



A Study on “Training and Development of Britannia Industry Ltd. for their Employees and New Entrants.”

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ABSTRACT-

One way to think about training and development is as a means to an end. It assists a company in reaching its ultimate goal, which is raising the happiness quotient, which encourages people to perform above and beyond expectations, producing high-quality work and a thriving company. Good organizational health promotes staff retention, which in turn enhances the company's reputation and fosters goodwill among the public. It functions similarly to a bridge by narrowing the gap between performance and competence. The secret to happy employees is training and development. The largest challenge a business has is managing its people resources, and the greatest solution to this issue appears to be training and development. The necessity, significance, and applicability of training and development for employees and new hires at Britannia Industry Ltd. are the main subjects of this research. A questionnaire that was randomly given to 100 workers at different levels of the company was used to conduct the research. The results of the study showed that longer training and development programs are necessary, and that the personnel has to be properly trained using the newest tools and technology.

Executive Summary-

Training, according to Michel Armstrong, is the methodical development of the information, abilities, and attitudes needed for a particular work or employment. It entails enhancing workers' aptitudes, competencies, and capacity to carry out certain tasks. Ensuring a company has a trained and willing staff is the primary goal of training. In order to improve knowledge, attitudes, and skills, learners and experts collaborate throughout training and development. Development encompasses a wide range of continuous activities, such as self-improvement, coaching, mentorship, role orientation, and training in many fields. It is an experience and a lifelong aim. In contemporary industrial organizations, it is also often acknowledged that employee training is necessary to keep staff members abreast of emerging technical advancements. Every business needs a structured training program for its workers' personal and professional development.

The evaluation of training efficacy is researched, scrutinized, and analyzed with regard to Britannia Industries Ltd. with this goal in mind. Recognize the training and development strategies that Britannia Industry has put in place.

Keywords- Employees, Training, Development, Britannia,

INTRODUCTION-

One of the most important aspects of human resource management is training and development, which aims to provide managers with comprehensive growth and maturity by educating staff members technical skills relevant to their work. These programs are created in accordance with the needs, competencies, objectives, and job profiles of the organization. They fall into two categories: on-the-job and off-the-job, and they can occur both on and off the workplace. At different levels, different training approaches are employed, such as work rotation, technical training, internship training, and specialized job training. Employer training is an investment made by profitable businesses to boost output, morale, and overall profitability. Training and growth are vital instruments for survival when abilities become outdated. Organizations must adapt effective training techniques when market trends point to budget constraints in order to support workers' skill development. The goal of the field of training and development is to raise group and individual performance levels inside an organization. It is also known as learning, human resource development, employee development, and nine developments. Organizations may better respond to shifting social demands by investing in training that improves workers' attitudes, knowledge, skills, and capacities. Organizations must ensure that their staff receive regular training since employees' expertise will become outdated due to the rapid progress of technology. Training efforts that focus on long-term employee development can be developed separately or in conjunction with a learning management system. Orientations, lectures in the classroom, case studies, role plays, simulations, and computer-based training are examples of common training methods.

Objectives of the Study-

1. To study the concept of training and development practices in Britannia Industry.
2. To analysis employee output level for the company after proper training.
3. Suggest to Improve the work environment and training session of their organization.

Employee Training and Development-

A strategic tool for improving business outcomes by implementing internal educational programs that advance employee growth and retention.

Management Training and Development -

Businesses must swiftly adapt to the continually changing corporate marketplace. This revolution is fueled by technology, specifically automation and artificial intelligence. Since participants in corporate training programs might not recall all of the material, many of them could be unsuccessful. Businesses could use mobile "just-in-time" training and distant learning programs to promote self-directed, self-motivated learning as a solution to this. According to a recent IBM research, nearly 120 million people in the twelve major economies worldwide may require retraining in the next three years as a result of automation facilitated by artificial intelligence.

The report emphasizes the value of talented workers in the global economy, with soft skills gaining prominence while digital skills are still essential. The time it takes to bridge skills gaps and the shortening skill half-life, however, put both the availability and quality of skills at risk. The advent of intelligent automation is revolutionary, necessitating millions of workers to retrain and retrain themselves. The digital age is causing organizational cultures to change, calling for a new business model and adaptable culture that supports the development of vital skills. Enhancing employee performance and productivity requires training and development that focuses on the knowledge, abilities, and content needed to meet goals. Employee effectiveness is increased through effective training, which teaches new material, refreshes knowledge and abilities, and helps employee's master new approaches. Instruction

Process of Training and Development-

For organizations to increase employee productivity, expertise, and quality of work, training and development are essential processes. In order to do this, businesses must assess the need for training and match it to their aims and objectives. Additionally, they must to set clear goals, including installing new items or raising consumer knowledge of them. Training can be provided through supervised by instructors virtual classes, autonomous online programs, in-person instruction, certification programs, and online classes.

