

# Employee Training and Development

N Vasudha<sup>1</sup>, Sandhya Rani C<sup>2</sup>

<sup>1</sup>Assistant Professor, Department of MBA, Santhiram Engineering College, Nandyal, India

<sup>2</sup>Student of MBA, Santhiram Engineering College, Nandyal, India

## ABSTRACT

Employee Training and Development is a strategic human resource management practice aimed at enhancing the skills, knowledge, and competencies of employees to improve organizational effectiveness. In today's competitive and rapidly changing business environment, continuous learning and professional development are essential for maintaining workforce efficiency, motivation, and adaptability. This study examines the role of structured training programs and development initiatives in improving employee performance, job satisfaction, and retention.

The research highlights various methods of training such as on-the-job training, workshops, e-learning, and mentorship, and evaluates their impact on individual and organizational growth. It also explores the challenges organizations face in implementing effective training strategies and the importance of aligning training goals with overall business objectives. The study concludes that well-planned training and development programs contribute significantly to employee empowerment, innovation, and long-term business success.

**KEYWORDS:** Employee Training, Development Programs, Skill Enhancement, Human Resource Management, Job Satisfaction, Organizational Performance, Employee Retention, Continuous Learning.

## 1. INTRODUCTION

Training and development play a crucial role in enhancing an employee's skills, knowledge, and overall performance within an organization. It involves structured programs that equip employees with the necessary competencies to meet job requirements and adapt to changing industry trends. Effective training programs improve job efficiency, boost confidence, and ensure employees are well-prepared to handle their responsibilities. Organizations invest in various training methods, such as on-the-job training, workshops, seminars, and e-learning, to continuously upskill their workforce and maintain a competitive edge.

## 3. DATA ANALYSIS

The following consist of the data analysis and interpretation of my questionnaire:

4.1: TABLE NO-1: Gender wise classification of respondents

Gender	No of respondents	Percentage
Male	31	32.5
female	89	67.5
Total	120	100

Employee development goes beyond job-specific training; it focuses on long-term career growth and professional advancement. Companies that prioritize continuous learning create a culture of innovation and employee engagement, leading to higher job satisfaction and retention. Development programs, including leadership training, mentorship, and cross-functional skill-building, empower employees to take on greater responsibilities and contribute effectively to organizational success. By fostering a learning-oriented work environment, businesses can enhance productivity, adaptability, and overall performance.

## 2. RESEARCH METHODOLOGY

### SOURCES OF DATA

Primary data collection is necessary when a researcher cannot find the data needed in secondary sources. Three basic means of obtaining primary data are observation, surveys, and experiments. The choice will be influenced by the nature of the problem and by the availability of time. For this research study Questionnaire was the Primary Data source which is applied.

### SAMPLE SIZE:

It refers to the number of elements of the population to sample. Sample size here is 120.

### DATA PROCESSING

The study has been carried out with the help of the following data:

#### Primary data

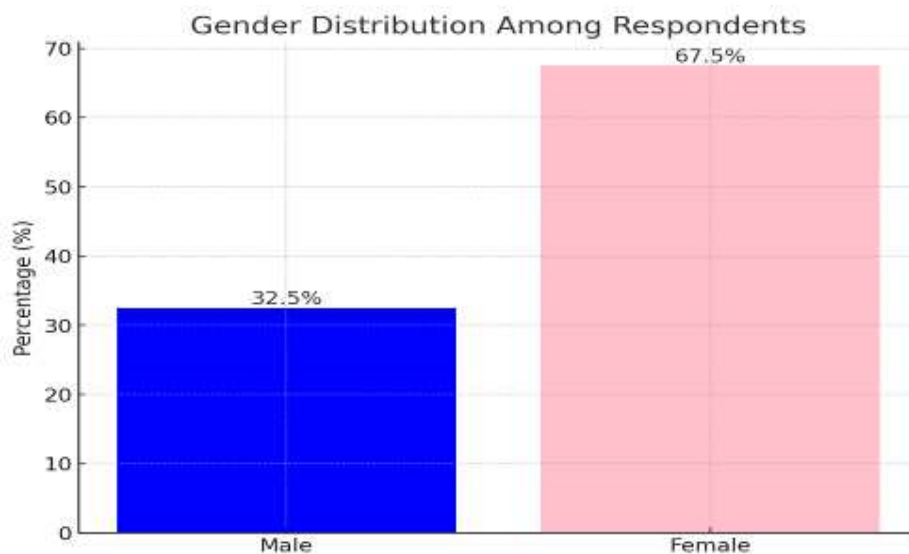
The primary data was collected through the use of structured questionnaire from the target respondents using survey method.

#### Secondary data

The secondary data was collected from journals and internet.

