

A Study on Training and Development in Syberbrigade Pvt Ltd, Hyderabad

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ABSTRACT

The research project entitled 'A study on Training and Development' is an attempt to understand the opinion and attitudes of the various categories of employees of the syberbrigade private limited, Hyderabad., towards the maintenance of effectiveness of Training services provided by the Company. The data was collected through well-structured questionnaires which contains closed end question. This survey was carried out in various departments of the Company. In the course of study, it was found that the training programs analyzed were provided to all the employees of syberbrigade private limited and was not specific to particular category of employees.

The results were presented with the help of different charts and diagrams. Findings of the study were drawn from the analyzing of data's, suggestions and conclusions have been made based on the findings.

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INTRODUCTION

- Training refers to importing of specific skills, abilities and knowledge to an employee or it is any attempt to improve present or future, employee performance by increasing an employee ability to perform, through learning, usually by changing the attitude or increasing his/her skills and knowledge.
- Training is needed not only for technicians who work in the shop floor but also for supervisors, managers and executives. After training, candidates will be placed on the jobs to perform the tasks given to them effectively.

Meaning:

- Training is the organized procedure by which people gain knowledge and skill for a definite purpose.
- Development is a long term educational process utilizing a systematic and organized procedure by which managerial personnel get conceptual and theoretical knowledge.

Definition:

- **Katz & Kahn** "Training and development is described as a maintenance subsystem, intended to improve organizational efficiency by increasing routinization and predictability of behavior".

Industry profile

- The Information Technology & Information Technology Enabled Services (IT-ITES) sector is a field which is undergoing rapid evolution and is changing the shape of Indian business standards.
- This sector includes software development, consultancies, software management, online services and business process outsourcing (BPO).
- India's IT industry is expected to grow at a rate of 12 - 14% during 2016 - 2017 as per a report by India's software industry body National Association of Software and Services Companies (NASSCOM.)
- Among other sectors, the IT sector in India has been driving growth for the last decade and more, and has the potential to continue doing so for the

next couple of years if shortcomings are met and challenges are faced.

Company profile:

SYBERBRIGADE PRIVATE LIMITED

- Syberbrigade Private Limited is an unlisted private company incorporated on 10 December, 2019. It is classified as a private limited company and is located in Hyderabad, Telangana. It's authorized share capital is INR 1.00 lac and the total paid-up capital is INR 1.00 lac.
- Syberbrigade Private Limited has two directors - Raghunadha Reddy Poli and Kiran Kumar Reddy Poli.
- The Corporate Identification Number (CIN) of Syberbrigade Private Limited is U72900TG2019PTC137478. The registered office of Syberbrigade Private Limited is at 8 2 293/99 S V NAGAR, ROAD NO 14 B HILL, HYDERABAD, Hyderabad, Telangana.

NEED OF THE STUDY

- The purpose of the study is to know the training and development at Syberbrigade Private Limited, Hyderabad.

SCOPE OF THE STUDY

- The present study covers the Training and Development at Syberbrigade Private Limited, Hyderabad.

OBJECTIVES OF THE STUDY

- To study the methods of Training and Development in Syberbrigade Private Limited, Hyderabad.
- To know the factors influencing employees to undergo training program in Syberbrigade Private Limited, Hyderabad.
- To measure the satisfaction level of employees on Training and Development in Syberbrigade Private Limited, Hyderabad.
- To study the impact of training program on career development in Syberbrigade Private Limited, Hyderabad.

RESEARCH METHADODOLOGY

SOURCE OF DATA:

Data which is required for the study is collected from Primary and secondary source.

Primary Data:

- The Primary data is collected through a Survey method by distributing questionnaires to employees.

Secondary Data:

- Company Websites, Journals and Articles.

Population size:

- Totally 525 employees are working in SYBERBRIGADE PRIVATE LIMITED.

Sample size:

- The sample size have been taken as 149 with the help of convenience sampling method.

Tools and Technique:

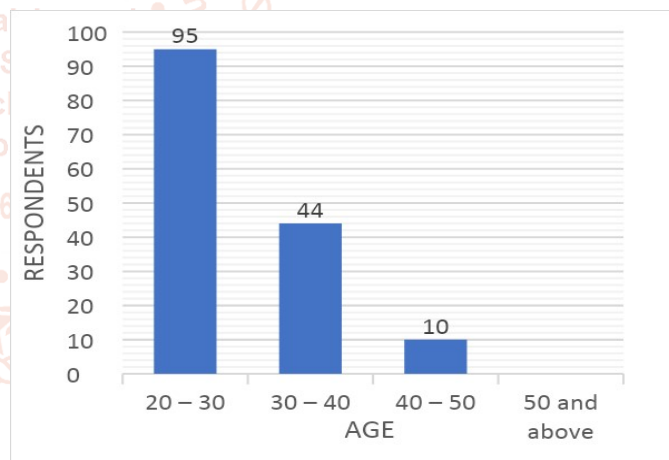
- Charts
- Tables
- Regression

LIMITATIONS OF THE STUDY:

- This study is confined only to the branch of syberbrigade private limited, Hyderabad.
- The study is limited to only 45 days.

