



## EMPLOYEE TRAINING AND DEVELOPMENT WITH SPECIAL REFERENCE TO OLA ELECTRIC TECHNOLOGIES PRIVATE LIMITED AT POCHAMPALLI

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### ABSTRACT

This study investigates the employee training and development with special reference to Ola Electric Technologies Private Limited at Pochampalli. Training is essential for enhancing employees' knowledge, skills, and competencies, especially in the manufacturing sector. The primary objective of this research is to identify key factors influencing training and development and evaluate their effectiveness among low-level employees. A descriptive research method was adopted, with data collected from a sample of 100 respondents using a structured questionnaire. The analysis revealed that while employees were generally satisfied with the company's existing training programs, there remains a need for more practical, skill-based sessions. These findings suggest that Ola Electric should incorporate more hands-on modules and targeted training to maximize employee performance and organizational growth. Ultimately, effective training initiatives contribute to both individual and organizational success by promoting deeper technical and functional knowledge in respective roles.

### INTRODUCTION

Employee training and development play a vital role in enhancing workforce skills, productivity, and organizational growth. At Ola Electric Technologies Pvt. Ltd., Pochampalli, continuous employee up skilling supports innovation and operational excellence in the electric mobility sector. This study aims to assess the effectiveness of training programs and their impact on employee performance. It also explores how structured development initiatives align with corporate goals. Understanding these dynamics is crucial for improving talent retention and long-term organizational success.

### RESEARCH BACKGROUND

In today's competitive business environment, employee training and development have become key drivers of organizational success. Ola Electric Technologies Pvt. Ltd., Pochampalli, emphasizes skill enhancement to maintain high performance and adapt to technological advancements. With the rapid growth of the electric vehicle industry, trained human resources are essential for sustainable operations. This research explores how Ola's training practices influence employee efficiency and satisfaction. The findings aim to support strategic HR planning and continuous improvement in training models.

### GLOBAL TRADE DYNAMICS AND EXPORT OPPORTUNITIES

The global shift toward sustainable energy has accelerated demand for electric vehicles, creating vast export opportunities for EV manufacturers like Ola Electric. Emerging trade policies and green initiatives worldwide support cross-border trade in clean mobility solutions. Ola Electric can leverage its advanced manufacturing and innovation to enter key international markets. Strategic employee training ensures the workforce is prepared to meet global quality standards and regulatory requirements. This alignment strengthens India's position in the global EV supply chain and boosts export potential.

### IDENTIFIED PROBLEM

The identified problem in this study focuses on the inefficiencies in the current employee training and development practices at Ola Electric Technologies Pvt. Ltd., Pochampalli. The organization lacks a structured and consistent training program that caters to all employee levels, leading to gaps in skill development. Additionally, there is no proper evaluation system to measure training effectiveness and apply improvements. Many employees feel that training sessions do not align with their job roles or career progression. Furthermore, limited use of modern training technologies affects employee engagement and learning outcomes.

## OBJECTIVES OF THE STUDY

- To analyze the effectiveness of current training and development programs at Ola Electric Technologies Pvt. Ltd.
- To identify the impact of training on employee performance and job satisfaction.
- To assess employee perceptions and participation in training initiatives.
- To evaluate how training supports organizational goals and technological advancements.
- To suggest improvements for enhancing training outcomes and employee skill development.

## REVIEW OF LITERATURE

**Arnoff (1971)**, training sessions accelerate the initiative ability and creativity of the workforce and facilitate to avoid human resource obsolescence, that may occur because of demographic factors such as age, attitude or the inability to cope with the technological changes.

**Cambell (1971)** has given his views as training improves the skill level of technical staff during a short period of time for a specific objective while development allows the managers to learn and grow during a long term learning period having wide-ranging objectives.

**Bartel (1994)**, reports that there is a positive correlation between effective training program and employee productivity, however to make it possible, (Swart et al., 2005), it is the responsibility of the managers to identify the factors that hinders training program effectiveness and should take necessary measures to neutralize their effect on employee performance.

**Carolyn M. Axtell and Sally Maitlis, Shawn K. Yeara (1996)** The outcomes recommend that trainees' perceptions and usefulness of the course and their motivation to transfer skills are key factors in identifying the level of transfer of training they feel they have attained after a month. In other words, if new skills are to be transferred to the workplace, trainees first need to feel that the course is related to their jobs, and must also be committed to using what they have learned.