The programs should be implemented, providing workers, partners, or vendors with training, once the strategies and strategy have been completed. Performance reviews should be carried out after the training to make sure it was successful. Instructors can be assessed using ratings or comments, and students can be evaluated using points or inside or outside certificates.

Benefits of Training and Development-

Since training and development are more advantageous and cost-effective than hiring new employees, they are essential for firms. Increased productivity, less micromanagement, preparing future leaders, improved job satisfaction and retention, drawing in highly skilled workers, increased consistency, heightened camaraderie, enhanced safety, capacity for cross-training, and increased innovation are the top ten advantages of employee training and development programs. Workers keep up to date on new processes and technology, which increases productivity and decreases micromanagement. They also provide future leaders with training, guaranteeing a steady supply of knowledgeable and creative leaders. Regular training also lowers absenteeism and improves employee retention overall by increasing work satisfaction and retention. Companies that offer recognizable career pathways built on ongoing training and development tend to draw in top recruits. Regular instruction also promotes a spirit of cooperation.

Research Methodology:

One type of research is the process of learning more about a certain subject. Research is conducted in order to do systematic analysis and address problems in an efficient manner.

The methods used by researchers to describe, interpret, and forecast events are referred to as methodology. Methods include the processes for creating, gathering, and assessing data. Techniques are means of gathering data that are helpful in evaluating explanations.

Research Design:

"Descriptive research" is the sort of research design that was employed in this study. In a descriptive study design, the data are arranged and summarized for ease of comprehension.

This descriptive statistics' primary goal is to give a succinct overview of the samples. This usually indicates that probability theory is not the foundation upon which descriptive statistics are created.

Data Sources:

To be more specific, both primary and secondary sources of data were gathered for the study through the distribution of questionnaires.

Primary Data:

Primary data are those that are gathered for the first time and can be compiled using a variety of techniques. It is gathered for this research via surveys.

1. By using surveys, primary data would be gathered when the questions were being asked.
2. Primary data would come from in-person interviews or questionnaire responses from respondents.
3. I'll use a questionnaire to get the data.

A prepared questionnaire is given to the staff members.

Secondary Data:

Search engines, libraries, and corporate websites are the sources of secondary data needed for research projects.

1. The information will already be accessible through print materials, websites, journals, etc.
2. For that reason, information will be gathered from various magazines, newspapers, websites, and course materials.
3. Information from the website <https://www.britannica.com/> will be gathered.

Research Instrument:

The basic data for this study were gathered using a survey method. We gave the responders the surveys in this process. The questionnaire was organized by the researcher as follows:

Multiple-choice questions

Questionnaire:

A sheet of paper with questions about a particular topic about which the researcher gathers data is called a questionnaire. By far the most popular approach for gathering primary data is the questionnaire method due of its versatility. The reply receives the questionnaire to complete.

Sampling Design:

Clearly defining a set of objectives—technically known as the universe to be studied—is the goal of sampling design. The basic random sample method is the sampling methodology employed.

Tools: Charts, Graphs, MS Excel, and Percentage

Hypothesis-

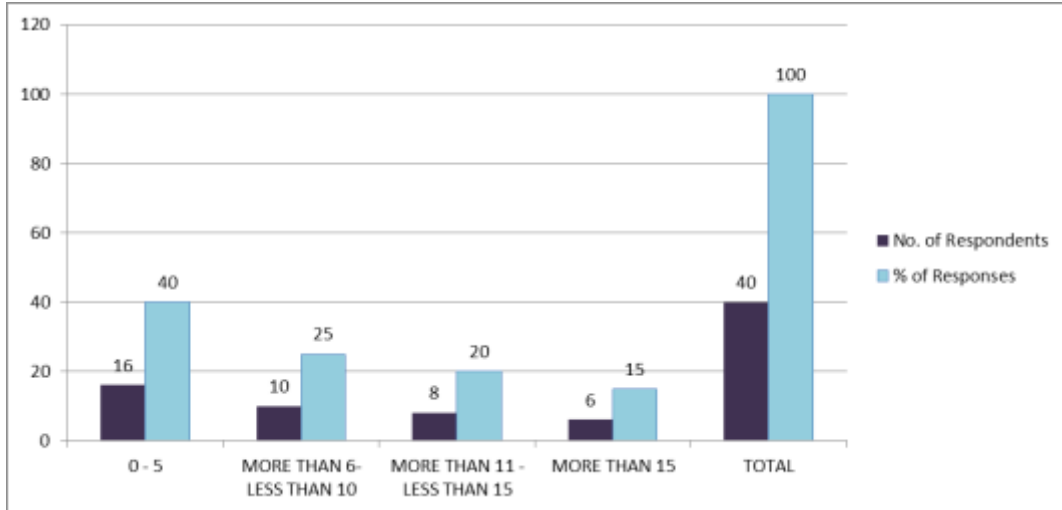
H1: Employees are satisfied with training and development.

