



A Study On Employee Training And Development Practices In Granites Company

Manesh Kumar Davala¹, Khadar Basha Shaik²

Department of Management Studies, Narayana Engineering College (Autonomous), Gudur
Assistant Professor, Department of Management Studies, Narayana Engineering College (Autonomous), Gudur

ABSTRACT:

This abstract delves into the realm of training and development practices within the granites industry, illuminating strategies and methodologies employed to bolster workforce competence and foster organizational growth. The granite industry, characterized by its intricate processes and demanding work environment, necessitates a skilled workforce proficient in various facets of quarrying, processing, and marketing. The training and development landscape in the granite industry is multifaceted, encompassing a spectrum of initiatives tailored to address the specialized needs of employees across different operational domains. This abstract explores the fundamental pillars of training and development, including skills enhancement, safety protocols, technological integration, and leadership cultivation. In the granites industry, skills enhancement initiatives are paramount, aiming to equip workers with the technical proficiencies required to navigate complex machinery and execute precision tasks. Training programs encompass hands-on workshops, apprenticeships, and continuous learning modules aimed at honing skills related to quarrying, cutting, polishing, and quality assurance. In conclusion, the granites industry embraces a holistic approach to training and development, recognizing the pivotal role of a skilled and adaptable workforce in achieving operational excellence and sustaining long-term success. By investing in comprehensive training initiatives that prioritize skills enhancement, safety adherence, technological fluency, and leadership development, organizations in the granite industry are poised to thrive amidst evolving challenges and capitalize on emerging opportunities.

Keywords: training and development, skills enhancement, safety protocols, technological integration.

Introduction:

The granites industry stands as a testament to human ingenuity and industrial prowess, providing the bedrock for architectural marvels and infrastructure projects worldwide. As a sector defined by its intricate processes and demanding work environments, the granites industry relies heavily on the expertise and proficiency of its workforce to navigate the complexities inherent in quarrying, processing, and marketing of granite materials.

training and development emerge as linchpins of organizational success, serving as catalysts for enhancing workforce competence, fostering innovation, and ensuring operational excellence. This introduction sets the stage for an in-depth exploration of training and development practices within the granites industry, shedding light on the strategies, challenges, and transformative impact of targeted initiatives aimed at upskilling employees and nurturing a culture of continuous improvement.

Review of literature:

- 1. According to Devi & Shaik, (2012)**- conveys training as being present-day oriented; with a focus on individuals' current jobs, enhancing specific skills and abilities to immediately perform their jobs. While employee development has a holistic view, focused on enhancing behaviours, improving performance and future jobs of the organisation.
- 2. According to Arnoff (1971)** -T&D is the driving force to employee initiative and creativity, which also assists in preventing manpower obsolescence, due to age, attitude or employees inability to adapt to technological changes.
- 3. According to Obisi (2001)** -described T&D as a process through which the skills, talent and knowledge of an employee is enriched.
- 4. According to the Michel Armstrong (2001)**, -"Training is systematic development of the knowledge, skills and attitudes required by an individual to perform adequately a given task or job".
- 5. According to Warnich et al., (2014)**-T&D is of paramount importance as it gains competitive advantage for an organisation over its competitors and aids employees to better perform at their jobs Also, allowing organisations to compete in the new economy and to meet the ever changing challenges of the world of work.
- 6. Elnaga & Imran, (2013)** classified performance into five elements namely: planning, monitoring, developing, rating and rewarding. In the planning stage, Planning means setting goals, developing strategies, and outlining tasks and schedules to accomplish the goals
- 7. According to Aguinis & Kraiger, (2009)** -defines training as "the systematic approach to affecting individuals' knowledge, skills, and attitudes in order to improve individual, team, and organisational effectiveness".

8. According to Vemic, (2007) -that the practice of T&D, effective management of human resource (HR) promotes a continual knowledge and skills transfer, proactive behaviour and knowledge innovation.

