



# International Journal of Research Publication and Reviews

Journal homepage: [www.ijrpr.com](http://www.ijrpr.com) ISSN 2582-7421

## A STUDY ON MANPOWER TRAINING AND DEVELOPMENT AS A TOOL FOR ENHANCING EMPLOYEE PERFORMANCE

*HEMAVATHY T<sup>1</sup>, Dr.D. CHITRA<sup>2</sup>*

<sup>1</sup>Student, Dept. of Management Studies, Panimalar Engineering College, Chennai.

<sup>2</sup>Professor, Dept. of Management Studies, Panimalar Engineering College, Chennai.

### ABSTRACT:

The need of efficient workforce development and training in today's cutthroat corporate environment cannot be emphasised. This study examines how employee performance is enhanced by training and development programmes at Piramal Pharma Ltd., a prestigious pharmaceutical business. This research intends to analyse the effects of training programmes on employee skill enhancement, work satisfaction, and overall organisational performance through a thorough analysis of the current literature and primary data gathering methods, such as surveys and interviews. It also looks at how training plans match the objectives of the business, highlighting the value of specially designed training programmes that are adapted to the unique requirements of the personnel of Piramal Pharma Ltd. It is anticipated that the study's conclusions would provide insightful information to HR professionals and business executives who want to maximise their training and development strategies for improved worker productivity and organisational success.

Keywords: Manpower training and development as a tool for enhancing employee performance

### 1 INTRODUCTION

Without its employees, the business could not operate. The efforts of an organization's personnel directly affect its success or failure. As a result, company executives must understand the importance of training and development in improving employee performance and assessing employees. An organization's competitive advantage in the modern global market is predicated on its superior capacities, knowledge, and talents. Despite the substantial amount of research in this field, it is evident that organisational leaders still confront numerous gaps and obstacles in the area of employee performance training and development. The purpose of this article is to offer a high-level viewpoint on staff development, education, and evaluation.

Successful training and development initiatives that increase employee productivity will be analysed, along with their rationales, results, methods, advantages, and recommended courses of action. In today's very competitive business world, companies recognise that their employees are essential to their success. The tenets of employee training and development have evolved into vital HRM pillars that are necessary to accomplish strategic goals and completely utilise people's potential.

People can obtain the necessary skills, knowledge, and talents to excel in their current roles through the interwoven processes of training and development. They can also be prepared for future challenges and responsibilities within the company. The dynamic interplay between development and training creates a powerful synergy that boosts worker performance. While development focuses on improving an individual's overall capabilities and flexibility to thrive in prospective future positions, training equips people with the skills and knowledge they need to carry out their current job obligations. All of these processes help the business develop a culture of learning, which makes it easier to improve things over time and share knowledge.

In the modern era of rapid technological advancement and shifting consumer demands, companies that prioritise employee training and development gain a competitive edge. Investing in the growth and development of employees can help organisations achieve better overall performance and cultivate a staff that is innovative, nimble, and dedicated to the organization's mission. This study explores the approaches, procedures, and potential benefits that businesses may receive in the area of staff training and development. A number of factors are included in the training and development process, including developing the potential of recently hired personnel to become future leaders and optimising their skills. The investment made in this trip holds significance for an organization's existing and future conditions, as it forges a robust link between enhanced employee performance and the organization's overall prosperity.

---

## 2 REVIEW OF LITERATURE

Navneet Bhatnagar, Lupin Limited, an Indian pharmaceutical company founded in 1968 by a chemistry professor, Dr. Desh Bandhu Gupta has had a rich history of innovation and growth since its inception. Over the years, the pursuit of excellence catapulted Lupin into the status of a multinational company with a presence in more than 100 countries.

K.M.Venkat Narayan, Indian people are at high risk for type 2 diabetes (T2DM) even at younger ages and lower body weights. Already 74 million people in India have the disease, and the proportion of those with T2DM is increasing across all strata of society. There are major opportunities for scientific discovery and technological innovation, which if tapped can generate solutions for T2DM relevant to the country's context and make leading contributions to global science. India offers a fertile environment for shifting the paradigm from imprecise late-stage diabetes treatment toward early-stage precision prevention and care. Investing in and leveraging academic and technological infrastructures, across the disciplines of science, engineering, and medicine, can accelerate progress toward a diabetes-free nation.

Satya Sri Harshitha Donipudi, The Indian pharmaceutical business has been seeing tremendous expansion in recent years, driven by increased domestic consumption and strong demand from export markets. The sector has made great progress in terms of infrastructure development, technical basis, and product variety. Because of Indian pharmaceutical companies' capacity to create cost-effective pharmaceuticals, demand from the export market has been constantly increasing. The goal of this study is to examine the before and aftereffects of FDI in pharmaceuticals on Indian economy.

Daniele Altomare, Dementia has a devastating impact on the quality of life of patients and families and comes with a huge cost to society. Dementia prevention is considered a public health priority by the World Health Organization. Delaying the onset of dementia by treating associated risk factors will bring huge individual and societal benefit. Empirical evidence suggests that, in higher-income countries, dementia incidence is decreasing as a result of healthier lifestyles.

