



## **A Study on Training and Development in Automotive Chassis Manufacturing Industry**

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### **ABSTRACT:**

The Aim of the descriptive research study was to investigate the training and development in Engineering (P) Ltd. the training and development like: Training concentrates on enhancing specific job-related competencies development takes a more expansive, long-term approach to foster employee's overall growth, educational activities job performance and individual group knowledge and skills motivated to enhance job performance. This report reveals that training and development programs will have great positive impact on employee performance and productivity.

Keywords: Training and development, competencies development, growth, skills.

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### **INTRODUCTION:**

Training and Development encompass organizational processes designed to improve employee's knowledge skills and capabilities. Methodology and content required to achieve the objective, good and efficient training of employees helps in their skills knowledge development which event help a company improve its productivity leading to overall growth

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### **REVIEW OF LITERATURE:**

Armstrong, M. (2016). Training is the systematic development of knowledge, skills required by an individual to perform adequately a given task or job. Jehanzeb, K & Bashir, N. A (2013). An excellent training and development program must combine knowledge, occupation development, and objectives, promoting the staff and the firm (Jehanzeb & Bashir, 2013). Training and development are valuable tools that help people maximize performance and become more effective, productivity satisfied, motivated, and innovative at work Beaver, G., & Hutchings, K. (2005). In addition to their competitive position, organizations will benefit from training and development at different levels. They will react effectively to changes and the latest unpredictable external factors in the industry. Ahmad, I. & ud Din.S (2009) The organization will be the ultimate beneficiary knowing the training and development are being directly invested in the staff moreover, human resources as an asset contribute to the firm performance and growth. Hence, to increase both firm and staff performance, training and development are implemented to improve staff performance (Ahmad & ud Din, 2009). Kirkpatrick D.L. (1993) Training refers to the teaching of specific knowledge and skill required on the individual's present job. The term development refers to the growth of the individual and preparations for higher-level jobs

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### **OBJECTIVE OF THE STUDY:**

- 1.To study the Training and development in Engineering Pvt Ltd.
- 2.To know the awareness of employees regarding training program.
- 3.To know satisfaction of the employees on the training and development program they have attended.
- 4.To find out the Opinion of the employees regarding training & development.

### **SCOPE OF THE STUDY:**

The scope of training and development within the context of the study Outline the areas or aspects of training and development that will be covered. This structure will help you effectively communicate the scope and objectives of the study related to training and development.

**NEED OF THE STUDY:**

The training and development need identified summarize the key areas or skills that require attention based on the study explanation of identified needs dive deeper into each identified need, explaining why it is important for the organization Provide examples or evidence from the study to support the identified needs.

**STATEMENT OF THE PROBLEM:**

The title A Study Training and development.

**RESEARCH METHODOLOGY:**

Research Methodology Explain different research methodologies commonly used in studying training and development Discuss quantitative, qualitative, and mixed-method approaches Data Collection Methods Explore various methods used for collecting data in training and development research.

**DATA SOURCES:**

1.Primary Data

2.Secondary Data

1.PRIMARY DATA: For this study include in my research I collect the require data through the methods of primary data methods.

1.Interviews

2.Questionnaire

3.Observation

Finally, I mostly select questionnaire method for data collection in this company.

2.SECONDARY DATA: It will include company websites journals and relevant literature magazines on Training and Development.

**SAMPLE SIZE:**

Total number of populations is 500.

Sample size is I have taken the sample size of 120 individual sample size.

**SAMPLING TECHNIQUES:**

I conduct Simple Random Sampling for sample size. It comes under probability sampling. where the population is defined in that time the probability sampling is using.

**DATA ANALYSIS AND INTERPRETATION:****1.Is training essential to enhance once career, skills, and knowledge.**

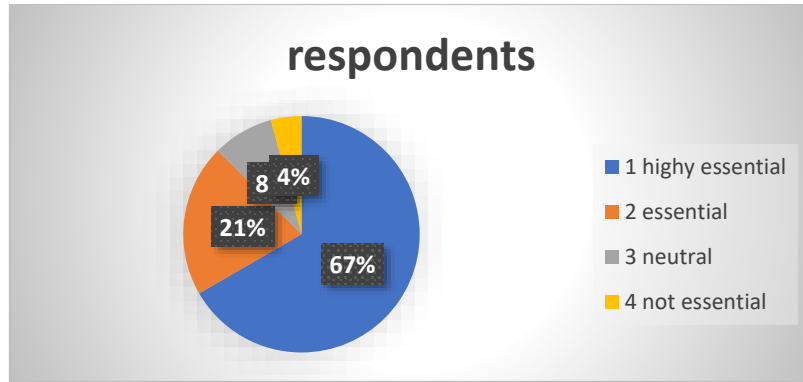
Training programs play a vital role in helping employees overcome fear when attempting new tasks or transitioning into new roles.