9. According to Tahir, et al., (2014-) stated that in pursuit of organisational goals, T&D practices are not only beneficial to the organisation but to the employees at large

10. According to Kinicki & Kreitner, (2007)- observed that happy and satisfied employees have a higher performance, therefore making it easy for management to motivate them thus attaining the firm targets

Objectives of the study:

- Identify the which method of training is suitable for those company employees
- To know the satisfaction level of employees in the training programmes conducted.
- To study the effect of training in better performance of employer
- To know about the frequency of training program and its role in employee development.

Scope of the study:

The study covers 190 respondents from different departments in pallava granites private limited.

The study “Training and development “covers

- Whether training is important for the employees.
- Are the employees satisfied with the training programs in pallava granites
- The suggestions to improve the training programs.
- General complaints regarding training programs.

The study benefits for the employees and management for further changes in the programmes for the development of the organization

Need and importance of the study:

Every organization large or small, productive or non productive, economic or social, old or newly established should provide training to all employees irrespective of their skill, qualification and suitability for the job etc., Hence any organization cannot avoid the training. Training is not something done once to new employees but it is used continuously in every well-run establishment. Further technological changes, automation require updating the skills and knowledge.

Statement of the problem:

The title entitled to “A Study on Training and Development practices in pallava granites private limited company

Research methodology and design:

Data sources: I collect data from using primary data sources. I majorly focus on questionnaire for data collection.

Sample size:

The total population in organisation is 300 from that i taken sample size of 150 members.

Data source:Data sources is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypothesis, and evaluate out comes

METHODS OF DATA COLLECTION:

1. Primary Data

2. Secondary Data

1. PRIMARY DATA:

Primary data is a type of data that is collected by researchers directly from main sources through interviews, surveys, experiments, etc. Primary data are usually collected from the source—where the data originally originates from and are regarded as the best kind of data in research.

2. SECONDARY DATA:

Secondary data refers to any dataset collected by any person other than the one using it. Secondary data sources are extremely useful. They allow researchers and data analysts to build large, high- quality databases that help solve business problems. By expanding their datasets with secondary data, analysts can enhance the quality and accuracy of their insights. Most secondary data come from external organizations.

Sample size: Total Number of population is 200

Sample size:

I have taken the sample size of 120 individuals

Sampling Techniques: I conduct simple random sampling method 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:

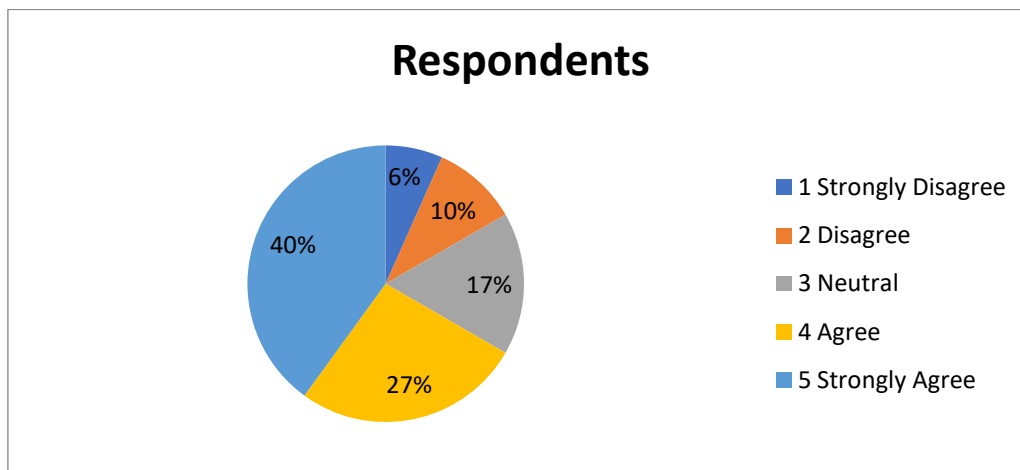
1. The current training programs adequately cover the skills required for my job role.