Prabal Chakraborty, Today, the Indian pharmaceuticals industry is recognised the world over due to the quality and cost-effectiveness of its products. At present, globally it is one of the fastest-growing industries and contributes 2.4 per cent value wise and 10 per cent volume wise globally. India alone accounts for 20 per cent of global exports in generics. In 2016, the Indian pharma industry exported USD16.89 billion and is expected to touch USD40 billion by 2020.

Vishal Singh Seetharam Singh, Mergers and Acquisitions are the most effective ways of accelerating the growth of companies. Pharmaceutical industries being one of the most dynamic sectors, probably see more merger and acquisition (M&A) activity than any other industry, both in the number of deals and the amount of money spent. No other industry can compare when it comes to M&As; large, game-changing deals continuously and profoundly change the competitive landscape, while smaller yet still significant transactions are an integral part of the operations of pharma companies. Pharma is a very large and complex growing part of the global economy.

Shikha Rana, In recent times competitive and outperforming employees are of the utmost requirement for the success and sustenance of any organization. Organizations hire employees to achieve long-term and short-term goals so that they can get an edge over competitors and can meet the challenges posed by the continuously changing environment.

---

## 3 NEED OF THE STUDY

Competitive Edge in the rapidly evolving pharmaceutical industry, staying ahead of competitors requires a skilled and knowledgeable workforce. Regular training ensures employees are up-to-date with the latest trends, technologies, and regulations, giving Piramal Pharma a competitive edge. Quality and Compliance the pharmaceutical sector is highly regulated, with stringent quality and compliance standards. Effective training ensures that employees understand and adhere to these standards, reducing errors, ensuring product quality, and mitigating risks. Innovation and Adaptability continuous training fosters innovation and adaptability among employees.

---

## 4 OBJECTIVES OF THE STUDY

To identify the training programs contribute to higher levels of employee engagement and job satisfaction. To assess team collaboration through team building exercise within training programs. To identify and provide training to help employees navigate and adapt to organization change. To assess employees to gain knowledge and skills in areas outside their primary roles.

---

## 5 SCOPE OF THE STUDY

Identify the key skills required for various roles within the organization, including technical skills related to pharmaceutical manufacturing, quality control, research and development, and soft skills such as communication, leadership, and problem-solving. Given the highly regulated nature of the pharmaceutical industry, ensure that employees receive regular training on industry regulations, Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP), and other relevant compliance standards. Provide comprehensive training on the company's products, including their features, benefits, usage, and competitive positioning. This is especially important for sales and marketing teams to effectively

communicate with customers. Offer leadership development programs to cultivate the next generation of leaders within the organization. This could include mentoring, coaching, and structured leadership training programs to help employees develop essential leadership skills.

---

## 6 RESEARCH METHODOLOGY

Research is the process of creating new knowledge or finding novel ways to apply already-existing knowledge to provide fresh ideas, approaches, and comprehensions. This can involve synthesising and analysing earlier research to the degree that it produces original and inventive results.

### *SAMPLE SIZE*

The sample size is defined as the number of observations used for determining the estimations of a given population. The size of the sample has been drawn from the population. The sample size for this study is determined using MORGON TABLE. The sample size for this study is 200, which is derived from the total number of employees in the organization, i.e., population(N) o 300

### *DATA COLLECTION METHOD*

Data refers to information or facts. It also includes descriptive facts, non-numerical information, and qualitative and quantitative information. The data collected to carry out the study involves two types of data

### *RESEARCH TOOLS*

Research tools can be defined as the instrument in the hands of researchers to measure what they indent to in their study. The collected data has been analyzed by the following statistical tool:

- 1) Mann-Whitney U Test
- 2) Kruskal Wallis H Test
- 3) Chi Square
- 4) Correlation