H0: Employees are not satisfied with training and development.

Data Analysis and Interpretation

1. How many training programs have you attended in last 5 years?

No. of Programs	No. of Respondents	% of Responses
0 - 5	16	40
MORE THAN 6- LESS THAN 10	10	25
MORE THAN 11 - LESS THAN 15	8	20
MORE THAN 15	6	15
TOTAL	40	100

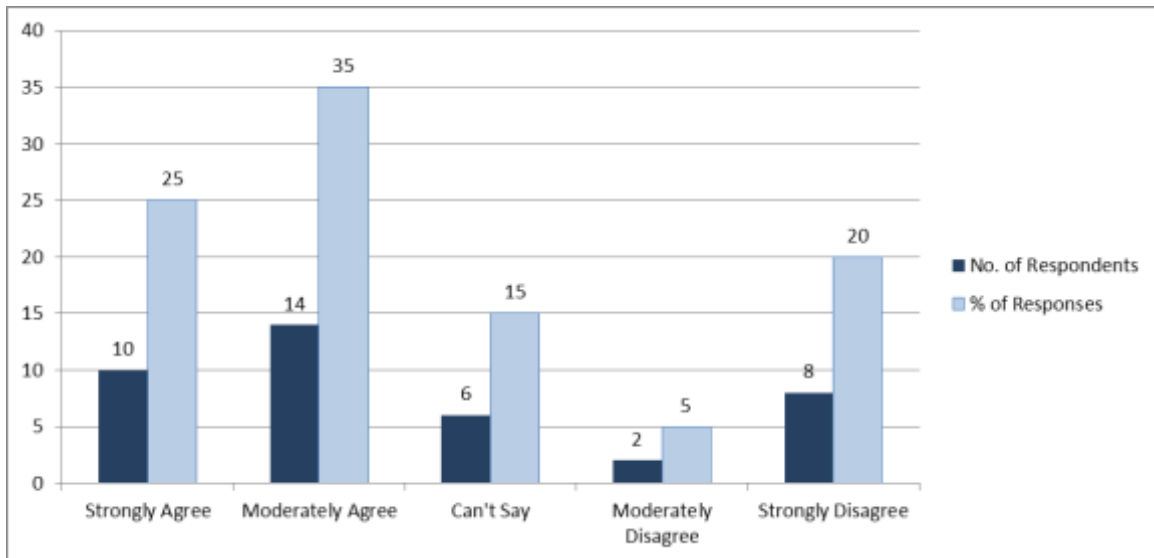


Interpretation

45% of the officers have attended 6-15 training programs in the last 5 years, which is an indication of an effective training policy of the organization. However, 40% of the officers have attended only 0-5 training programs, which needs to be evenly Monitored by the organization.

2. The program objectives were known to you before attending it.

No. of Programs	No. of Respondents	% of Responses
Strongly Agree	10	25
Moderately Agree	14	35
Can't Say	6	15
Moderately Disagree	2	5
Strongly Disagree	8	20
Total	40	100