Job Role: Job Role is nothing but a position or title for a particular job in the organization. The job role plays a prominent role in individual employee work life. Before recruit the candidate based on individual skills and knowledge the job role is assigned to that individual employee. The job role position plays a major role in terms of achieving organizational goals and objectives. The better candidate having a management job role it leads to motivating the employees and solving the conflicts between the employees. From the below table 4.1 explains the employee opinion on skills required for their job role.

Table 4.1: The opinion of employee on skills required for their job role

S.No	Opinion	Respondents	Percentage
1	Strongly Disagree	10	7
2	Disagree	15	10
3	Neutral	25	17
4	Agree	40	27
5	Strongly Agree	60	40
Total		150	100

Graph 4.1: Graphical representation of opinion of respondents regarding skills required for their job role



Interpretation: From the above graph reveals that out of 150 sample respondents the majority of 60(40%) respondents are strongly agree to the current training programs are adequately cover the skills required for their job role by 40(27%) of respondents are agree and 25(17%) of the respondents are neutral to the current training programs are adequately cover the skills required for their job role and 15(10%) of respondents are disagree and 10(7%) respondents are Strongly Disagree to the current training programs are adequately cover the skills required for their job role.

Conclusion: :- It is witnessed from the analysis that the majority 40% of the respondents are Agree to the current training programs are adequately cover the skills required for their job role.

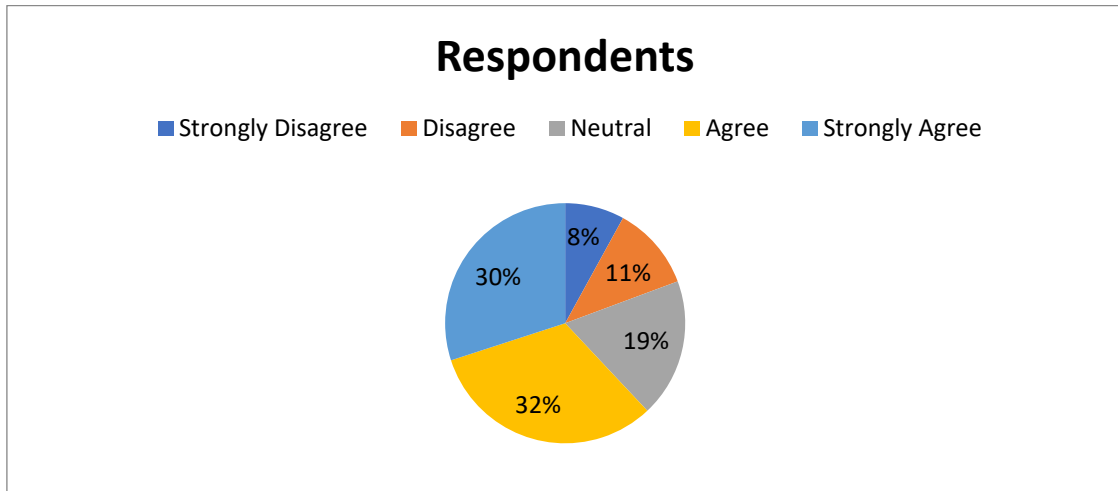
2. I believe that more training would significantly improve my productivity.

Productivity: Productivity is nothing but the output of the manufacturing department which is calculated on hour, shift and day basis. The output is depends upon the latest technology adaptation and skilled employee recruitment. They acquire latest machinery and skilled employees it returns more output and less wastage of raw material. Table 4.2 explains the opinion of employees regarding training on productivity.

Table 4.2: The opinion of employees regarding impact of training on productivity.

s.no	Opinion	Respondents	Percentage
1	Strongly Disagree	12	8
2	Disagree	17	11
3	Neutral	28	19
4	Agree	48	32
5	Strongly Agree	45	30
Total		150	100

Graph 4.2: Graphical representation about the opinion of employees regarding impact of training on productivity.



