# A STUDY ON TRAINING & DEVELOPMENT WITH REFERENCE TO INDIAN CEMENTS LIMITED (YERRAGUNTLA BRANCH)

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## ABSTRACT

The purpose of the study is to examine the impact of training and development. This research investigates the training programs implemented at ICL .Training and development programs are essential components of organizational strategies aimed at enhancing employee performance and achieving business objectives. Training is the act of increasing the knowledge and skills of an employee for doing particular job. This study contributes the training methodologies, fostering employee development and organizational growth in a dynamic business environment. The study is descriptive in nature. Structure questionnaires prepared and given to the employes to collect the data

**Keywords:** Training and development, Employee, Performance, Training methodologies.

## INTRODUCTION

### Training:

• Training alludes to instructive cycle inside an organization made to improve the information and abilities of representatives while giving data and guidance on the most proficient method to all the more likely perform explicit undertakings.

• Training is transient cycle implied for agents and interaction while improvement is planned constant supportive of dynamic cycle implied for chiefs.

### Development:

• Development implies improvement in work execution, yet additionally improvement in information character, disposition and social of a chief. Chief improvement is transcendently instructive interaction as opposed to a preparation cycle.

Training and development is an interaction that assists representatives with working on their abilities, information, and capacities. A constant interaction can incorporate devices, guidelines, and exercises to further develop worker execution. Training and development projects can assist representatives with mastering new abilities and gain the information they need to propel their vocations. They can likewise assist associations with turning out to be more useful and imaginative.

Training is a conventional interaction by which ability improvement experts assist people with further developing execution at work. Development is the procurement of information, ability, or demeanor that gets ready individuals of new headings or obligations. In the present dynamic and serious business climate, associations are continually looking for ways of remaining ahead. One of the most essential methodologies for accomplishing this through putting resources into the development and improvement of their workers. This is where training and development become an integral factor.

### IMPORTANCE OF TRAINING AND DEVELOPMENT:

Training and development is crucial for several reasons

**Skill enhancement:** Training and development programs assist people with upgrading their abilities and information, empowering them to play out their ongoing jobs all the more successfully and productively

**Employee motivation and engagement**: Giving chances to learning and development through preparing and advancement projects can increment worker inspiration and commitment. organizations put resources into their turn of events, prompting higher work fulfillment and maintenance.

**Adaptation to change**: In a quickly changing business climate, persistent preparation and improvement assist people and associations with adjusting to new innovations, cycles, and market patterns.

**Improved performance**: thoroughly prepared representatives are better prepared to meet work requirements and add to authoritative objectives, prompting worked on in general execution and efficiency.

**Talent development**: Preparing and advancement drives empower associations to indentify and sustain ability inside their labor force, getting ready workers for future positions of authority and progression arranging.

**Enhanced innovation**: Preparing programs that encourage innovativeness and decisive reasoning can prompt advancement inside associations as workers learn new methodologies and critical thinking strategies.

**Competitive advantage**: Associations that put resources into the preparation and improvement of their representatives gain an upper hand by having a gifted and proficient labor force that can beat contenders.

**Employee satisfaction & retention**: Representatives who get preparing and improvement valuable open doors are bound to feel happy with their positions and remain with the association as long as possible, lessening turnover costs.

Overall, investigating in training and development is crucial for building a skilled workforce, fostering a culture of continuous improvement, and achieving long term success in today's dynamic business environment.

## OBJECTIVES OF THE STUDY

- To understand the various training programs implemented in ICL

- To assess whether the training programs are properly implemented
- To evaluate technological advancements and industry changes in ICL
- To identify the challenges faced by the employees during the training
- To suggest the organization for improving present training procedure further more effective

# REVIEW OF LITERATURE

According to **"MICHEL ARM STRONG"** in 2001 training is development of the knowledge, skills and attitudes required by an individual to perform adequately a given task or job.

According to **"CHRIS"** in 1996 training and development aim at competences such as technical, human, conceptual and managerial for the furtherance of individual and organizational growth.