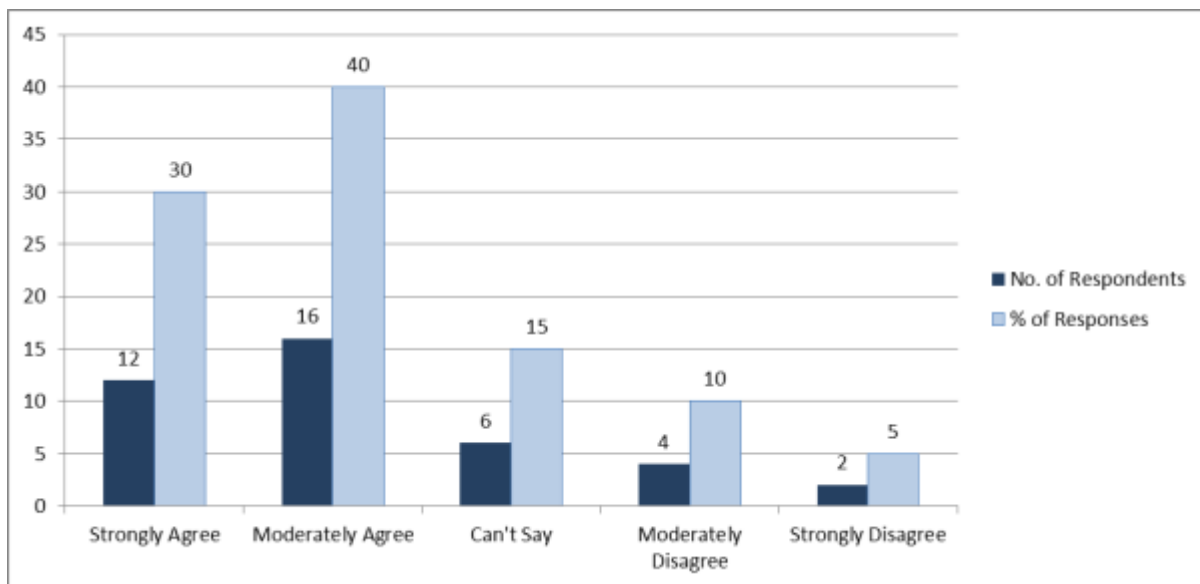


Interpretation

35% of the respondents moderately agree to the fact of knowing the training objectives beforehand, in addition to 25% who strongly agree. But a small population disagrees as 20% strongly disagree to this notion. Training objectives should therefore be made known compulsorily before imparting training in the organization.

The training program was relevant to your development needs.

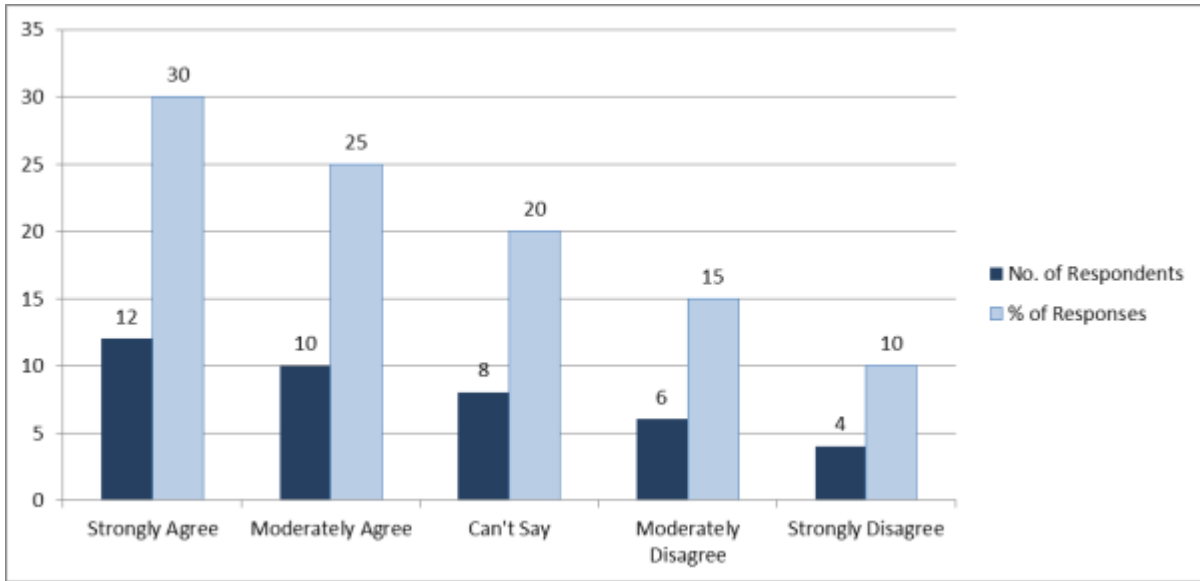
No. of Programs	No. of Respondents	% of Responses
Strongly Agree	12	30
Moderately Agree	16	40
Can't Say	6	15
Moderately Disagree	4	10
Strongly Disagree	2	5
Total	40	100

**Interpretation**

70% of the respondents feel that the training programs were in accordance to their developmental needs. 15% respondents could not comment on the question and 10% think that the programs are irrelevant to their developmental needs and the organization must ensure programs that satisfy the developmental needs of the officers.

3. The period for training session was sufficient for the learning.

No. of Programs	No. of Respondents	% of Responses
Strongly Agree	12	30
Moderately Agree	10	25
Can't Say	8	20
Moderately Disagree	6	15
Strongly Disagree	4	10
Total	40	100

