a preparation program, representatives will build their efficiency.

### **FUTURESCOPE**

The extent of future preparation and improvement relies upon the idea of innovation and advancement. Now and again, in certain ventures, improvement relies upon innovation on the grounds that the idea of advancement changes with the idea of innovation. Moreover, innovation improvement relies upon the accessible space and reasonable market for innovation advancement. Subsequently, these are solid data. The idea of the preparation likewise relies upon the sort of innovation that is open and accessible on the lookout. One of

the significant patterns is coordinating preparation into a development outlook.

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