

A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT

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ABSTRACT

This presentation studies the training and development programs at Bharathi Cement. It explains how these programs help employees improve their skills and support the growth of the organization. The study follows a Descriptive Research Design. Information was collected using questionnaires and discussions with employees to understand their views about the training programs. The study also looks at the effectiveness of training, employee performance, productivity, and retention. It also considers the role of learning methods, technology, and leadership in improving training outcomes. The main aim of the study is to understand how training and development helps in building a skilled work force for the long-term success of Bharathi Cement

KEY WORDS: Training and Development, Employees, Performance, Training Methods.

INTRODUCTION

Training and development play a crucial role in enhancing employee performance and supporting organizational growth. In today's competitive and rapidly changing business environment, organizations must continuously upgrade the knowledge, skills, and abilities of their work force to remain productive and innovative. Effective training programs help employees adopt to new technologies, improve job efficiency, and increase overall job satisfaction. The effectiveness of training and development is determined by how well these programs meet organizational goals and address employee needs. When properly designed and implemented, training can lead to higher productivity, reduce errors, improved morale, and stronger team work. It also prepares employees for future responsibilities, ensuring long term sustainability for the organization. Evaluating the effectiveness of training is essential to understand whether the invest in employee development produces measurable results. This involves assessing learning outcomes, behavioral changes, and the impact on organizational performance. Therefore, effective training and development are not only beneficial for individual growth but are also key drives of organizational success. Training and development also contribute significantly to employee motivation and engagement. When employees feel that their organization is investing in their personal and professional growth, they are more likely to remain committed and loyal. This reduces employee turnover and helps organizations retain talented individuals. Moreover, continuous learning opportunities encourage

employees to take initiative, be more creative, and actively participate in achieving organizational objectives.

Another important aspect of training effectiveness is the alignment between training programs and organizational strategies. Training should not be conducted merely as a routine activity; instead, it must be carefully planned based on skill gaps and future business requirements. A needs assessment helps identify the specific areas where employees require improvement, ensuring that the training provided is relevant and practical. As a result, employees can directly apply newly acquired skills to their job roles, leading to better performance. Modern organizations increasingly use advanced methods such as e-learning, workshops, simulations, and on-the-job training to enhance the learning experience. These methods make training more interactive and flexible, allowing employees to learn at their own pace while balancing work responsibilities. The use of technology in training has also improved accessibility, enabling organizations to train a large number of employees efficiently and cost-effectively. Furthermore, effective training and development foster a culture of continuous improvement within the organization. When learning becomes an integral part of the workplace, employees are more open to change and better prepared to handle challenges. This adaptability is especially important in industries where technological advancements and market demands evolve rapidly. In conclusion, the effectiveness of training and development extends beyond skill enhancement; it shapes employee attitudes, strengthens organizational capabilities and drives long-term success. Organizations that prioritize well-structured training programs are better positioned to achieve their goals, maintain a competitive advantage, and build a highly competent workforce.

OBJECTIVES OF THE STUDY:

1. To analyze the existing training and development practices at the BHARATHI CEMENT
2. To evaluate the impact of training on employee performance, productivity and skill enhancement.
3. To assess employee perception and satisfaction towards current training and development
4. To explore the ROLE OF AI in enhancing training and development at BHARATHI CEMENT

SCOPE OF THE STUDY:

The scope of this study is to examine the effectiveness of training and development practices at Bharathi Cement. It focuses on analyzing the current training programs provided to employees and understanding how these programs contribute to improving their skills, knowledge, and overall job performance. The study evaluates the impact of training on employee productivity and skill enhancement. It also assesses employee perception and satisfaction with the existing training and development initiatives to determine whether they meet their professional needs. Additionally, the research explores the role of modern technologies, including artificial intelligence, in enhancing training and development within the organization.

The study is limited to the employees of Bharathi Cement and is based on the available data collected during the research period.

