

A STUDY ON TRAINING AND DEVELOPMENT OF EMPLOYEES WITH REFERENCE TO SRINIDHI MILK DAIRY

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ABSTARCT

Development means not only improvement in job performance, but also improvement in knowledge personality, attitude and behavioural of a executive. Executive development is predominantly educational process rather than a training process. For every employee to perform well, especially supervisors and manager, there is a need for constant training and development. The right employee training, development and education provide big pay offs for the employee in increased productivity, knowledge, loyalty and contribution to general growth of the firm. In most cases external training for instance provides participants with the avenue to meet new set of people in the same field and network. The meeting will give them the chance to compare issues and find out what is obtainable in others environment. This project aims to investigate, analyse how the training programs are implementing at the work place and also study the satisfaction level of employees after the training process. The purpose of the study is to analyse the improvement of employees. The researching process going to define that the training and development process is essential to increase the knowledge, skills, attitude and behaviour or not.

Keywords: Training, Development, Pie Charts, structure Questionnaire

INTRODUCTION

It is a demonstration of expanding the information, abilities, capacities of an employee for making a specific showing. It is an arranged and transient instructive cycle is utilized to foster the capacity of opportunity for growth of individual to fulfil the current and future necessities of association.

DEVELOPMENT: Development means not only improvement in job performance, but also improvement in knowledge personality, attitude and behavioural of a executive. Executive development is predominantly educational process rather than a training process.

For every employee to perform well, especially supervisors and manager, their is a need for constant training and development. The right employee training, development and education provide big pay offs for the employee in increased productivity, knowledge, loyalty and contribution to general growth of the firm. In most cases external training for instance provides participants with the avenue to meet new set of people in the same field and network. The meeting will give them the chance to compare issues and find out what is obtainable in others environment.

IMPORTANCE OF TRAINING:

Training is the most important technique of human resources development. As stated earlier, no organization can get a candidate who exactly matches with the job and the organizational requirements. Hence Training is important to develop the employee and make him suitable to the job. And organizational requirements are not static they are changed from time to time in view of technological advancement and change in the awareness of the total quality and productivity management.

OBJECTIVES OF THE STUDY

- To study effectiveness of training and development at Srinidhi milk factory
- To examine what kinds of training methods are implementing at the work place
- To know the performance level of employee after training
- To provide the suggestions to enhance the training and development

REVIEW OF LITERATURE:

- ❖ **Tan, Hall and Boyee (2003)** Companies are making huge investment on training programs to prepare them for future needs. The researchers and practitioners have constantly emphasised on the importance of training due to its role and investment
- ❖ **Seyler, Holton 111, Bates, Burnett and Carvalho (1998)** the continuous changing scenario of business world, training is an effective measure used by employers to supplement employee knowledge skills and behaviour.
- ❖ **Stavrou et al, (2004)** to provide obtain and improve the necessary skills in order to help organization to achieve their goals and creative competitive advantage by adding value to their key resources
- ❖ **Michel Armstrong (2001)** Training is a systematic development of the knowledge skills and attitudes required by an individual to perform adequately a given task or a job.

- ❖ **Cris (1996)** Training and development aimed at developing competencies such as technical, human, conceptual and managerial for the furtherance of individual and organizational growth.
- ❖ **Hesseling (1971)** Training is a sequence of experience or opportunities designed to modify behaviour in order to attain a stated objective.

NEED OF THE STUDY:

Employee being the main source for the success of an organization. It depends on its employees. Since employees contribution play a significance role in organization it is the duty of organization to care of its employee skill, ability and performance. It is a need to concentrate on employee abilities and has to better their performance with standard and advancement technologies of training processes.

RESEARCH METHODOLOGY;

RESEARCH: Research in common parlance refresh to a search for knowledge. Research is an art of is an scientific investigation. It is a systemized effect to a gain new knowledge. Research is scientific & systematic search for information on a specific topic. The meaning of research is a careful investigation (or) inquiry especially through search for new facts in a any branch of knowledge. Research is a systematic objective process of and formulating the problem by setting objective and methods collecting editing, tabulating, evaluating, analysing, interpreting and presenting data in order to find justified solutions.

RESEARCH DESIGN: A research design is the specification of methods and procedures for conducting particular study. The design under taken in this “DESCRIPTIVE RESEARCH”.

DESCRIPTIVE RESEARCH: Descriptive research includes surveys and fact-findings enquiry of different kinds. The main characteristics of this methods are that the researcher has no control over the variable

Data collection:

SOURCES OF DATA: The source of data collection method is as follows.

