



International Journal of Research Publication and Reviews

Journal homepage: www.ijrpr.com ISSN 2582-7421

A Study on an Effectiveness of Training and Development Practices in Industry

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DOI : <https://doi.org/10.55248/gengpi.6.0425.1497>

ABSTRACT

Training and Development (T&D) have become essential strategic tools in enhancing employee performance and achieving organizational goals in today's competitive industrial environment. This study focuses on analyzing the effectiveness of Training and Development practices in various industries. The research aims to identify the impact of T&D programs on employee skills, productivity, motivation, and overall organizational growth. Data was collected through surveys and interviews with employees and management from selected industries. The study highlights that well-structured T&D practices contribute significantly to employee satisfaction, skill enhancement, and retention. However, the effectiveness of these programs largely depends on factors such as relevance of training content, methods used, and continuous evaluation. The study concludes with recommendations for industries to adopt innovative training strategies aligned with organizational objectives to foster a culture of continuous learning and development.

KEYWORDS: Training and Development, Organizational Growth, Skill Enhancement, Productivity Improvement.

INTRODUCTION

In today's rapidly evolving economy, an organization's most valuable asset is its Human Resources. They play a crucial role in the success of any organization and are the most vital factor in any economy. Their distinct qualities make them irreplaceable by any other resource, no matter how important it may be, as nothing compares to the human mind in solving complex problems and creating innovative solutions. Therefore, human resources should be of utmost importance when organizing and managing an organization's workforce.

In the past, when jobs were simpler, easier to learn, and minimally affected by technological advancements, there was little need for employees to update or change their skills. However, the rapid advancements over the last few decades in our increasingly complex and advanced society have put additional pressure on organizations to adapt their products, services, and the skills required to perform these jobs. As a job have grown more complex the, the need for training has become more significant.

The primary goal of employee training today is to prepare them to face the challenges confronting organizations. In modern workplaces, it is no longer sufficient to just develop job-specific skills and knowledge. There is also a need for a shift in attitudes, a change in mindset, and the cultivation of multi-functional skills.

Human resource Development (HRD) is defined as "the activities and processes undertaken by the personnel department aimed at fostering the intellectual, moral, physiological, cultural, Social, and economics growth of employees to help them achieve both individual and collective goals."

The central idea behind the Human Resources system is the development of human beings, often referred to as Human Resources Development (HRD).

According to Heggins (1974), human resources is a broad concept that includes both the qualitative human resources present in a community. It encompasses the values, attitudes, and beliefs of the people working for an organization as well as the general knowledge, skills, creative abilities, talents, and aptitudes of its workforce. To put it simply, it is the sum of the innate skills, learned knowledge, and abilities as well as the abilities and talents of the workers.

REVIEW OF LITRATURE

A literature review is essential for adopting a scientific approach in research. It provides investigators with a comprehensive understanding of previous studies related to their current research. Without exploring established theories and past research, one cannot gain meaningful insights into various aspects of a problem. Examining studies on job dissatisfaction, for example, not only highlights historically significant research but also helps identify trends in

theoretical advancements, methodologies, and techniques. A thorough literature review thus serves as a foundation for developing a well-informed and methodologically sound study.

With rapid changes in industrial organizations due to liberalization, there is an increasing emphasis on quality management. Beyond this, organizations are now focusing on human resource development as a key area for growth.

Companies are investing in strategies to maximize the potential of their workforce, ensuring that employees are well-equipped with the necessary skills, knowledge, and motivation. By prioritizing human resource development, organizations can enhance productivity, innovation, and overall business performance in a competitive environment.

Chaturvedi in 1987 did study on Training & Development of Human Resource in Indian Railway where in it found out that Based on his observation study he stated that there are two types of system of evaluation of training. In internal system feed backs of the trainees are taking during the program and at the end of the program. Also it includes other method like interviews and interaction with instructors. In the external system some time bound performances assessment is carried out by field officers who are not the employees of the company.

Sharma in 1988 did study on Paper titled “Gateway to training program” of entry behaviors where in it found out that The paper was presenting findings of the empirical study to access manager’s expectations, perception of management training.

In March-April 1988 issue of Indian journal of training and development, New –Delhi and Dr.Sharma presented a paper titled “Gateway to training program”. Another study was presented with the findings of empirical data to assess the manager’s expectations, perceptions of management development institution of BHEL and its unit selection policies. Data were collected from 122 executive who attended the management development.