LIMITATIONS OF THE STUDY:

1. The study is limited to Bharathi Cement employees, so the results may not apply to other organizations.
2. Findings are based on employee responses, which may be influenced by personal bias.
3. The research is conducted within a short period and may not reflect long term training outcomes.
4. Limited time and resources may affect the depth of the study.

REVIEW OF LITERATURE:

1. International Journal of social science and information technology (2022) influence of training and development on employees' job performance at the cement manufacturing firms in Kenya ----Concludes training and development significantly improve job performance.
2. Setyadi, B., Saraka, D., & Helmi, S. (2023) The effect of competence and job satisfaction on employee loyalty in the cement industry --- While focusing on satisfaction and loyalty, this study underscores the role of competence which is often developed through training.
3. Kumar & Harini (2025) K. Suresh Kumar & B. Harini---A study on effectiveness of training and development programs on Employees Performance ---Training effectiveness study in a manufacturing organization.
4. Krishna Veni, G.&S. Tahseen Fatima (2025) A study on the Effectiveness of Training and Development in enhancing organizational productivity at Dalmia Cement Factory --- Empirical evidence that training increases employee performance and organizational productivity
5. Rishika Rani (2025) Effectiveness of Leadership Development Program Towards Competency Improvement in Employees of NTPC ---- Empirical study on leadership training effectiveness.

RESEARCH METHODOLOGY:

RESEARCH DESIGN

This study is DESCRIPTIVE in nature. It focuses on understanding the present situation in the company by collecting information directly from employees.

DATA COLLECTION

Both primary and secondary data were used this study.

PRIMARY DATA

Primary data was collected through

- questionnaires
- personal discussions with employees.

SECONDARY DATA

Secondary data was gathered from

- company records
- HR manuals

- Books
- Journals
- company website.

SAMPLING METHOD

Simple random sampling was used so that every employee had an equal chance of being selected for the study.

SAMPLE SIZE

A total of 50 employees from Bharathi Cements Limited, Kadapa Plant participated in this study.

RESEARCH PROCESS:

CHOOSING THE RESEARCH TYPE: The study followed a descriptive research method to understand the current situation in the organization.

PLANNING THE STUDY: Clear objectives were set to know what information needed to be collected from employees.

COLLECTING PRIMARY DATA: Primary data was collected directly from employees through questionnaires and personal discussions. This helped in understanding their opinions and experiences.

COLLECTING SECONDARY DATA: Secondary data was gathered from company records, HR manuals, books, journals and the company website to support the study.

ORGANIZING THE DATA: All the collected information was arranged in tables and charts for easy understanding.

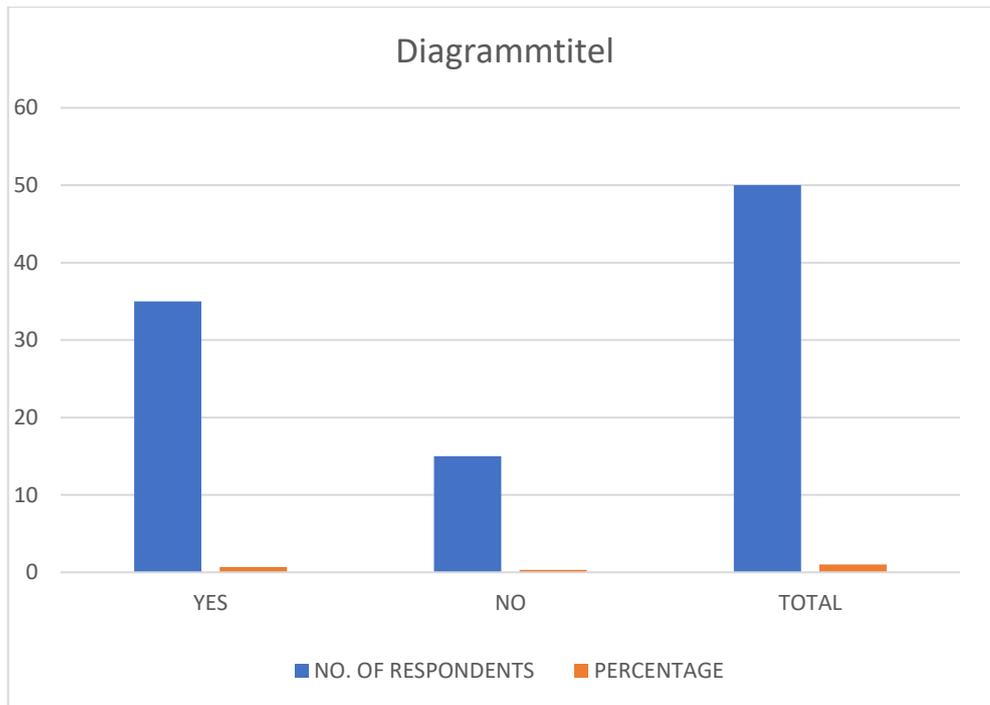
ANALYZING AND INTERPRETING: The data was analyzed using simple percentage methods to draw meaningful conclusions.