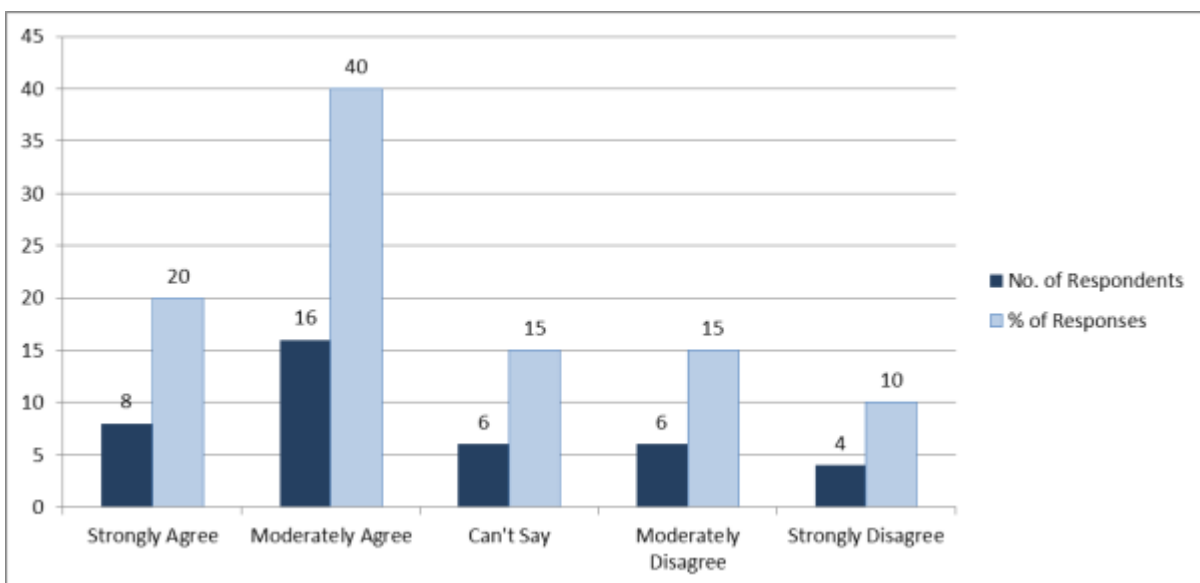


Interpretation

55% of the respondents feel that the time limit of the training program was adequate but 25% feel that it was insufficient. Also, 20% could not comment on the question. All the respondents felt that increase in time limit of the program certainly be beneficial and the organization should plan for this to be implemented in the near future.

Does training help to boost every employee in the organization.

No. of Programs	No. of Respondents	% of Responses
Strongly Agree	8	20
Moderately Agree	16	40
Can't Say	6	15
Moderately Disagree	6	15
Strongly Disagree	4	10
Total	40	100

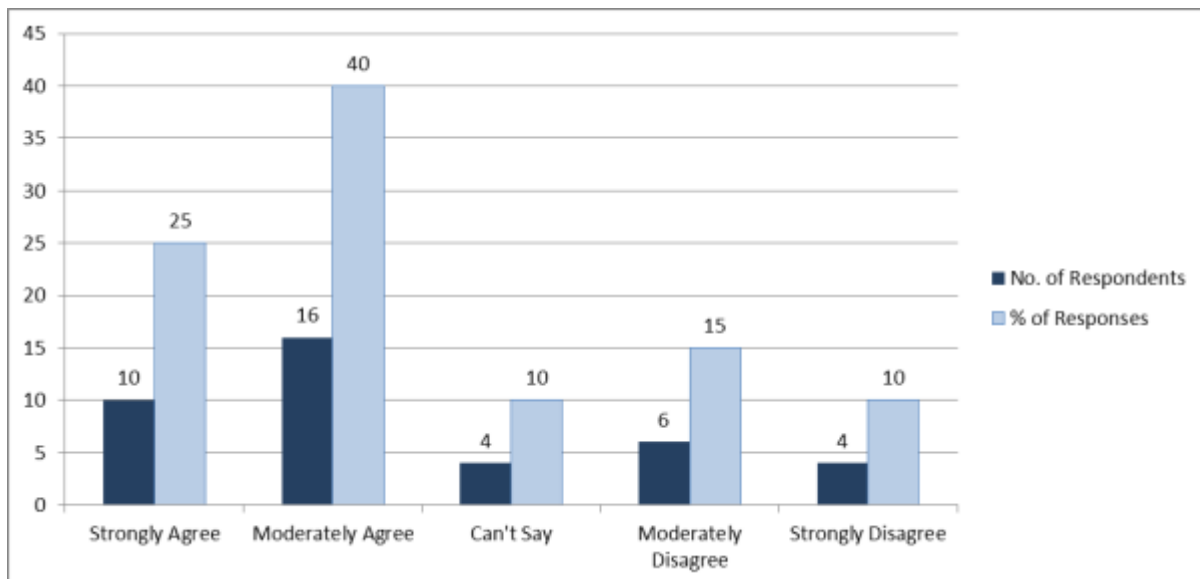


Interpretation

From the above chart it is seen that 20% of employees strongly agree that training help them to boost every employee in the organization. 40% of employees moderately agree that training help them to boost every employee in the organization. 15% of employees can't say that training help them to boost every employee in the organization. 10% of employees strongly disagree that training help them to boost every employee in the organization.