**Table1: opinion of Respondents regarding employee skills and knowledge practices followed in the organization**

S. No	options	respondents	percentage
1	highly essential	80	67
2	essential	25	21
3	neutral	10	8
4	not essential	5	4
5	total	120	100

**Graph1:**

**Graphical Representation of opinion of respondents regarding employee skills and knowledge practices followed in the organization**



**INTERPRETATION:**

The above table depicts that 67% and 21% of employees are of the opinion that training is highly essential and essential respectively with regards to enhancement of skills, knowledge, and career, while 8% are neutral i.e. they say that it may or may not enhance one’s career, skill, and knowledge depending on the individual capacity 4% said not essential.

**CONCLUSION:** It is witnessed from the analysis that the majority 67% of the respondents are essential regarding training programs.

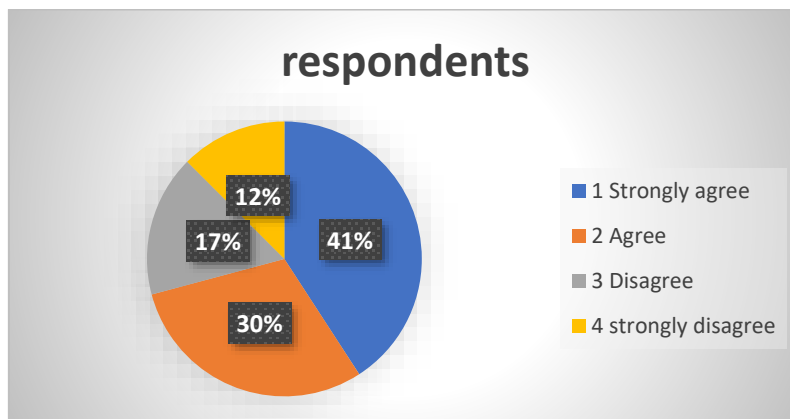
**2. Do you agree that training program helps to eliminate fear while attempting new job.**

Overall, a well-designed and comprehensive training program can significantly mitigate fear and anxiety associated with attempting new tasks or roles, ultimately fostering a more confident and capable workforce.

**Table2: opinion of Respondents regarding training program practices followed in the organization**

S. No	options	respondents	percentage
1	Strongly agree	49	41
2	Agree	36	30
3	Disagree	20	17
4	strongly disagree	15	13
5	Total	120	100

**Graph2: Graphical Representation of opinion of respondents regarding training program practices followed in the organization**



**INTERPRETATION:**

The above table shows that 41% of employees strongly agree that training helps to eliminate fear while entering new job and 30% agree, whereas 17% disagree and 12% strongly disagree that training helps to eliminate fear while entering new job.

**CONCLUSION:** It is witnessed from the analysis that the majority of 41% of the respondents are strongly agree that training helps to eliminate fear while entering new job

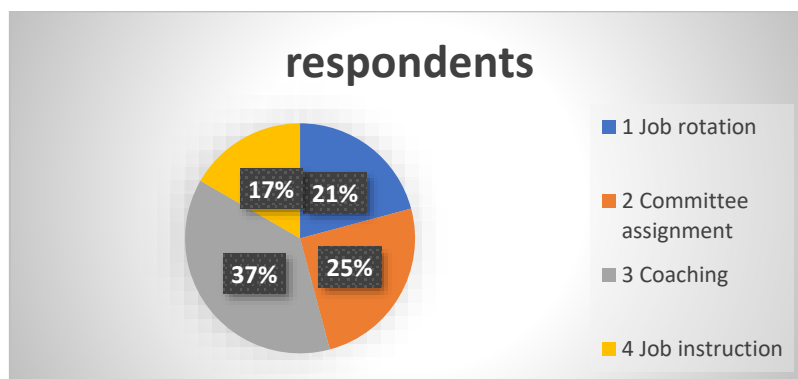
**3. which on the job method you prefer the most.**

on-the-job training method has its merits. it offers employees a chance to gain diverse skills and perspectives by experiencing different roles within the organization. It can foster adaptability and innovation while keeping employees engaged and motivated.

**Table3: opinion of Respondents regarding which on the job method prefer the most practices followed in the organization.**

S. No	options	respondents	percentage
1	Job rotation	25	21
2	Committee assignment	30	25
3	Coaching	37	38
4	Job instruction	20	17
5	Total	120	100

**Graph3: Graphical Representation of opinion of respondents regarding which on the job method prefer the most practices followed in the organization.**



#### INTERPRETATION:

The above table depicts that 21% of the employees prefer job rotation type of on the job method while 25% of employees prefer committee assignment type of on the job technique and 37% prefer coaching technique lastly 17% prefer job instruction type of on the job methods of training. So, the management should implement these methods.