CONCLUSION AND SUGGESTIONS: Based on the findings, conclusions were made and suitable suggestions were provided.

DATA ANALYSIS AND INTERPRETATION:

1. Do you get training in your company?

RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
YES	35	70%
NO	15	30%
TOTAL	50	100 %

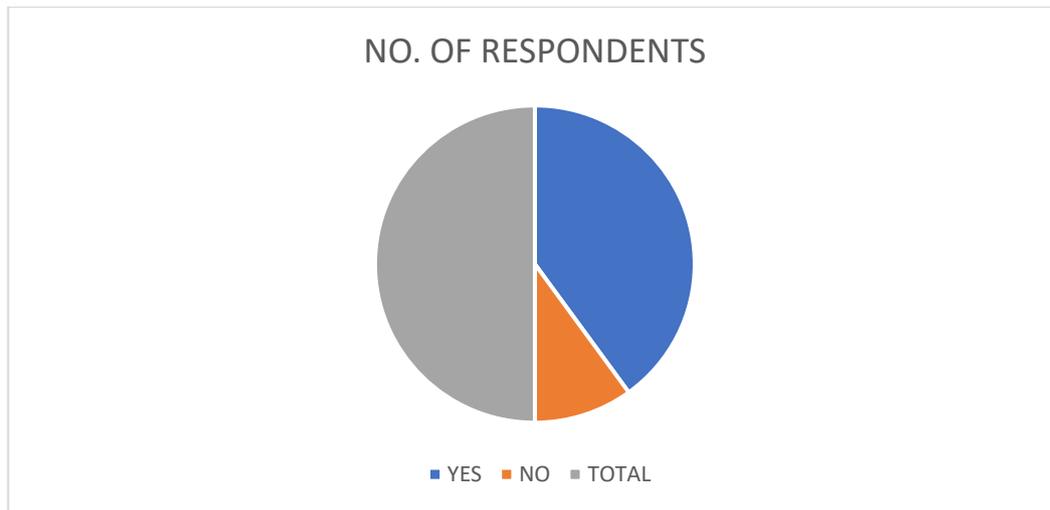


INTERPRETATION:

It is clear that 70% of employees receive training in the company, while 30% do not receive training.

2.Is the training useful for your job?