Interpretation: From the above graph reveals that out of 150 respondents the majority of 48(32%) respondents are agree to the training program is significantly increase their productivity in the organization by 45(30%) of respondents are strongly agree and 28(19%) of respondents are neutral to the training programs significantly increase their productivity and 17(11%) of respondents are disagree and 12(8%) of respondents are strongly disagree to the training program significantly increase their productivity.

Conclusion: - It is witnessed from the analysis that the majority 32% of the respondents are Agree to the training programs is significantly increase their productivity.

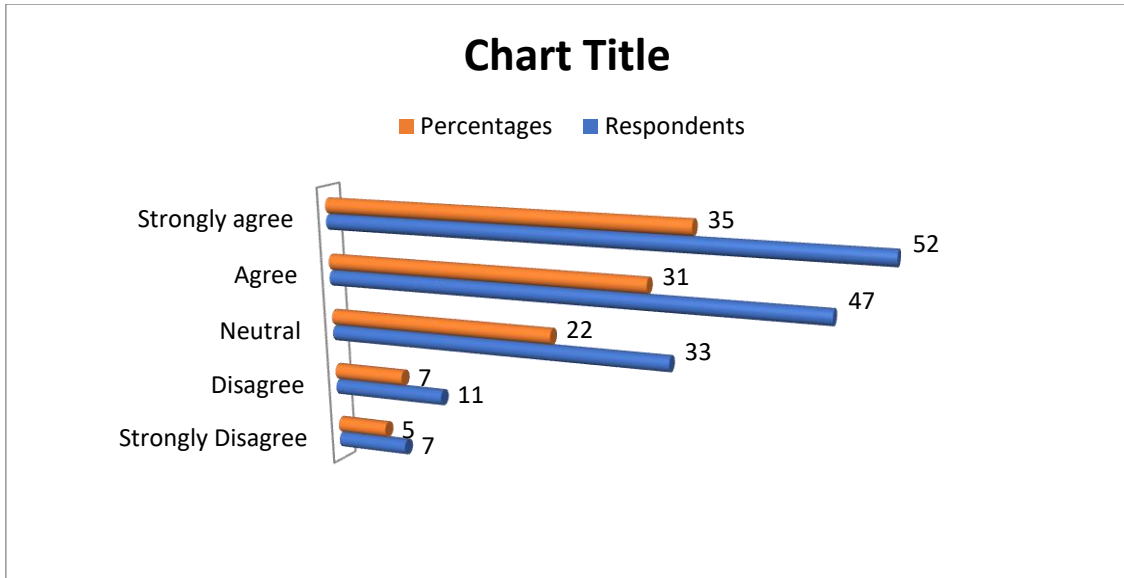
3. The training materials was well-organized and easy to understand.

Training materials: Training materials typically include various resources designed to educate and develop skills in a particular subject or field. These materials can range from textbooks and workbooks to videos, slideshows, interactive presentations, simulations, and online courses. They often incorporate a combination of text, images, diagrams, and exercises to engage learners and reinforce concepts. The effectiveness of training materials depends on their relevance, clarity, interactivity, and alignment with the learning objectives. Table 4.3 explains the opinion of employees regarding training materials in the training.

Table 4.3: The opinion of employees regarding training materials in the training.

S.No	Opinions	Respondents	percentage
1	Strongly Disagree	7	5
2	Disagree	11	7
3	Neutral	33	22
4	Agree	47	31
5	Strongly Agree	52	35
Total		150	100

Graph 4.3: Graphical representation on the opinion of employees regarding training materials in the training.



Interpretation: From the above graph reveals that out of 150 respondents the majority of 52 (35%) respondents are strongly agree and 47(31%) of respondents are agree to the training materials were well-organized and easy to understand and 33(22%) of respondents are neutral to the training materials were well-organized and easy to understand and 11(7%) of respondents are disagree and 7(5%) of respondents are disagree to the training materials were well-organized and easy to understand.