4. The training sessions were exciting and a good learning experience.

No. of Programs	No. of Respondents	% of Responses
Strongly Agree	10	25
Moderately Agree	16	40
Can't Say	4	10
Moderately Disagree	6	15
Strongly Disagree	4	10
Total	40	100

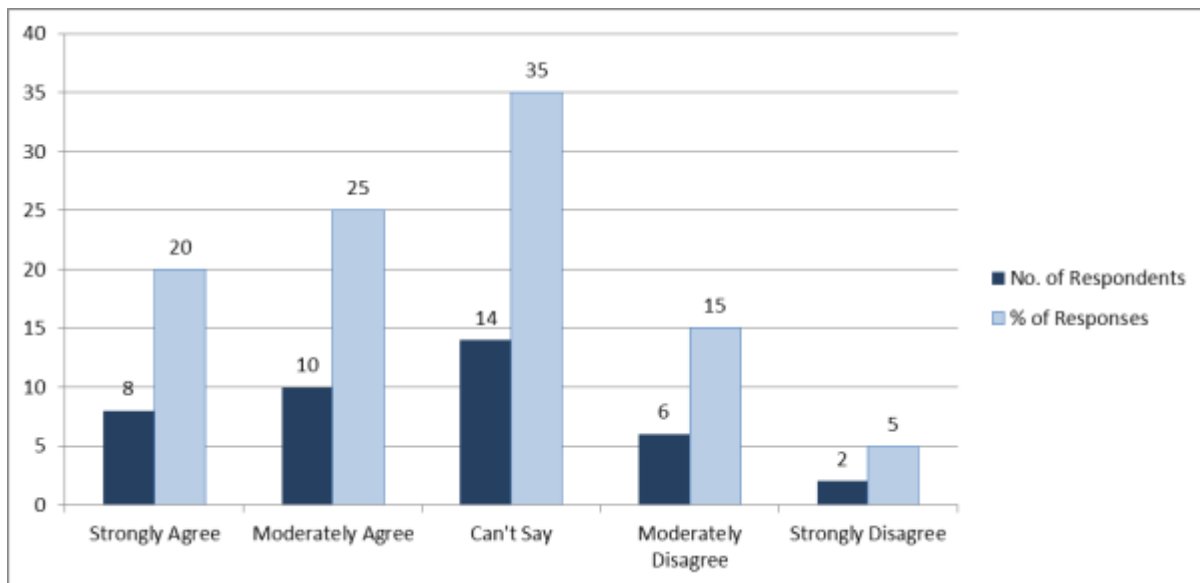


Interpretation

From the above chart it is seen that 25% of employees strongly agree that training help them to boost every employee in the organization. 40% of employees moderately agree that training help them to boost every employee in the organization. 10% of employees can't say that training help them to boost every employee in the organization. 15% of employees moderately disagree that training help them to boost every employee in the organization. 10% of employees strongly disagree that training help them to boost every employee in the organization.

5. The training aids used were helpful in improving the overall effectiveness of the programme.

No. of Programs	No. of Respondents	% of Responses
Strongly Agree	8	20
Moderately Agree	10	25
Can't Say	14	35
Moderately Disagree	6	15
Strongly Disagree	2	5
Total	40	100