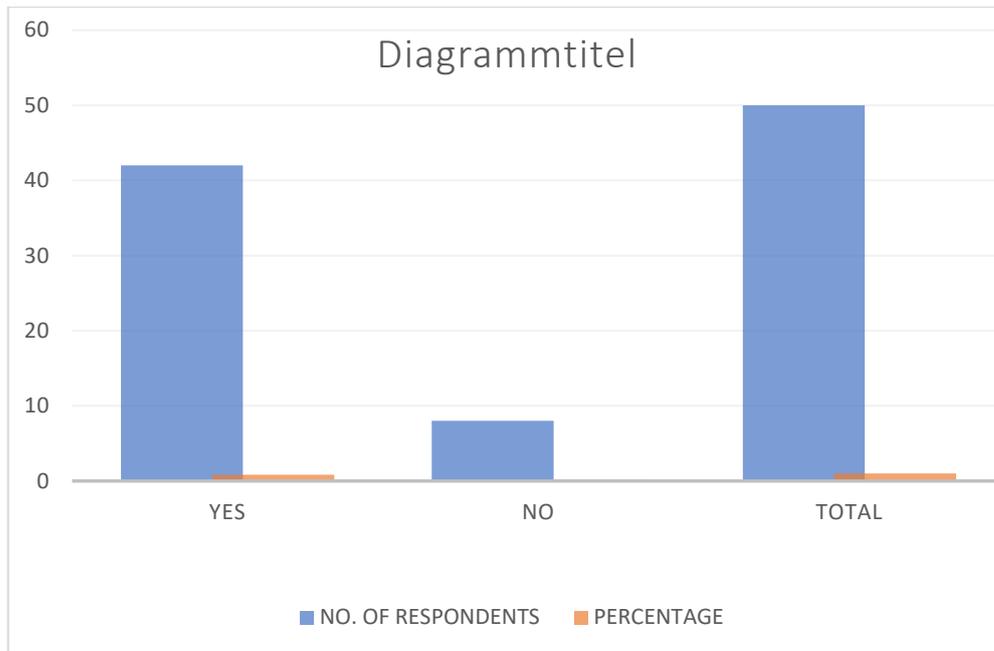
RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
YES	40	80%
NO	10	20%
TOTAL	50	100%

**INTERPRETATION:**

It is clear that 80% of employees feel the training is useful for their job, while 20% feel it is not useful.

3.Does training improve your work performance?

RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
YES	42	84%
NO	8	16%
TOTA	50	100%

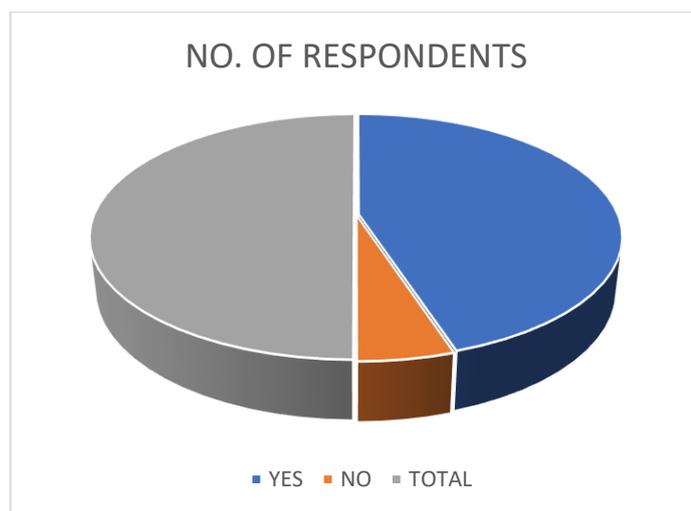


INTERPRETATION:

84% of employees believe that training improves their work performance, while 16% feel that it does not improve their performance.

4. Have you heard about AI (Artificial Intelligence)?

RESPONSES	NO. OF RESPONDENTS	PERCENTAGES
YES	45	90%
NO	5	10%
TOTAL	50	100%

**INTERPRETATION:**

90% of respondents have heard about AI, while 10% of respondents have not heard about AI.

FINDINGS:

1. Most of the employees are receiving training in the company.
2. Majority of the employees feel that the training is useful for their job.
3. Training helps improve the work performance of employees.
4. Only a small number of employees are not receiving training or are not aware of AI.

SUGGESTIONS:

1. The company should provide training to all employees regularly.
2. Training programs should be updated according to new technologies and industry changes.
3. More practical and skill-based training sessions can be conducted to improve performance.
4. Awareness programs about AI can be arranged for employees.

CONCLUSION:

The study shows the training plays an important role in improving employee performance. Most of the employees receive training and find it useful for their job. The majority also believe that training helps them perform better in their work. In addition, most employees are aware of AI. Overall, the company is taking good steps in providing training, but there is still scope for further improvement.

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