Conclusion: It is witnessed from the analysis that the majority 35% of the respondents are Strongly Agree to the training materials were well-organized and easy to understand.

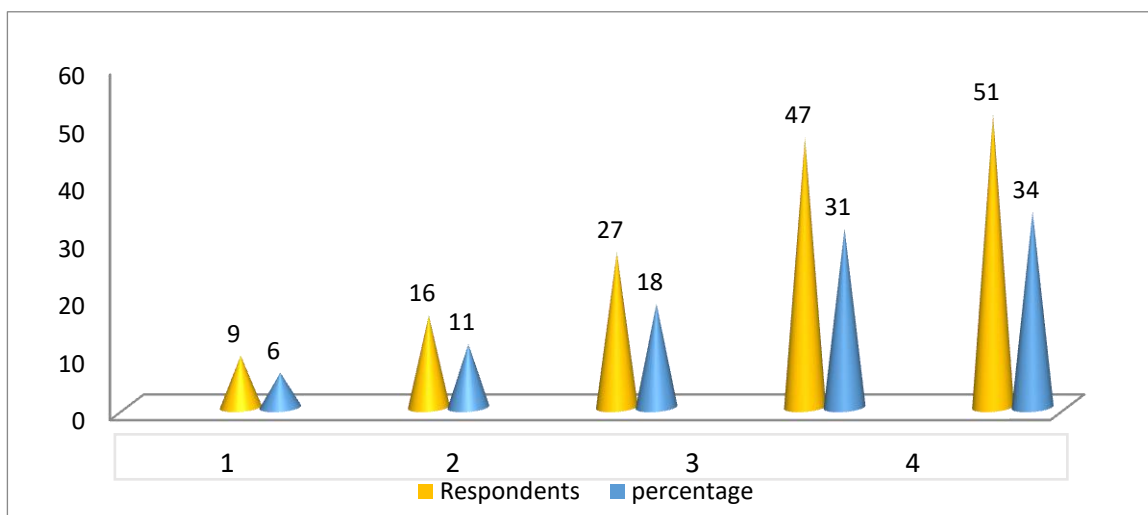
4. The training methods (e.g., lectures, group activities, simulations) was engaging and conducive to learning.

Training methods: There are 2 types of training methods are conducting in any organization .On-the-job and Off-the-job training. On-the-job training method provides training at the workplace. It includes job rotation, coaching, mentoring, job instruction etc. Off-the-job training method provides training out of the workplace. it include case studies, role play, simulation etc. Table 4.4 explains the opinion of employees regarding training methods provided by the organization.

Table4.4: The opinion of employees regarding training methods provided by the organization.

S.No	Opinions	Respondents	Percentage
1	Strongly Disagree	9	6
2	Disagree	16	11
3	Neutral	27	18
4	Agree	47	31
5	Strongly Agree	51	34
Total		150	100

Graph 4.4: Graphical representation on the opinion of employees regarding training methods provided by the organization.



Interpretation: From the above graph reveals that out of 150 respondents the majority of 51(34%) respondents are strongly agree and 47(31%) of respondents are agree to the training methods were engaging and conducive to learning and 27(18%) of respondents are neutral to the training methods were engaging and conducive to learning and 16(11%) of respondents are disagree and 9(6%) of respondents are strongly disagree to the training methods were engaging and conducive to learning.

Conclusion: It is witnessed from the analysis that the majority 34% of the respondents are Strongly Agree to the training methods were engaging and conducive to learning.