**DATA ANALYSIS AND INTREPRETATION
RESPONDENTS AGE ANALYSIS**

AGE	No. of respondents	Respondents (%)
20 – 30	95	64
30 – 40	44	30
40 – 50	10	6
50 and above	00	00
Total	149	100



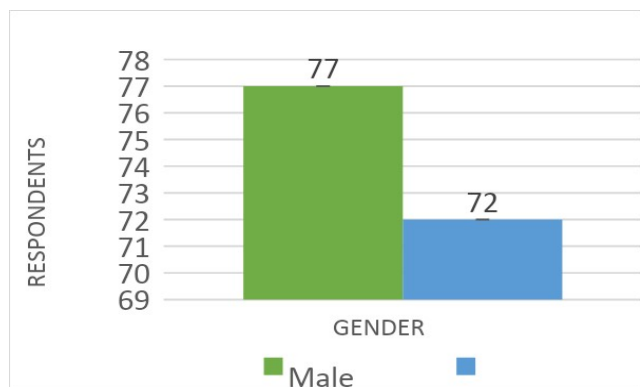
INTERPRETATION:

From the above graph, it is clear that 64% of the respondents are between the age group of 20 – 30. So it is clearly stated that the age group 20 – 30 years youngsters are working in the company.30% of the respondents are between the age group of 30 – 40 and 6% of the respondents are between the age group of 40 – 50.

RESPONDENTS GENDER ANALYSIS:

Table 4.2.1

Options	No. of Respondents	Respondents (%)
Male	77	52
Female	72	48
Total	149	100



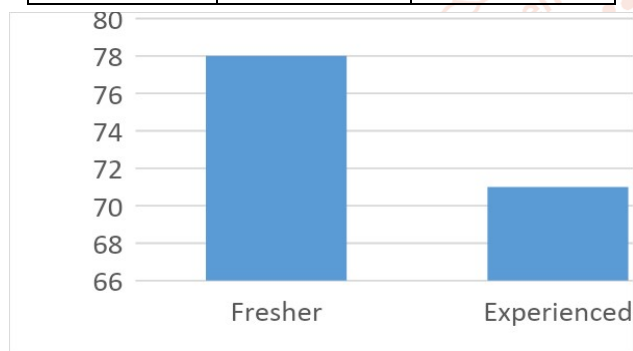
INTERPRETATION:

From the above graph, it is clearly stated that 52% of the respondents are male employees and 48% of the respondents are female employees.

RESPONDENTS OF FRESHER or EXPERIENCE:

Table 4.3.1

Attributes	No. of respondents	Respondents (%)
Fresher	78	52
Experienced	71	48
Total	149	100



INTERPRETATION:

From the graph, it is clear that 52% of the respondents are freshers and 48% of the respondents are experienced employees.

Training conducted by the management was on the job or off the job method

Table 4.4.1

Attributes	No. of respondents	Respondents (%)
On the Job methods	135	91
Off the Job Method	14	9
Total	149	100



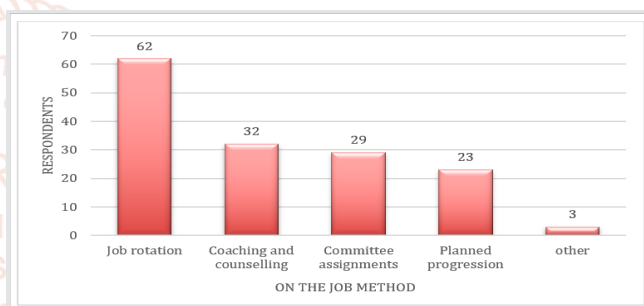
INTERPRETATION:

From the above table, 91% of the respondents said that the organization is giving on the job training and 9% said that the organization is giving off the job training.

Which type of method was good to you in on the job training?

Table 4.5.1

Attributes	No. of respondents	Respondents (%)
Job rotation	62	42
Coaching and counselling	32	22
Committee assignments	29	19
Planned progression	23	15
Other	3	2
Total	149	100



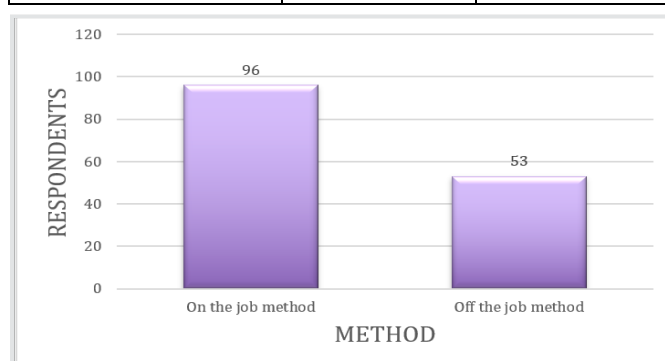
INTERPRETATION:

From the above graph, it is concluded that 42% of employees are said that job rotation is good in on-the-job training, 22% of employees are said that coaching and counselling, 19% employees are said that committee assignments, 15% employees are said that planned progression and 2% employees are said that other training methods.