RESEARCH METHODOLOGY

OBJECTIVE OF THE STUDY

- I. To study attitudes and perceptions of employees before undertaking training and development programme.
- II. To study attitudes and perceptions of employees after undertaking training and development programme.
- III. To study how the training programme is conducted at organisation..
- IV. To study current practices in organisations for training and development that are supposed to contribute to the enhancement of the employee’s skills and performance.
- V. To study the effectiveness of training and development programme on the employees performance.
- VI. To probe satisfaction levels of the employees.

Research design :

The research design is descriptive and exploratory method. It describes and also explores the views of employees regarding the effectiveness of training programme and describes the facts about the training programme.

Universe: - The universe study comprises Managers, Engineers, Accountant, HR manager and also junior and trainers of various departments in industry.

Sample of the study:

The samples of the study were 35 employees like (managers, supervisor, trainee, executives, accountant and others) are working on the normal working hours in industry.

Sampling: - Simple random sampling Method to collect data from different departments of the organization. Each individual is chosen randomly and entirely by chance, such that each individual has the same probability.

Method of data collection:

Primary sources of Data collection:

The tool prepared and used for primary sources of data collection is Structured Interview Schedule and google form with questions.

Secondary sources of Data collection

1. Website of the Organization
2. Annual Reports
3. Internet
4. Library

DATA ANALYSIS AND INTERPRETATION

1. Table showing the opinion of the respondents about the necessity of the training for better productivity and efficiency.

Sr.No.	Particular	Frequency	Percentage
1	Agree	16	53.3%
2	Strongly Agree	8	26.7%
3	Neutral	5	16.7%
4	Disagree	0	0
5	Strongly Disagree	1	3.3%
Total			100

The majority of respondents have a **positive opinion**, with **53.3% agreeing** and **26.7% strongly agreeing**, making a total of **80% supporting the statement**. A small portion (**16.7%**) remains **neutral**, indicating they neither agree nor disagree. Interestingly, **no one disagrees**, but **one person (3.3%) strongly disagrees**, showing minimal opposition. The results suggest that most people hold a favorable view, with only a very small percentage expressing dissatisfaction.

2. Table showing the opinion of the respondents about the requirement of induction for work

Sr.No.	Particular	Frequency	Percentage
1	Agree	17	56.7%
2	Strongly Agree	10	33.3%
3	Neutral	3	10%
4	Disagree	0	0
5	Strongly Disagree	0	0
Total			100

The majority of respondents have a **positive opinion**, with **56.7% agreeing** and **33.3% strongly agreeing**, making a total of **90% supporting the statement**. A small percentage

(**10%**) remains **neutral**, meaning they neither agree nor disagree. Interestingly, **there are no disagreements**, indicating that no one opposes the statement. These results suggest a **strong overall agreement**, with most people having a favorable perspective and no opposition present.

3. Table showing the opinion of the respondents about the matter that Training & Development is based on needs and requirement.

Sr.No.	Particular	Frequency	Percentage
1	Agree	19	63.3%
2	Strongly Agree	5	16.7%
3	Neutral	6	20%
4	Disagree	0	0%
5	Strongly Disagree	0	0%
Total			100

The data shows a **strong positive response**, with **63.3% agreeing** and **16.7% strongly agreeing**, meaning **80% of respondents support the statement**. Additionally, **20% remain neutral**, indicating they neither agree nor disagree. Notably, **there is no disagreement**, showing no opposition to the statement. Overall, the results suggest that **most respondents have a favorable opinion**, while a few are neutral, and none are against it.

FINDINGS

- The research shows that 53.3% respondents agree to matter that training is necessary for better productivity and efficiency in the organization.
- The research shows that 56.7% respondents have agreed to requirement of induction for working in the organization.

- The research shows that 63.3% respondents have agreed to matter that Training & Development is based on needs and requirement.

Conclusion

The researcher undertook an intensive study on training and development in an organization. The researcher found an organization wherein there is noteworthy proportion of manpower. Training and development is essential HR subsystem because it serves many purposes in the organization to develop employees in overall and holistic development to ultimately bring about organizational effectiveness. The researcher studied the subsystem in detail from various perspectives in industry. The researcher concluded from the study that male employees have been respondents of the study. The study reveals that all employees, irrespective of their designation in the organization, strongly feel that training and development is important HR function of the organization. It is also seen in the organization that training is based on needs and the employees are always instructed for training in advance. The study also reveals that T & D ultimately helps in bringing out better productivity and efficiency through decision of HR department. T & D also helps in personal as well as organizational growth.

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