**Aswathappa (2000)** also suggested that if the training and development function is to be effective in the future and yields all expected returns, it will need to move beyond its concern with techniques and traditional roles. On the other hand, development focuses on building the knowledge and skills of organizational members so that they will be prepared to take on new responsibilities and challenges.

**Obisi (2001)**, reported that training is a systematic process of enhancing the knowledge, skills and attitude, hence leads to satisfactory performance by the employees at job. He further mentioned that the need and objectives of the training program should be identified before offering it to the employees.

**Ahmad and Bakar (2003)**, concluded that high level of employee commitment is achieved if training achieve learning outcomes and improves the performance, both on individual and organizational level. These findings are also consistent with the results of Kim (2006) research work.

Furthermore, a meta-analysis by **Arthur et al. (2003)** reveals that the effectiveness of training programs is influenced by various factors, including the design of the training, the delivery method, and the characteristics of the trainees. They advocate for a systematic approach to training design, incorporating needs assessment, clear learning objectives, and evaluation mechanisms to measure training outcomes.

The significance of continuous professional development (CPD) is highlighted by **Eraut (2004)**, who argues that ongoing learning and development are crucial for maintaining and enhancing professional competence. CPD programs not only help employees keep up with industry trends and advancements but also contribute to their personal growth and job satisfaction.

**Boon & Arumugam (2006)** described the organizational commitment associated in both constructive and positive manner with the organization's training and development program. Training plays a fundamental role in the organization's success when the franchise is being considered.

**According to Brum (2007)** training is probably the hardest strategy to improve employee's determination towards the organization performance.

**Research by Tharenou, Saks, and Moore (2007)** has shown that effective training and development programs are positively correlated with employee performance and organizational productivity. They argue that training enhances employees' self-efficacy and motivation, leading to improved job performance and career advancement.

The role of technology in training and development has been extensively explored by **Bell and Kozlowski (2008)**. They assert that technology-enhanced learning, such as e-learning and virtual training, offers flexibility and accessibility, making it easier for organizations to reach a broader audience. Their research indicates that technology-mediated training can be as effective, if not more, than traditional face-to-face training, provided it is well-designed and interactive.

**A study by Aguinis and Kraiger (2009)** underscores the multifaceted benefits of training, not only at the individual level but also at the team and organizational levels. They highlight that well-designed training programs can lead to improved team performance, increased innovation, and enhanced organizational reputation. Moreover, they suggest that training has a positive impact on organizational culture by fostering a learning environment.

**Armstrong M. (2009)** has differentiated training from development by putting his concept into words that development is meant to acquire new knowledge and skills that help to progress into some future job requirements while training helps in gaining those competencies that enable the employees to better perform in their present jobs.

**According to Noe (2010)**, training is defined as a planned effort by a company to facilitate employees' learning of job-related competencies. These competencies include knowledge, skills, or behaviors that are critical for successful job performance. Development, on the other hand, focuses on future roles and responsibilities, encompassing broader skills acquisition that prepares employees for future positions (Noe, 2010).

**Bowra et al. (2011)** has found successful organizations tend to be progressively knowing that there are volume of factors which contribute to performance of organization but human resource is definitely the most essential one.

**Batool and Bariha (2012)** investigated that employees develop their sense of self-confidence, dignity, self-worth as well as wellbeing when they find themselves to be a valuable asset to the organizations. These factors provide them with a sense of satisfaction based on their achieved company goals and continue to encourage them to effort towards the enhancement of the organization to add value in its performance.

**Aidah Nassazi (2013)** According to this study "effects of training on employee performance." Employees are major assets of any organization. The active role they play towards a company's success cannot be underestimated. As a result, equipping these unique assets through effective training becomes

imperative in order to maximize the job performance.

**Bhatia (2014)**, Training is a medium to bring continuous improvement in the quality of work performed; it would equip employees with necessary knowledge, skill, abilities and attitude to perform their jobs.

**According to Chhopra, Bhanu (2015)** training and development is an indispensable function in an ever changing and fast paced corporate world but most of the companies pay least importance to it.

### RESEARCH GAP

There is a noticeable gap in existing literature concerning employee training and development within the electric vehicle manufacturing industry, especially at Ola Electric Technologies Pvt Ltd in Pochampalli. Most studies focus on general industries, leaving the unique training needs of EV companies underexplored. Regional-specific research is limited, failing to consider challenges faced in semi-urban locations like Pochampalli. Additionally, there is insufficient evaluation of the effectiveness of training programs on employee performance and growth at Ola Electric. This study aims to address these gaps by analyzing customized training approaches and their impact on workforce development.