Method you suggest will be better for training program

Table 4.6.1

Attributes	No. of respondents	Respondents (%)
On the job method	96	64
Off the job method	53	36
Total	149	100



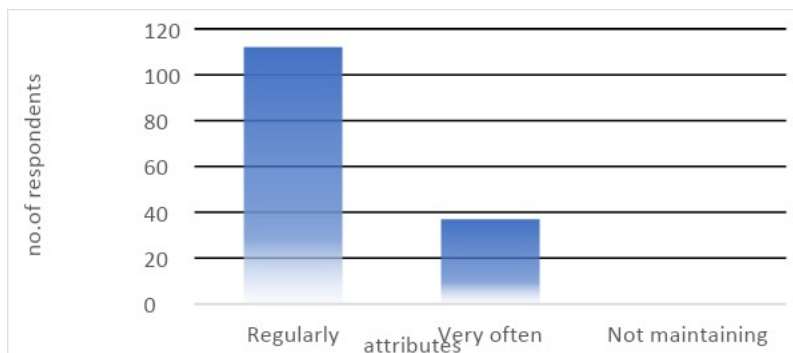
INTREPRETATION:

From the above graph, it is concluded that 64% employees are said that on the job method likes most, 36% employees are said that off the job method likes most.

How often the training program are being arranged

Table 4.7.1

Attributes	No. of respondents	Respondents (%)
Regularly	112	75
Very often	37	25
Not maintaining	0	0
Total	149	100



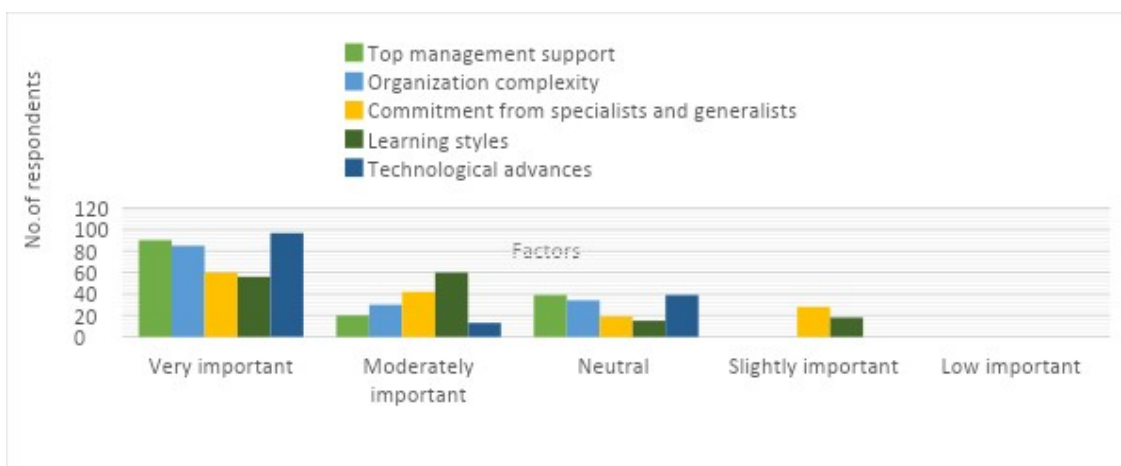
Interpretation:

From the above table, 75% of the respondents are said that the training program arranged regularly and 25% of the respondents are said that very often.

Level of importance to the factors influencing the training and development.

Table 4.8.1

Factors	Very important		Moderately important		Neutral		Slightly important		Low important	
	No.	%	No.	%	No.	%	No.	%	No.	%
Top management support	90	23	20	12	39	27	0	0	0	0
Organization complexity	85	22	30	19	34	23	0	0	0	0
Commitment from specialists and generalists	60	15	42	25	19	13	28	61	0	0
Learning styles	56	15	60	36	15	10	18	39	0	0
Technological advances	97	25	13	8	39	27	0	0	0	0
Total	388	100	165	100	146	100	46	100	0	0



Interpretation:

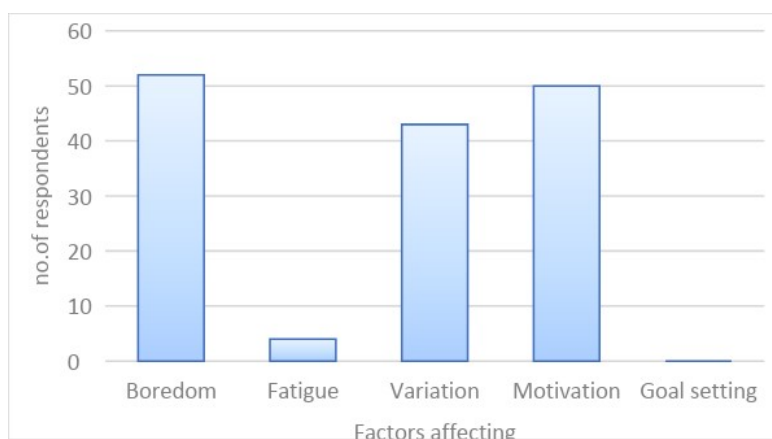
From the above table, it is clear that the level of importance of the factors influencing training and development 23% of the respondents saying that top management is very important, 22% of the respondent's saying

organization is very important, 30% of the respondents saying Commitment from specialists and generalists and learning styles is very important and 25% of the respondents saying technological advances is very important.

Factors affecting the success of your training

Factors affecting	No. of respondents	Respondents (%)
Boredom	52	35
Fatigue	4	2
Variation	43	29
Motivation	50	34
Goal setting	0	0
Total	149	100

Table 4.9.1



Interpretation:

From the above table, 35% of the respondents are saying Boredom that affect the success of training, 2% of the respondents are saying fatigue, 29% of the respondents are saying variation and 34% of the respondents are saying motivation.

After the training program you gained

Table 4.10.1

Attributes	No. of respondents	Respondents (%)
Self confidence	69	46
Develop new skill	50	34
promotion	3	2
Job knowledge	27	18
Total	149	100



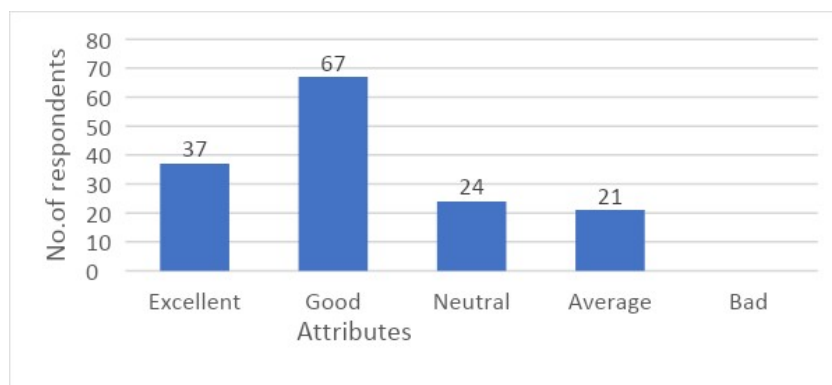
Interpretation:

From the above table, 46% of the respondents are gained by self-confidence, 34% of the respondents have Develop new skill, 2% of the respondents is a promotion and 18% of the respondents job knowledge.

How was your performance when you joined organization?

Table 4.11.1

Attributes	No. of respondents	Respondents (%)
Excellent	37	25
Good	67	45
Neutral	24	16
Average	21	14
Bad	0	0
Total	149	149



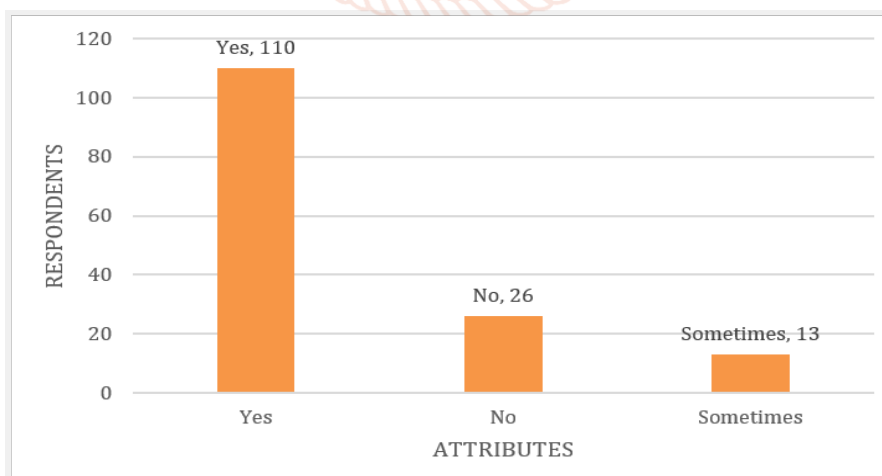
INTREPRETATION:

From the above chart, it is clear that 25% of the respondents said excellent, 45% of the respondents good, 16% of the respondents neutral, 14% of the respondents average of employee performance when they joined.