---

## 7 FINDINGS

The age of below25 are at the responses of 47%.Majority of the employee are male.It is inferred that 51.5 respondents of employees are unmarried.It is inferred that 46% respondents are employees possessing the education of under graduate.It is inferred that 43% respondents are 1-5 years.It is inferred that 32.5% respondents are 20000-25000 income level.It is inferred that 44.5% respondents are at the responses of neutral level of enthusiasm towards a learning activities.It is inferred that 32% respondents are at the responses of never participate company sponsored events or initiatives. It is inferred that 68% respondents are at the responses of yes opportunities fpr professional growth and development.It is inferred that 68% respondents are at the responses of yes opportunities provided align with your career and aspiration.It is inferred that 44% respondents are at the responses of neutral effectiveness of the programs by the enhancing your skills and knowledge.It is inferred that 32% respondents are at the responses of weekly team engage in team building activities.It is inferred that 32.5% respondents are at the responses of slightly team building activities contribute to fostering a positive work environment.It is inferred that 41.5% respondents are at the responses of neutral level of teamwork and collaboration within your team. It is inferred that 35.5% respondents are at the responses of moderate overall level of trust and camaraderie within your team.It is inferred that 36% respondents are at the responses of neutral effectively team collaboration projects or task.It is inferred that 26% respondents are at the responses of change management workshop the types of training .It is inferred that 33.5% respondents are at the responses of neutral company during periods of organization change.It is inferred that 30% respondents are at the responses of increased confidence and competence have increased after undergoing training for organisation change.It is inferred that 74% respondents are at the responses of yes opportunities to provide feedback or regarding the training programs.It is inferred that 31% respondents are at the responses of fair overall supported and resources provided to help employee adapt to organisation changes. It is inferred that 34.5% respondents are at the responses of very important believe it is for employees to gain knowledge and skills .It is inferred that 51% respondents are at the responses of yes training and learning activites outside your primary role in the past year. It is inferred that 28% respondents are at the responses of other motivated you to participated in these activities.It is inferred that 80% respondents are at the responses of yes more resources in supporting employees to gain knowledge and skills.From the above analysis it is inferred that  $P(\text{sig}) > 0.05$ , hence accept the  $H_0$ .There is no significance difference between the mean rank of gender of respondents with respect to of employee engagement and job satisfaction contribute the training program .From the above analysis it is inferred that  $P(\text{sig}) > 0.05$ , hence accept the  $H_0$ .There is no significance difference between the mean rank of marital of respondents with respect to of employee engagement and job satisfaction contribute the training program.From the above analysis it is identified that  $P(\text{sig}) > 0.05$ , hence null hypothesis  $H_0$  is accepted.There is no significance difference between the mean rank of respondents age with respect on level of employee engagement and job satisfaction contribute the training program.From the above analysis it is

inferred that  $P(\text{sig}) > 0.05$ , hence accept the  $H_0$ . There is no significance difference between the mean rank of income level of respondents with respect to of employee engagement and job satisfaction contribute the training program. From the above analysis it is inferred that  $P(\text{sig}) > 0.05$ , hence accept the  $H_0$ . There is no significance difference between the mean rank of educational qualification of respondents with respect to of employee engagement and job satisfaction contribute the training program. From the above analysis it is inferred that  $P(\text{sig}) > 0.05$ , hence accept the  $H_0$ . There is no significance difference between the mean rank of work experience of respondents with respect to of employee engagement and job satisfaction contribute the training program

---

## 8 CONCLUSION

As we reflect on the outcomes of our endeavors, it becomes evident that the benefits extend far beyond mere skill acquisition. Our investment in training has fostered a culture of continuous learning and growth, empowering employees to adapt to evolving challenges and seize opportunities for innovation. Moreover, by aligning training initiatives with organizational goals, we've seen a tangible uptick in operational efficiency, quality standards, and ultimately, bottom-line results. At Piramal Pharma Ltd., we recognize that our people are our most valuable asset. Therefore, our commitment to their development isn't just a strategic imperative but a moral obligation. By providing avenues for professional advancement and personal enrichment, we not only enhance individual capabilities but also cultivate a workforce that is resilient, adaptable, and poised for long-term success. Looking ahead, we remain steadfast in our resolve to continually invest in the growth and development of our employees. Through ongoing assessment, refinement, and innovation in our training programs, we will continue to raise the bar for excellence and cement our position as an industry leader. In closing, I extend my sincere gratitude to all stakeholders who have contributed to the success of our training and development initiatives. Together, we have embarked on a journey of empowerment and transformation, and I am confident that the best is yet to come for Piramal Pharma Ltd.

## REFERENCES

1. Navneet Bhatnagar- journal of Navigating Challenges Facing the Next-Generation Sibling Team at Lupin in the Post-Founder Era, publication year 2024, pub date: January 09, 2024.
2. K.M.venkat Narayan-journal of a Strategic Research Framework for Defeating Diabetes in India: A 21st-Century Agenda, Published: 21 March 2023 Volume 103, pages 33–54, (2023) P
3. Satya sri Harshitha donipudi- journal of impact of FDI on economic development of india (pharmaceutical sector) and difficulties faced during pandemic
4. Daniele altomare- journal of Brain Health Services: organization, structure, and challenges for implementation. A user manual for Brain Health Services Published: 11 October 2021 Volume 13, article number 168, (2021)
5. Prabal Chakraborty- journal of Indian pharmaceuticals industry in global scenario, volume 22, issue 3
6. Vishal singh seetharam singh 2019- journal of M & A in Pharma Industry, Evidence from India and Italy. Rel. Luigi Benfratello. Politecnico di Torino, Corso di laurea magistrale in Ingegneria Gestionale (Engineering And Management), 2019
7. Shikha rana- journal of Performance Appraisal Techniques Across Various Sectors in India
8. Christoforos hadjichrysanthou- journal of the dynamics of biomarkers across the clinical spectrum of Alzheimer's disease ,Published: 13 June 2020 Volume 12, article number 74, (2020)
9. Tamas geroacs- journal of Internationalization of Indian Multinational Enterprises Motivations, strategies and regulation from the experience of Indian investments: a focus on Europe1, Paper 234 (2017) 1–40. October 2017
10. Sudip Chaudhuri- journal of Premature Deindustrialization in India and Re thinking the Role of Government