**CONCLUSION:** It is witnessed from the analysis that the majority of 38% of the respondents are coaching that training helps to eliminate fear while entering new job

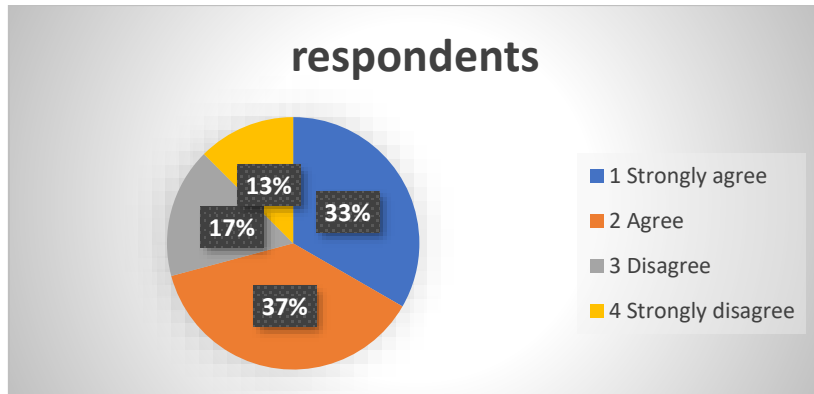
#### 4. Do you agree that has improved your quality of work with the training program.

Employee training and development programs play a crucial role in improving the quality of work. They provide employees with the knowledge, skills, and resources needed to perform their jobs effectively and efficiently.

**Table4: opinion of Respondents regarding has improved quality of work in the training program practices followed in the organization.**

S. No	options	respondents	percentage
1	Strongly agree	40	33
2	Agree	45	38
3	Disagree	20	17
4	Strongly disagree	15	13
5	Total	120	100

**Graph4: Graphical Representation of opinion of respondents regarding has improved quality of work in the training program practices followed in the organization**



**INTERPRETATION:**

The above table shows that 33% of employees strongly agree that training Improve quality of work 37% agree and 17% disagree and 13% strongly disagreed that training does not improve quality of work.

**CONCLUSION:** It is witnessed from the analysis that the majority of 37 of the respondents are agree that training Improves quality of work in the organization.

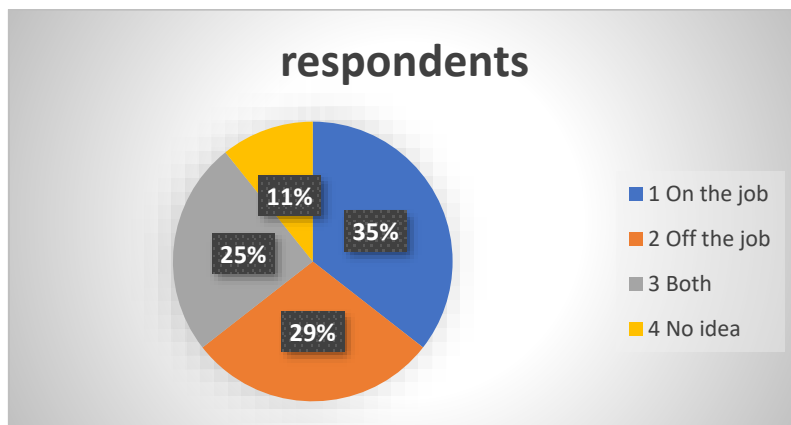
**5.which training method would you prefer the most.**

training methods, I find a combination of interactive workshops and hands-on simulations to be highly effective. These methods engage employees actively, allowing them to learn through practical experience and real-life scenarios. Interactive workshops encourage participation and discussion, while hands-on simulations provide a safe environment for employees to practice.

**Table5: opinion of Respondents regarding which training method prefer the most practices followed in the organization**

S. No	options	respondents	percentage
1	On the job	43	36
2	Off the job	35	29
3	Both	30	25
4	No idea	13	11
5	Total	120	100

**Graph5: Graphical Representation of opinion of respondents regarding which training method prefer the most practices followed in the organization.**



**INTERPRETATION:**

The above table shows that 35% of the employees prefer on the job method while 29% prefer off the job method of training and 25% are comfortable with both the methods and 11% said no idea about that.

**CONCLUSION:** It is witnessed from the analysis that the majority of 35% of the respondents are both training methods using in the organization.

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**FINDINGS:**

- 80% of employees are of the opinion that training is highly essential and essential respectively with regards to enhancement of skills, knowledge, and career.
- 49% of employees strongly agree that training helps to eliminate fear while entering new job.
- 37% of the employees prefer coaching type of on-the-job method.
- 45% of employees agree that training Improve quality of work.
- 43% of the employees prefer on the job method.

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**SUGGESTION:**

- 1.The management should concentrate on conducting personality development and technical training program with reputed external faculty.
- 2.The company must implement modern training methods to help in the self-moral of the employee at work place.
- 3.The methods such as vestibule, committee assignment, roleplaying should also be implemented.

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**CONCLUSION:**

For every organization human resource is an important asset. There is a need for training employees for various assignments like habits and practices relating to work motivation, profit maximization, negotiating skill etc., It is essential the employees be trained to handle these things during the time of their working. First in giving importance to training and development.

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