Do you think the training program increases your confidence to do the job?

Table 4.12.1

Attributes	No. of respondents	Respondents (%)
Yes	110	74
No	26	17
Sometimes	13	9
Total	149	100



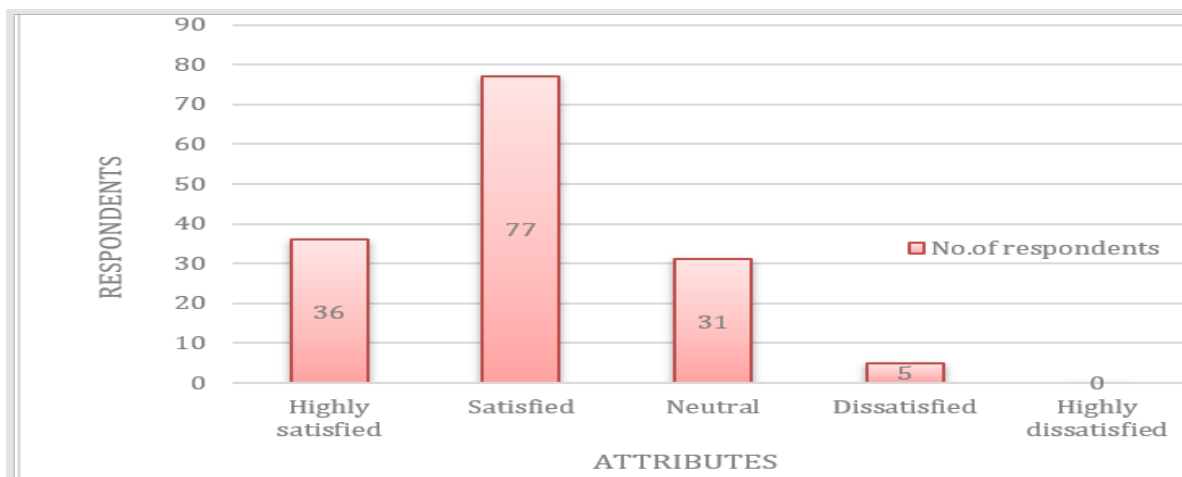
INTREPRETATION:

From the above graph, 74% of the respondents said that their confidence has increased, 17% of the respondents said no and 9% of the respondents said that sometimes.

Opinion about satisfaction of the training program conducted as per schedule

Table 4.13.1

Attributes	No. of respondents	Respondents (%)
Highly satisfied	36	24
Satisfied	77	52
Neutral	31	21
Dissatisfied	5	3
Highly dissatisfied	0	0
Total	149	100



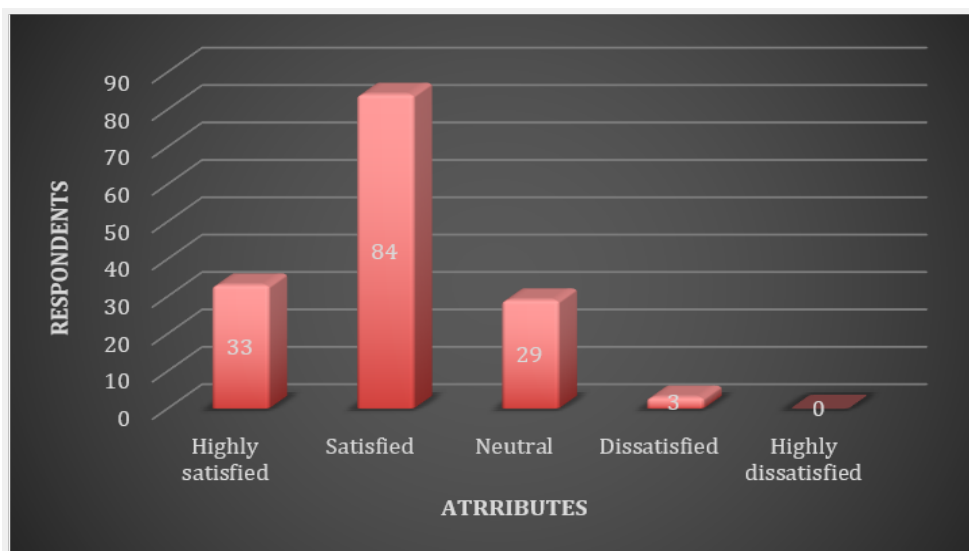
INTREPRETATION:

From the graph, it is concluded 76% of the respondents satisfied, 21% of the respondents neutral and 3% of the respondents dissatisfied.