### RESEARCH METHODOLOGY

The research methodology adopted for this study on employee training and development at Ola Electric Technologies Pvt. Ltd., Pochampalli, includes both primary and secondary data collection. Primary data was gathered through structured questionnaires and interviews with employees and HR personnel. Secondary data was sourced from company records, HR manuals, and previous research studies. A descriptive research design was used to analyze the effectiveness and impact of training programs. The study employs percentage analysis and graphical representation to interpret employee feedback and training outcomes.

### LIMITATION OF THE STUDY

The study is limited to the data collected from employees at a single location, which may not represent the views of the entire organization. Time constraints restricted deeper analysis and broader employee coverage. The findings are based on self-reported data, which may involve bias or inaccuracies. Confidentiality policies limited access to some internal training records. Lastly, external factors such as market changes and organizational restructuring during the study period could have influenced employee responses.

## DATA ANALYSIS AND INTERPRETATION

TABLE NO 1: EXPERIENCE WISE CLASSIFICATION OF RESPONDENTS

Length of Employment	Percentage
<1 year	13%
1–3 years	76%
4–6 years	11%
6+ years	0%

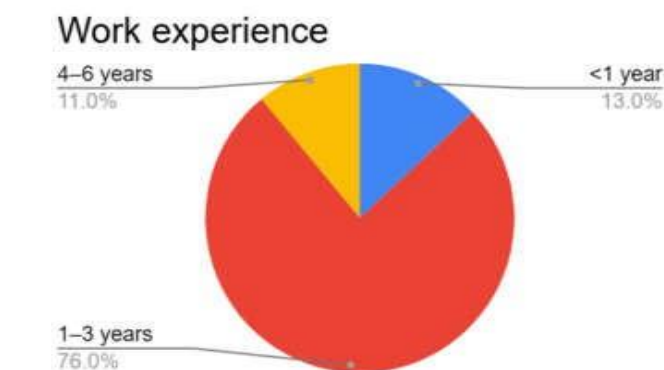


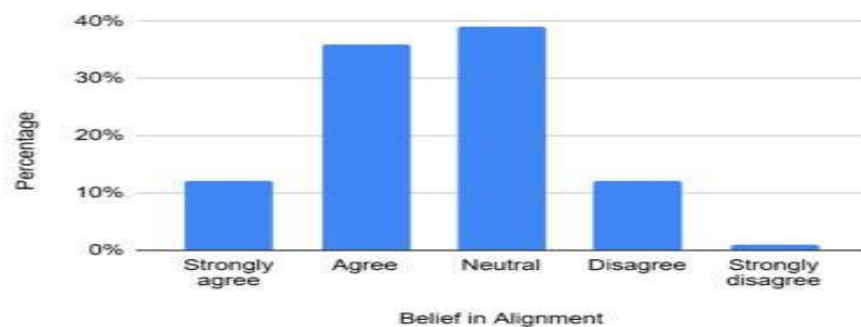
CHART 1: EXPERIENCE WISE CLASSIFICATION OF RESPONDENTS

### INTERPRETATION

The data on length of employment at Ola Future Factory reveals that the majority of employees (76%) have been with the organization for 1–3 years, indicating a relatively stable workforce in its early stages of tenure. A smaller percentage (13%) consists of new hires with less than 1 year of employment, reflecting recent recruitment efforts. Only 11% of employees have been with the company for 4–6 years, and there are no employees with more than 6 years of tenure. This suggests that Ola Future Factory is a relatively young organization or has experienced high workforce turnover in the past, emphasizing the need for strong employee retention strategies to foster long-term organizational commitment.

**TABLE: 2 DO YOU BELIEVE THE CURRENT TRAINING PROGRAMS ALIGN WITH OLA FUTURE FACTORY’S LONG-TERM GOALS OF RESPONDENTS**

Belief in Alignment	Percentage
Strongly agree	12%
Agree	36%
Neutral	39%
Disagree	12%
Strongly disagree	1%



**CHART 2: DO YOU BELIEVE THE CURRENT TRAINING PROGRAMS ALIGN WITH OLA FUTURE FACTORY’S LONG-TERM GOALS OF RESPONDENTS**

### INTERPRETATION

The data reflects mixed opinions about the alignment of Ola Future Factory’s training programs with its long-term goals, such as advanced manufacturing and innovation. While a combined **48%** of respondents either **agree** (36%) or **strongly agree** (12%) that the programs align well, the largest segment (**39%**) remains **neutral**, suggesting uncertainty or lack of strong conviction among employees. On the other hand, **13%** of respondents **disagree** (12%) or **strongly disagree** (1%), indicating concerns about the relevance or effectiveness of these training programs in meeting the company’s strategic objectives. This feedback highlights the need for a thorough review of training initiatives to better address employee expectations and reinforce alignment with organizational goals, fostering greater confidence across the workforce.