### TOOLS FOR ANALYSIS

- > Percentage Analysis
- > Chart Analysis



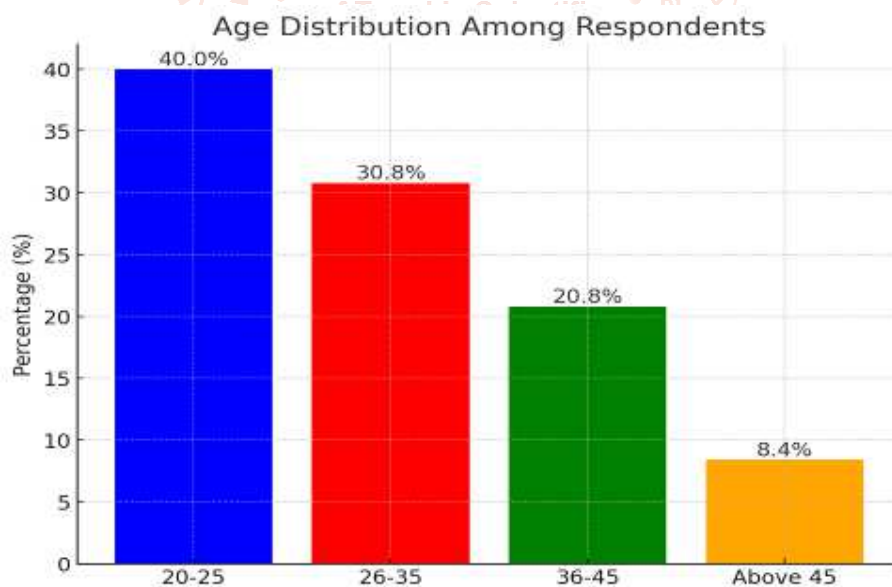
**CHARTNO-4.1: Gender wise classification of respondents.**

**INTERPRETATION:**

From the above table 32.5% of the respondents are male and 67.5% of the respondents are female. Majority of the respondents (67.5%) are female.

**4.2 TABLENO-2:Age wise classification of respondents**

Age	No of respondents	percentage
20-25	48	40
26-35	37	30.8
36-45	25	20.8
Above45	10	8.4
Total	120	100



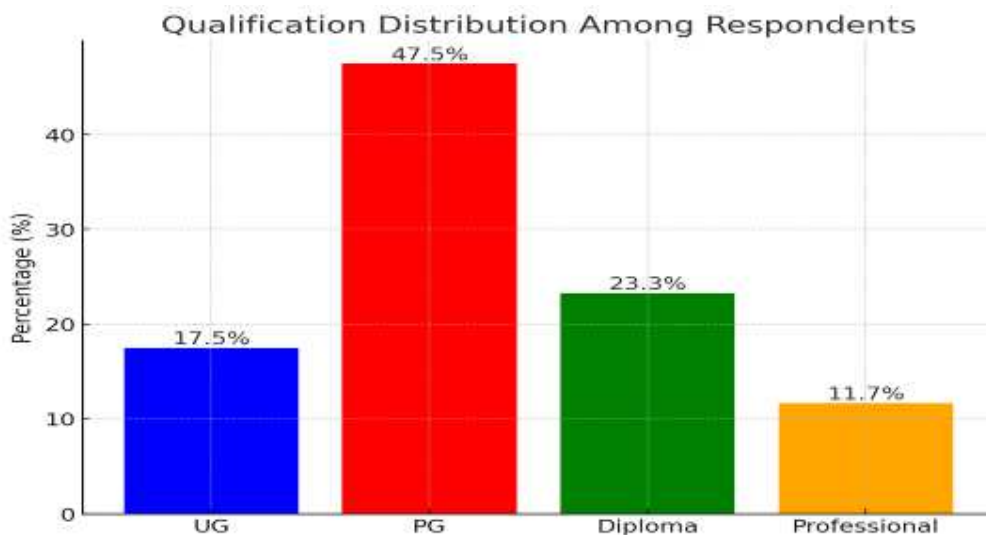
**CHARTNO-4.2: Age wise classification of respondents**

**Interpretation:**

From above table 40% of the respondents of the questionnaire are 20-25years, 30.8% of the respondents are 26-35 years, 20.8% of the respondents are 36-45years and 8.4% of the respondents are above 45 years. Majority (30.8%) of the respondents are 26-35 years.

**4.3 TABLENO-3:Qualification wise classification of respondents**

Qualification	No of respondents	Percentage
UG	21	17.5
PG	57	47.5
DIPLOMA	28	23.3
PROFESSIONAL	14	11.7
TOTAL	120	100