1. Primary data
2. Secondary data

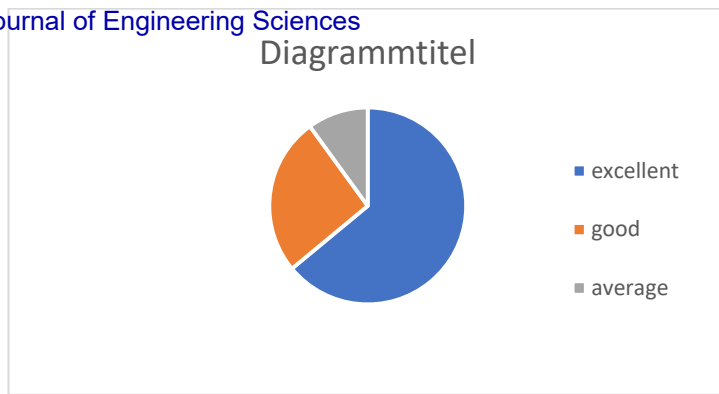
Primary data means data collected directly from first -hand experience. means data collected for the first time by researcher for any research used. There are many methods of collecting primary data and methods includes.

Secondary data: Secondary data means data which are collected by one for a particular research purpose and which are used by others for different purpose.

DATA ANALYSIS:

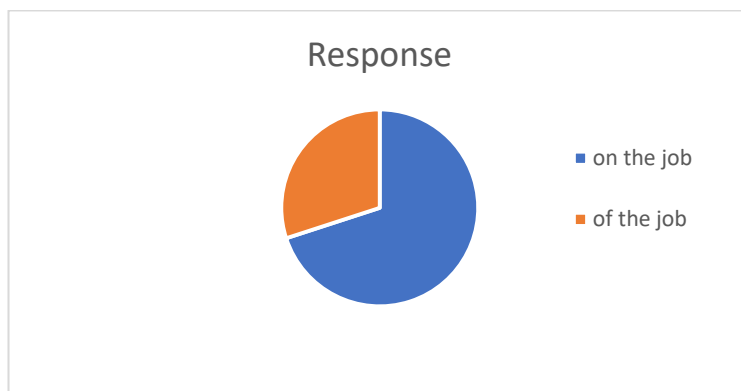
Data Analysis is the process of cleaning analyzing interpreting and visualizing data using various techniques and tools. Data analysis tools helps you discover relevant insights that lead to make effective decisions. It is the process of systematically applying statistical and logical techniques to describe and illustrate and evaluate the data. It is the process of analyzing raw data to make conclusion about information.

1.The effectiveness of training and development at Srinidhi milk dairy



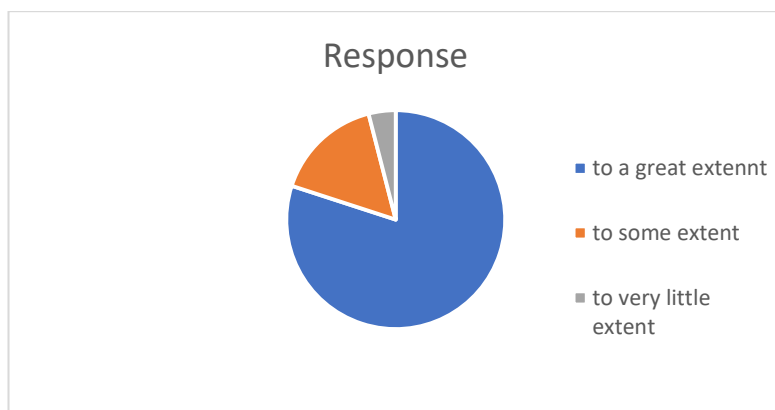
Interpretation: According to my research employees satisfied with the training program of 64% employees prefer to excellent, 26% prefer to good and 10% employees prefers to average

2.To know the implementation of training methods:



Interpretation: According to my research the training methods are implementing at the work place are 70% employees prefers to On the job training methods and 30% prefers to Off the job training methods.

3. Is the training program helps to upgrade your performance level



Interpretation: According to the analysis 80%employees agreed that training program helps to increase the performance level 16% employees agreed that it helps to some extent and 4% employees agreed that it does not helps to increase the performance level

FINDINGS:

- Most of the employees are satisfied with the training process at Srinidhi milk dairy
- As training effectiveness is based on employee skill, performance learning and development process of employee
- The methods of training are implementing at Srinidhi milk dairy are on the job training method
- The trainee should gain the effective knowledge from the trainer during the training process.

SUGGESTIONS:

Needs Assessment:

- Conduct a thorough analysis to identify skill gaps and training needs. Understand what employees require to perform their roles effectively.

Leadership Development:

- Invest in leadership programs. Effective leaders drive organizational success.
- Develop soft skills like communication, emotional intelligence, and conflict resolution.

Feedback and Evaluation:

- Regularly assess training effectiveness. Gather feedback from participants and adjust programs accordingly.
- Measure outcomes, such as improved performance or increased productivity.

Career Pathing:

- Link training to career progression. Show employees how their development aligns with organizational goals.
- Provide clear pathways for growth within the company.

CONCLUSION:

For every organization training and development is essential to attain the success. Training programs helps to develop career and helps to lead positively towards the job. Training enables to improve the organizational productivity. Employees at Srinidhi milk dairy creating a positive environment at the work place by acquiring effective knowledge through the training programs and actively participating in training programs for the contribution of success and growth of the organization.

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