Opinion about satisfaction of the facilities provided during training programme

Table 4.14.1

Attributes	No. of respondents	Respondents(%)
Highly satisfied	33	22
Satisfied	84	56
Neutral	29	19
Dissatisfied	3	2
Highly dissatisfied	0	0
Total	149	100



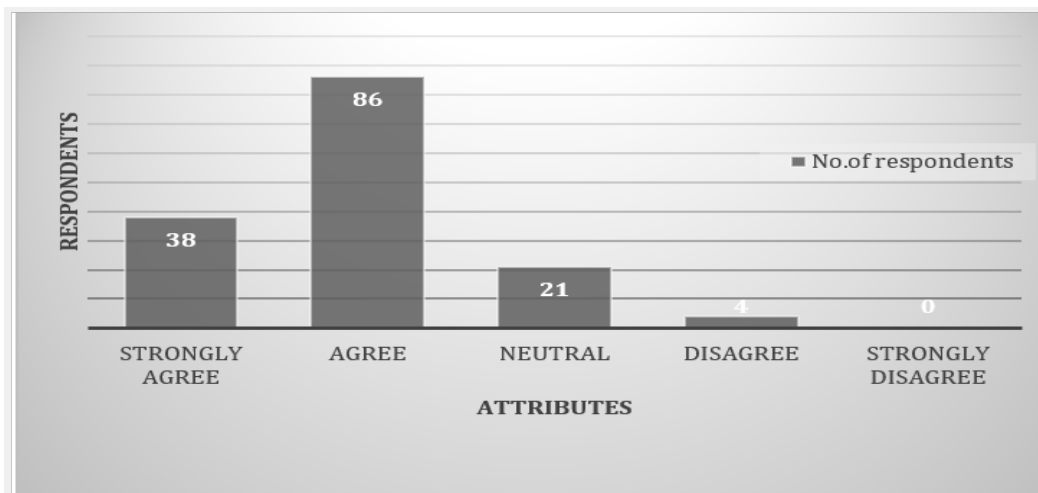
INTREPRETATION:

From the above graph, 78% of the respondents satisfied, 19% of the respondents neutral, 2% of the respondents dissatisfied.

Do you agree that training programme help you in achieving organizational goals?

Table 4.15.1

Attributes	No. of respondents	Respondents (%)
Strongly agree	38	26
Agree	68	45
Neutral	32	22
Disagree	11	7
Strongly disagree	0	0
Total	149	100



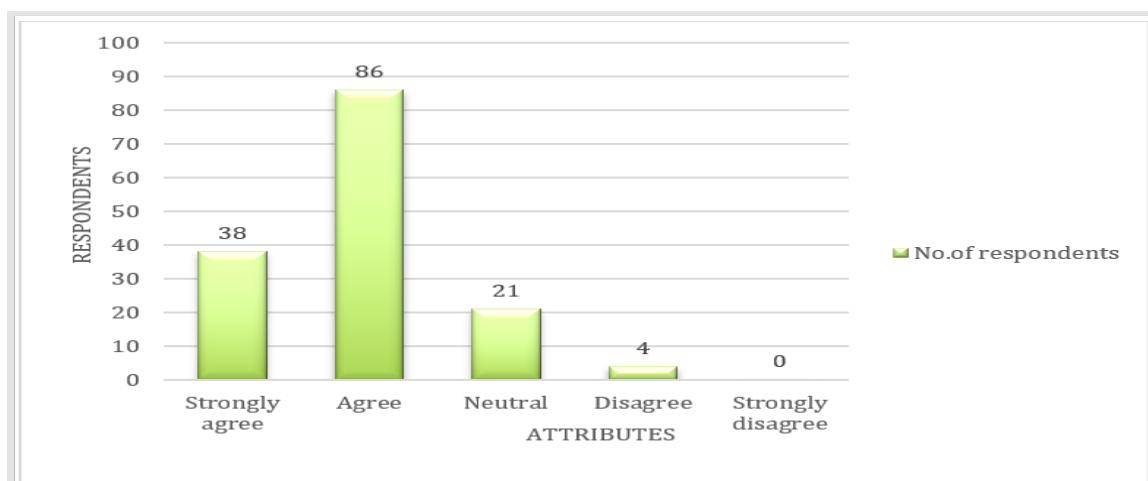
INTREPRETATION:

From the above table, 71% of the respondents agreed, 22% of the respondents neutral and 7% of the respondents disagreed.

Has the training programme helped you to develop your career?