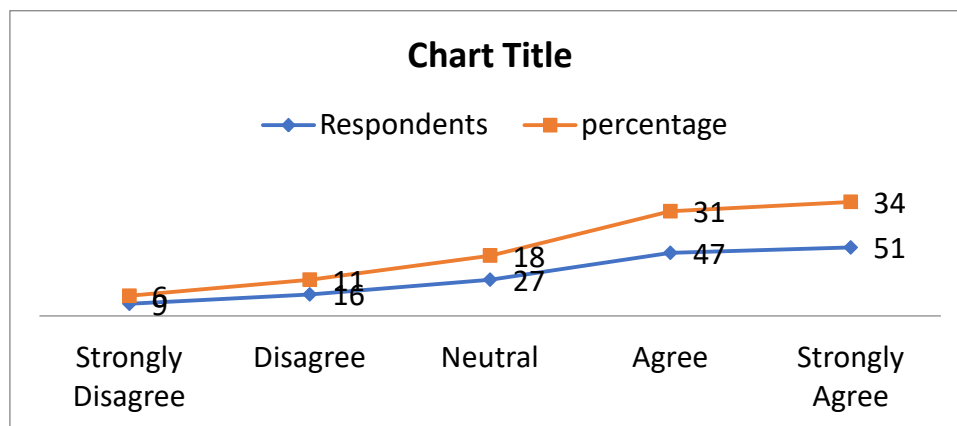
5. The training improved my performance in specific tasks or areas related to my role.

Employee performance: Employee performance refers to the effectiveness and productivity of an individual within an organization, measured against predetermined objectives and standards. It encompasses various aspects such as quality of work, efficiency, timeliness, teamwork, and adherence to company values. Effective performance is often evaluated through regular assessments, feedback, and performance reviews to ensure alignment with organizational goals and continuous improvement. A high-performing employee typically demonstrates strong skills, commitment, initiative, and a positive impact on team and organizational outcomes the table 4.5 explains the opinions of employees regarding their performance

Table 4.5: The opinions of employees regarding training improved my performance in specific tasks or areas related to my role

s.no	opinions	Respondents	percentage
1	Strongly Disagree	9	6
2	Disagree	16	11
3	Neutral	27	18
4	Agree	47	31
5	Strongly Agree	51	34
Total		150	100

Graph 4.5: Graphical representation on the opinions of employees regarding training improved my performance in specific tasks or areas related to my role



Interpretation: From the above graph reveals that out of 150 respondents the majority of 51(34%) of respondents are strongly agree and 47(31%) of respondents are agree to the training improved their performance in specific tasks or areas related to their role and 27(18%) of respondents to the training improved their performance in specific tasks or areas related to their role 16(11%) of respondents are disagree and 9(6%) of respondents are strongly disagree to the training improved their performance in specific tasks or areas related to their role.

Conclusion: It is witnessed from the analysis that the majority 34% of the respondents are strongly Agree to the training improved their performance in specific tasks or areas related to their role.

Conclusion: It is witnessed from the analysis that the majority 58% of the respondents are agree regarding freedom and communication skills followed by the organisation.

Findings

- The majority 40% of the respondents are agreed to the current training programs are adequately cover the skills required for their job role.
- The maximum 32% of the respondents are agreed to the training programs is significantly increasing their productivity.

- The greater part 3.35% of the respondents are strongly agreed to the training materials were well-organized and easy to understand.
- The large portion 4.34% of the respondents are strongly agreed to the training methods were engaging and conducive to learning.
- The highest part 5.34% of the respondents are strongly agreed to the training improved their performance in specific tasks or areas related to their role.

Suggestions:

- These suggestions are for the management and staff grade employees.
- Training effectiveness must be regularly done
- The feedback of the employees should consider for further training programs.
- Training and development programs should that all conducted employees should feel their personal growth it developed.
- Employees must be relieved from the work pressure by the superiors to attend the training programs.

Conclusion:

Training and development is considered as a strategy for growth in every organization. It is adopted by the organization to fill the gap between skills and future opportunities. These training programs definitely enhance skills; improve efficiency and productivity and growth opportunities for employees.

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