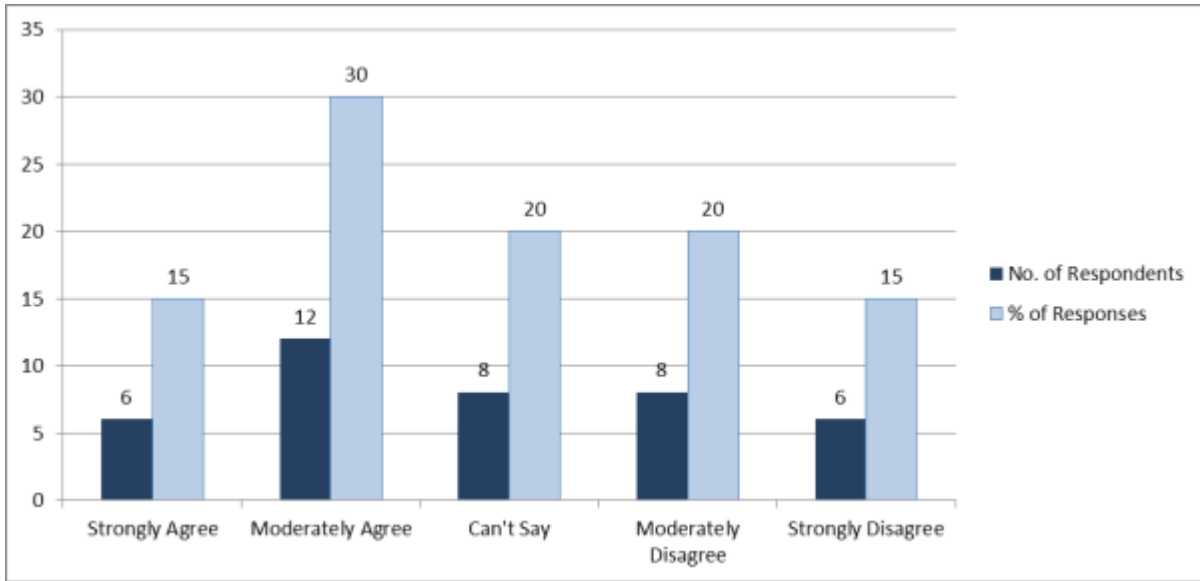


Interpretation

From the above chart it is seen that 20% of employees strongly agree that training helpful in improving the overall effectiveness of the program of the employee in the organization. 25% of employees moderately agree that training helpful in improving the overall effectiveness of the program of the employee in the organization. 35% of employees can't say that training help them to boost every employee in the organization. 15% of employees moderately disagree that training help them to boost every employee in the organization. 5% of employees strongly disagree that training help them to boost every employee in the organization.

6. The training was effective in improving on the job efficiency.

No. of Programs	No. of Respondents	% of Responses
Strongly Agree	6	15
Moderately Agree	12	30
Can't Say	8	20
Moderately Disagree	8	20
Strongly Disagree	6	15
Total	40	100

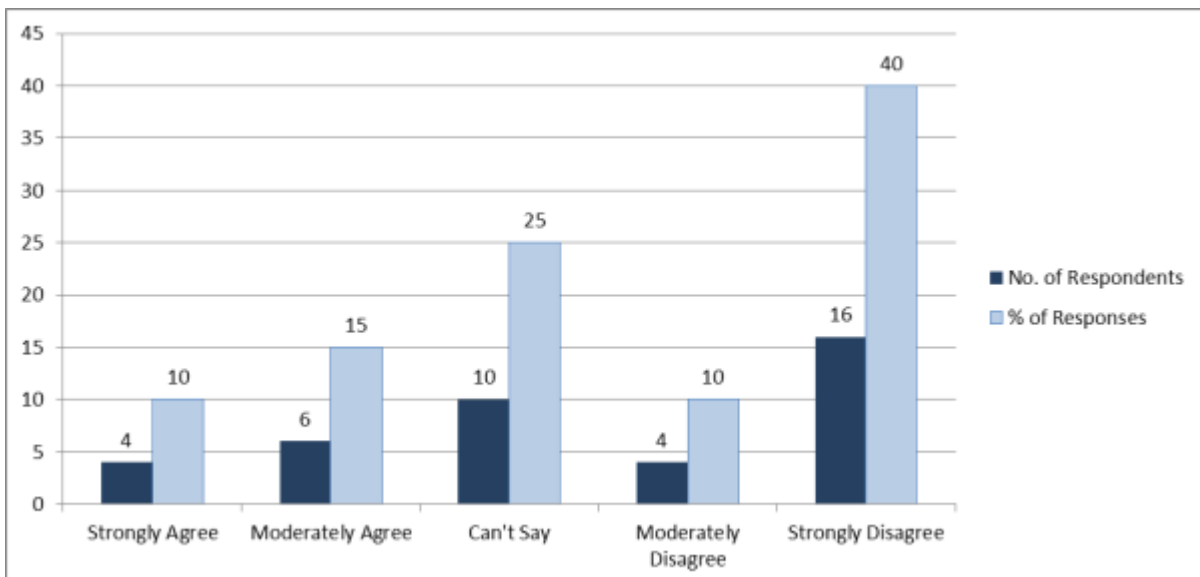


Interpretation

From the above chart it is seen that 15% of employees strongly agree that training was effective in improving on-the-job efficiency for employee in the organization. 30% of employees moderately agree that training was effective in improving on-the-job efficiency for employee in the organization. 20% of employees can't say that training was effective in improving on-the-job efficiency for employee in the organization. 20% of employees moderately disagree that training was effective in improving on-the-job efficiency for employee in the organization. 15% of employees strongly disagree that training was effective in improving on-the-job efficiency for employee in the organization

7. Do you experience faithful change in yourself after training.

No. of Programs	No. of Respondents	% of Responses
Strongly Agree	4	10
Moderately Agree	6	15
Can't Say	10	25
Moderately Disagree	4	10
Strongly Disagree	16	40
Total	40	100