Table 4.16.1

Attributes	No. of respondents	Respondents (%)
Strongly agree	38	25
Agree	86	57
Neutral	21	16
Disagree	4	2
Strongly disagree	0	0
Total	149	100



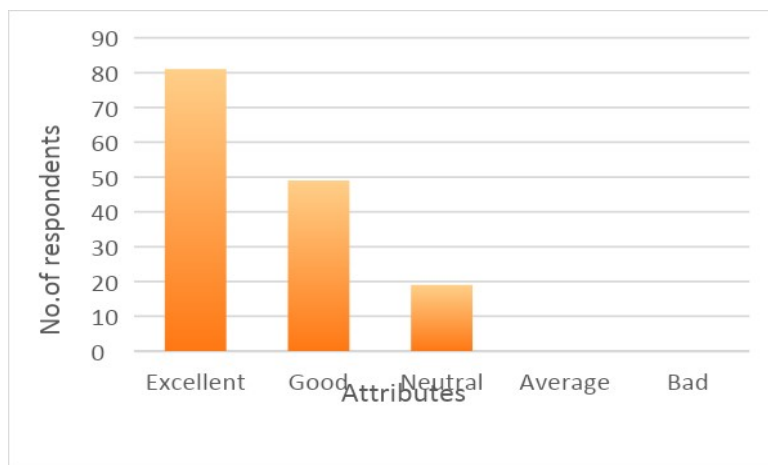
INTREPRETATION:

From the above graph, 82% of the respondents agreed, 16% of the respondents neutral, 2% of the respondents disagreed.

How was the coordination between the trainers and trainees during the training programme.

Table 4.17.1

Attributes	No. of respondents	Respondents (%)
Excellent	81	54
Good	49	33
Neutral	19	13
Average	0	0
Bad	0	0
Total	149	100



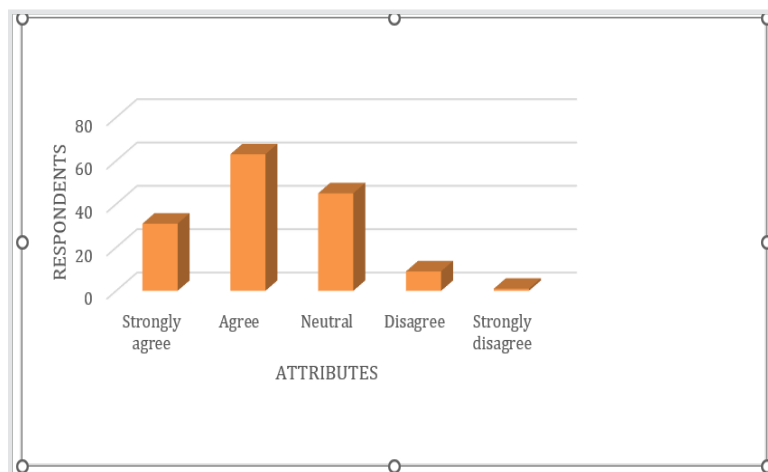
Interpretation:

From the above table, 54% of the respondents are excellent coordination between trainer and trainee, 33% of the respondents are good and 13% of the respondents are neutral.

Queries and doubts raised during program were clarified satisfactorily?

Table 4.18.1

Attributes	No. of respondents	Respondents (%)
Strongly agree	31	21
Agree	63	42
Neutral	45	30
Disagree	9	6
Strongly disagree	1	1
Total	149	100



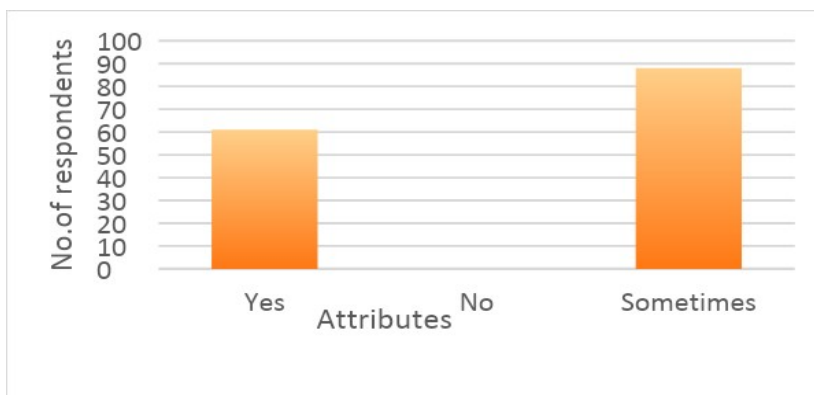
INTREPRETATION:

From the above graph, it is clear that 63% of the respondents agreed, 30% of the respondents neutral, 7% of the respondents disagreed.

Is the feedback collected frequently after training program

Table 4.19.1

Attributes	No. of respondents	Respondents (%)
Yes	61	41
No	0	0
Sometimes	88	59
Total	149	100



Interpretation:

From the above table, 41% of the respondents saying that the feedback is collected frequently and 59% of the respondents are say sometimes.

Regression Analysis:

Objective: To know the effectiveness of Training and Development in syberbrigade private limited, Hyderabad.

Null hypothesis (Ho): There is no significant impact of training program on career development of employees.

Alternate hypothesis (H1): There is significant impact of training program on career development of employees.