### SUMMARY OF FINDINGS

1. The workforce is predominantly young, with 96% aged between 18–35 years, highlighting the need for skill development initiatives tailored to early-career professionals.
2. The entire workforce surveyed identifies as female, showcasing the company’s unique commitment to gender inclusivity in a traditionally male-dominated industry.
3. A majority of employees hold Diplomas (40%) and Bachelor’s Degrees (47%), indicating a workforce equipped with strong technical skills.
4. Only 3% possess a Master’s degree or higher, while 10% have high school-level education or below, suggesting a need for both foundational and upskilling programs.

5. 76% of employees have been with the company for 1–3 years, reflecting a relatively new and stable workforce.
6. There are no employees with over 6 years of tenure, indicating either recent establishment or high turnover rates.
7. Most employees are concentrated in core production departments: General Assembly (24%), Weld Operations (23%), and Paint Shop (18%).
8. Support functions like HR/Admin (4%) and Finance (3%) have smaller representations, showing the factory's production-centric workforce structure.
9. 58% of employees are at the Mid-level, while 24% are at the senior level, suggesting a focus on experienced hires.
10. The absence of leadership roles (0%) indicates potential gaps in career advancement or an externally managed leadership system.
11. Most employees (61%) attend training 2–3 times annually, while 32% attend 4–5 times, showing moderate to high engagement.
12. 53% report moderate improvement in proficiency in advanced technologies, while only 24% see significant benefits, suggesting scope for program refinement.
13. 48% believe training aligns with company goals (e.g., innovation), while 39% remain neutral, indicating a need for greater strategic clarity in training content.
14. Training has positively contributed to career growth for 88% of employees.
15. Preferred Training Areas  
Top areas of interest include:  
Sustainability practices (50%)  
Lean manufacturing (47%)  
Leadership development (26%)
16. Classroom sessions (39%) and on-the-job training (28%) are the most effective formats, showing a preference for structured and hands-on learning.
17. Motivators and Challenges  
The main motivators for participating in training are:  
Skill development (61%)  
Mandatory requirements (39%)
18. Key challenges include:  
Time constraints (46%)  
Irrelevant content (34%)  
Lack of resources (20%)
19. 51% report that training is occasionally postponed, while 23% say it's frequently postponed, indicating a need for better training schedules and planning.

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## SUGGESTION

The organization should concentrate more on employees who are not satisfied with present training program they have to be consoled to know their reasons for not being satisfied. So that effectiveness can be achieve. The organization should ask their employees to suggest types of training which is more helpful in achieving the organizational goals. The training session should not be very long instead small and more frequent session can be conducted Training program should be conducted in a periodical manner and workload can be reduced during training session which gives better performance and improves our efficiency.

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## CONCLUSION

In conclusion, employee training and development at Ola Electric Technologies Pvt Ltd plays a crucial role in enhancing workforce skills, improving job satisfaction, and boosting overall productivity. The company's focus on continuous learning and development fosters a culture of innovation and efficiency. By investing in its employees, Ola Electric ensures a competitive edge in the rapidly evolving electric vehicle industry. Moreover, effective training programs contribute to employee retention and career growth. Overall, training and development are pivotal to the organization's long-term success and sustainability.

## DIRECTIONS FOR FUTURE RESEARCH

Future research on employee training and development can explore emerging trends such as digital learning platforms, gamification, and artificial intelligence-based personalized training. As workplaces continue to evolve with remote and hybrid work models, there is a growing need to understand the effectiveness of virtual training compared to traditional in-person methods. Future studies could also examine the long-term impact of training programs on employee retention, job satisfaction, and organizational performance across different industries. Additionally, research may focus on the role of leadership support and organizational culture in enhancing training outcomes. It would be beneficial to conduct comparative studies between SMEs and large corporations to evaluate how training strategies vary and affect employee growth. Lastly, incorporating employee feedback mechanisms into training evaluation models can provide deeper insights for continuous improvement.

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