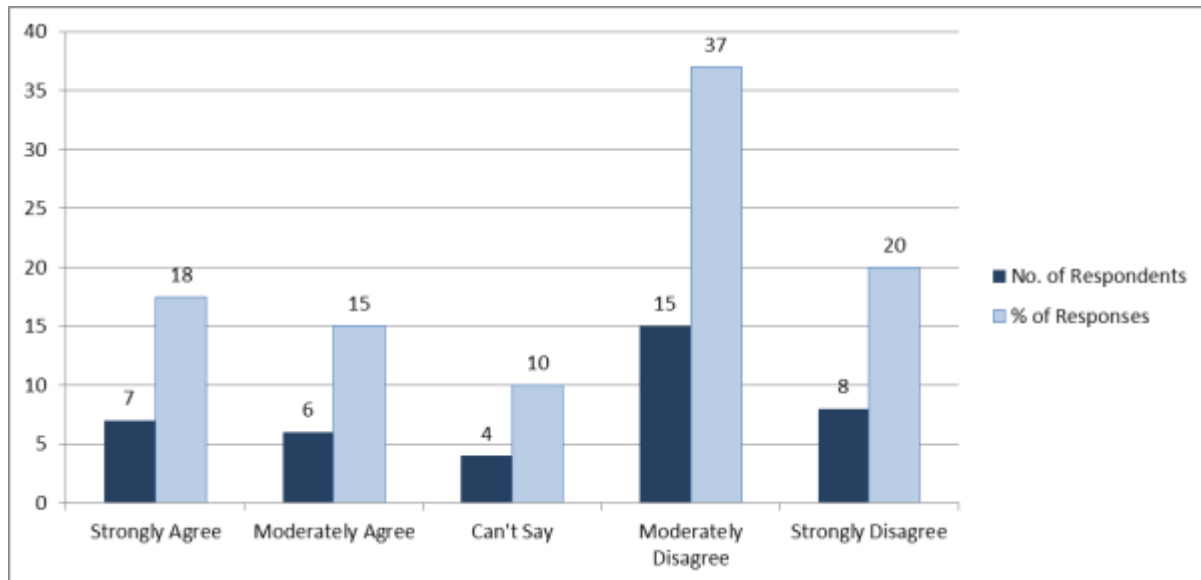


Interpretation

From the above chart it is seen that 10% faithful changes after training. 15% of employees moderately agree faithful changes after training. 25% of employees can't say that they experience faithful changes after training. 10% of employees moderately disagree faithful changes after training. 40% of employees strongly disagree faithful changes after training.

8. Do you think that the number of training sessions in your organization should be increased.

No. of Programs	No. of Respondents	% of Responses
Strongly Agree	7	18
Moderately Agree	6	15
Can't Say	4	10
Moderately Disagree	15	37
Strongly Disagree	8	20
Total	40	100



Interpretation

From the above chart it is seen that 18% of employees strongly think that the number of training sessions in organization should be increased. 15% of employees moderately agree that the number of training sessions in organization should be increased. 10% of employees can't say that the number of training sessions in organization should be increased. 37% of employees moderately disagree think that the number of training 0 5 10 15 20 25 30 35 40 Strongly Agree Moderately Agree Can't Say Moderately Disagree Strongly Disagree Total Chart Title No. of Respondents % Of Responses 58 sessions in organization should be increased. 20% of employees strongly disagree think that the number of training sessions in organization should be increased.

Findings of the Study

The project's main conclusions are listed as follows:

1. Training is viewed by respondents as a constructive step toward expanding their knowledge base.
2. The responders had a general understanding of the training programs' objectives before they attended.
3. The training programs were appropriately crafted to address the respondents' developmental requirements.
4. A few participants proposed that the training programs should be extended since they were not long enough.
5. Additionally, several respondents proposed that utilizing the most recent training techniques will improve the efficacy of the training initiatives.

Suggestions-

The study and observation yield suggestions. A few recommendations are included below:

1. Acknowledging the necessity of a systematic approach to employee training and development on an equal footing for all employees within the organization, irrespective of department or unit, the firm is dedicated to producing and supporting initiatives and solutions to meet this objective.
2. Although staff members actively participate in decision-making, their suggestions are rarely implemented. Employee confidence so declines, demotivating them. Therefore, the management might take into account certain appropriate suggestions made by the employees in order to inspire them.
3. It is important to structure various behavioural training programs in an efficient manner for their work.
4. Offer suitable instruction to maximize the potential

Conclusion-

Because it is the key to changing employees' attitudes, behaviors, and work habits, the upper management believes that training is a crucial component of the company. It ought to be taught to each employee at least once. It is the opinion of both management and employees that both inside and outside professors should provide the training. Training, both psychological and technological, is critical to the growth of the company. Organizational production is rising as a result of initiatives to train and develop employees. Ultimately, superior leadership and staff collaboration are critical components of every successful instruction program. Employee attendance at work during the course of instruction will be facilitated by internal courses, which will benefit both the firm and the personnel.

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