SUMMARY OUTPUT								
<i>Regression Statistics</i>								
Multiple R	0.401734							
R Square	0.16139							
Adjusted R Square	0.155685							
Standard Error	0.70382							
Observations	149							
<i>ANOVA</i>								
	<i>df</i>	<i>SS</i>	<i>MS</i>	<i>F</i>	<i>Significance F</i>			
Regression	1	14.01384447	14.01384447	28.29005	3.81283E-07			
Residual	147	72.81837029	0.495363063					
Total	148	86.83221477						
	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>
Intercept	2.204886	0.336173752	6.558767623	8.65E-10	1.540527756	2.869243291	1.540527756	2.869243291
X Variable 1	0.433838	0.081566319	5.318838903	3.81E-07	0.272644034	0.595032187	0.272644034	0.595032187

INTERPRETATION:

Regression is performed to test the impact of training program on career development of employees. A perusal of the table reveals that there is a significant impact of training program on career development of employees (R square = 0.1613, ANOVA=3.81, Variable of the study impact=0.43).

Therefore, we may conclude that there is a significant impact of training program on career development of employees.

Findings

- 64% of the respondents are between the age group of 20 – 30. So, it is clearly stated that the age group 20 – 30 years youngsters are working in the company.30% of the respondents are between the age group of 30 – 40 and 6% of the respondents are between the age group of 40 – 50.
- 52% of the respondents are male employees and 48% of the respondents are female employees.
- 52% of the respondents are freshers and 48% of the respondents are experienced employees.
- 91% of the respondents said that the organization is giving on the job training and 9% said that the organization is giving off the job training.

- 42% of employees are said that job rotation is good in on the job training, 22% of employees are said that coaching and counselling, 19% employees are said that committee assignments, 15% employees are said that planned progression and 2% employees are said that other training methods.
 - 64% employees are said that on the job method likes most, 36% employees are said that off the job method likes most.
 - 75% of the respondents are said that the training program arranged regularly and 25% of the respondents are said that very often.
 - From the above table, it is clear that the level of importance of the factors influencing training and development 23% of the respondents saying that top management is very important, 22% of the respondents saying organisation is very important, 30% of the respondents saying Commitment from specialists and generalists and learning styles is very important and 25% of the respondents saying technological advances is very important.
 - 35% of the respondents are saying Boredom that affect the success of training, 2% of the respondents are saying fatigue, 29% of the respondents are saying variation and 34% of the respondents are saying motivation.
 - 46% of the respondents are gained by self-confidence, 34% of the respondents have Develop new skill, 2% of the respondents is a promotion and 18% of the respondents job knowledge.
 - 25% of the respondents said excellent, 45% of the respondents good, 16% of the respondents neutral, 14% of the respondents average of employee performance when they joined.
 - 74% of the respondents said that their confidence has increased, 17% of the respondents said no and 9% of the respondents said that sometimes.
 - 76% of the respondents satisfied, 21% of the respondents neutral and 3% of the respondents dissatisfied.
 - 78% of the respondents satisfied, 19% of the respondents neutral, 2% of the respondents dissatisfied.
 - 71% of the respondents agreed, 22% of the respondents neutral and 7% of the respondents disagreed.
 - 82% of the respondents agreed, 16% of the respondents neutral, 2% of the respondents disagreed.
 - 54% of the respondents are excellent coordination between trainer and trainee, 33% of the respondents are good and 13% of the respondents are neutral.
 - 63% of the respondents agreed, 30% of the respondents neutral, 7% of the respondents disagreed.
 - 41% of the respondents saying that the feedback is collected frequently and 59% of the respondents are say sometimes.
- ### Suggestions
- The manager must monitor the performance of the employee after the training program.
 - The organization has to concentrate more on employees who are not satisfied with the present training methods, they have to be counseled to know their reasons for not being satisfied. So that effectiveness can be achieved.
 - It also suggested to have outside experts for training the employees which will attract and make employees serious about training.
 - Co-ordination and interaction of the employees of all levels must be encouraged to new talents among employees.
 - It is suggested to allow employees to ask questions during training session which help them to clear their doubts and queries and after completion of training program should take feedback from candidates about training, so that it will help organization to organize more effectively in the future.
- ### Conclusion
- It is concluded that the employees are satisfied with the analysis of all the facts and figures, the observations and the experience during the training programme in SYBERBRIGADE PRIVATE LIMITED company performing its role up to the mark of the trainees. The training and its resultant in the performance of the employees and helps to motivate employees and avoiding mistakes.
- ### Reference:
- [1] <https://scribd.com/>
 - [2] <https://www.academia.edu/>
 - [3] <https://www.researchgate.net/>
 - [4] <https://www.slideshare.net/>
 - [5] <https://www.upcounsel.com/>