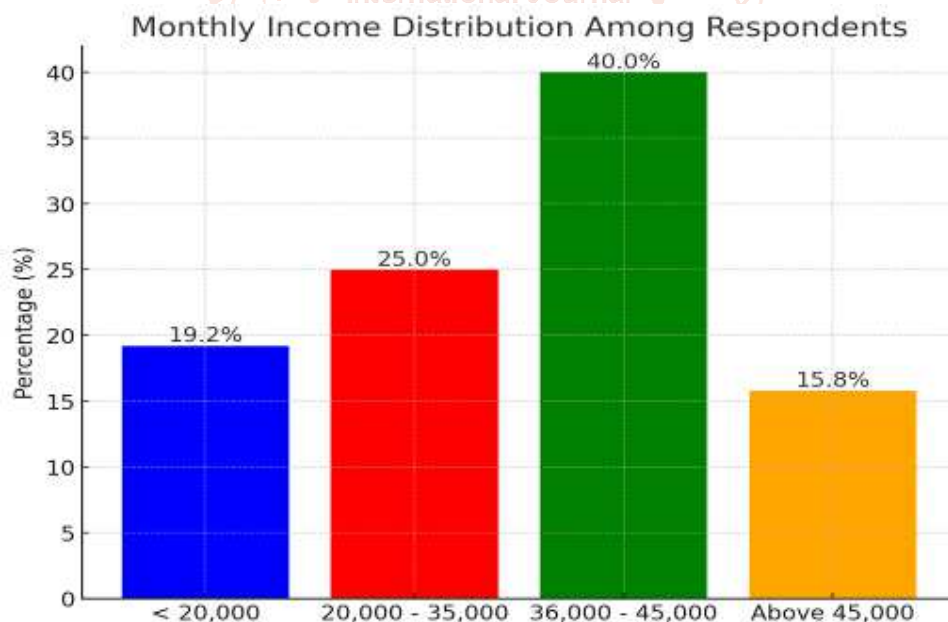
**CHARTNO-3:Qualification wise classification of respondents**

**Interpretation:**

From above table 17.5% of the respondents of the questionnaire are UG,47.5% are PG,23.3% are DIPLOMA and 11.7% are PROFESSIONAL. Majority(47.5%) of the respondents are PG

**4.4 TABLENO-4:MONTHLY WISE CLASSIFICATION OF RESPONDENTS:**

Monthly income	No of respondents	percentage
<20000	23	19.2
20000,35000	30	25
36000-45000	48	40
Above45000	19	15.8
Total	120	100



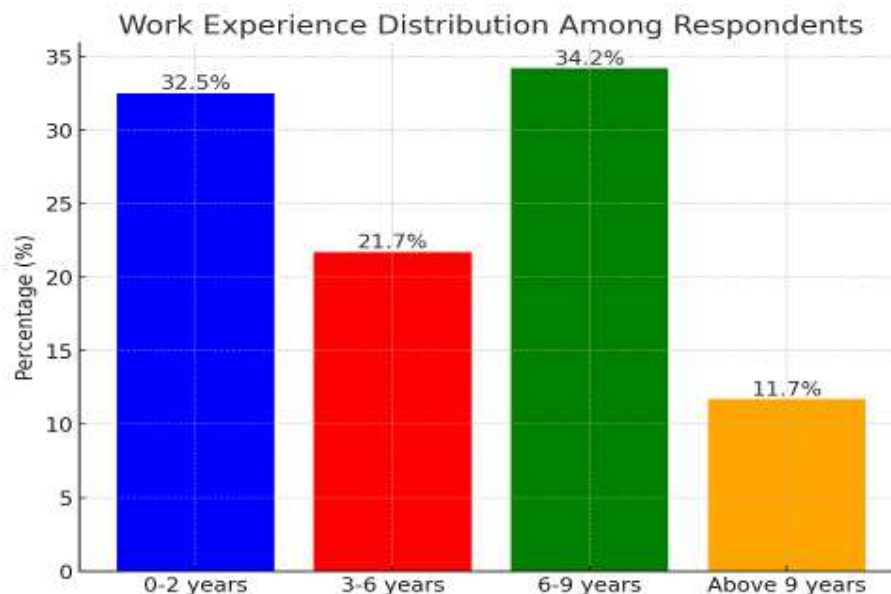
**CHARTNO-4.4:MONTHLY WISE CLASSIFICATION OF RESPONDENTS**

**Interpretation:**

From the above table 19.2% of the respondents of the questionnaire are <20000 ,25% are 20,000-35,000, 40% are 36000-45000, and 15.8% are above 45000.Majority (40%) of the respondents of my questionnaire are 36000-45000 income.

**4.5 TABLE NO-4.5:EXPERIENCE WISE CLASSIFICATION OF RESPONDENTS**

Experienc	No of respondents	percentage
0-2	39	32.5
3-6	26	21.7
6-9	41	34.2
Above9	14	11.7
Total	120	100



**CHARTNO-4.5:EXPERIENCE WISE CLASSIFICATION OF RESPONDENTS**

#### **INTERPRETATION:**

From the above table 32.5% of the respondents of the questionnaire are 0-2 years, 21.7% are 3-6 years, 34.2% are 6-9 years and 11.7% of the respondents are above 9 years experience. Majority(34.2%) of the respondents are 6-9 years of experience.

#### **4. CONCLUSION**

In recent years, the role and importance of training and development have increased manifold. Training is one of the main activities that change the behaviour of people. It has become an essential part not only to increase productivity but also to motivate and inspire workers. It increases the skills of individuals at all levels of the organization.

It also enhances human relations skills and helps stimulate creative thinking. This encourages employees to execute their work much better and enhances their sense of commitment to work. The training program should be frequently conducted so as to improve the efficiency of executives in the organization.

From the above study, it is found that the employees are satisfied with the training and development programs.

#### **5. REFERENCES**

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