According to **"ADENIYI"** in 1995 staff training and development is a work activity that can make a very significant contribution to the overall effectiveness and profitability of an organization.

According to **"EDWIN B FLIPOO"** in 1984 training is the act of increasing knowledge and skills of an employee for doing a particular job.

According to **"HESSELING"** in 1971 training is a sequence of experiences or opportunities designed to modify behavior in order to attain a stated objective.
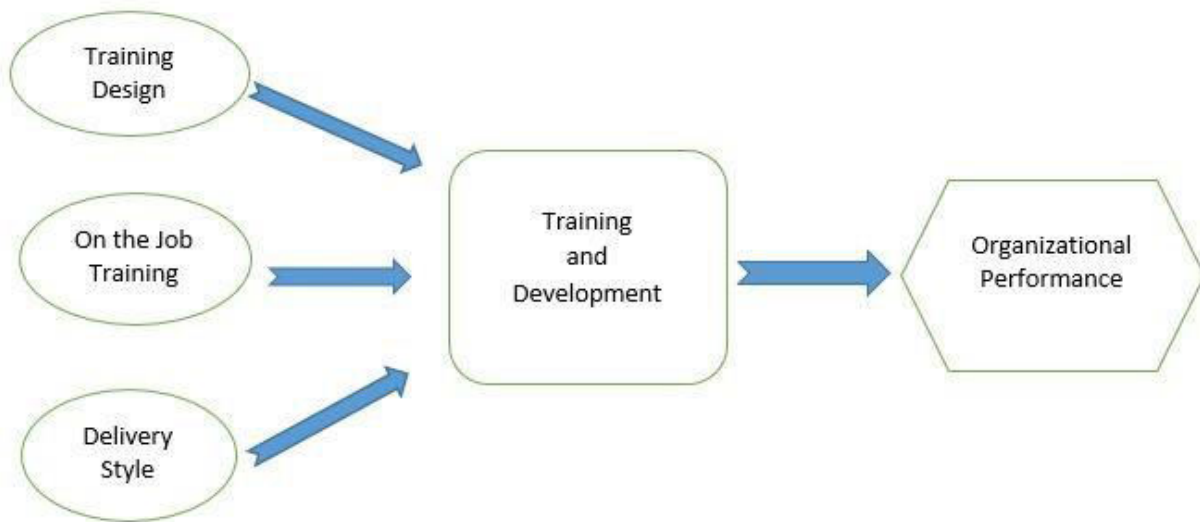
According to **"OATEY"** in 1970 training improves person's skill at a task. Training helps in socially, intellectually and mentally developing an employee. Which is very essential in facilitating not only the level of productivity but also the development of personnel in any organizations.

## NEED FOR THE STUDY:

The requirement for concentrating on training and development can assist representatives with Further developing abilities, learn new information, further develop execution. Training additionally assists with changing perspectives of laborers towards individual specialists, supervisors and organization. This improves individual execution as well as lifts by and large efficiency and advancement inside the association. In addition training and development drives add to worker commitment and occupation fulfillment. Standard training and development programs engage representatives to reinforce their shortcomings and secure new abilities and information.

## RESEARCH METHODOLOGY:

The exploration in this study is led for some reason by utilizing underlying and personal interview in light of this essential data s accumulated however much as could be expected. Research strategy is an orderly course of arranging, directing and breaking down research. A well - characterized research procedure is vital for guaranteeing dependable examination discoveries. The technique incorporates the general exploration configuration, field work done lastly examination method. The system incorporates various kinds of procedures and devices to accumulate data and criticism from the workers in the association. For improved results the examination device utilized is reviews to get suitable data.



## RESEARCH DESIGN:

Research design used in this study is descriptive research. Descriptive research is a systematically gathering and analyzing data to describe the characteristics, behaviors of a population or group. The methods used commonly in descriptive research designs include surveys, observations, case studies and correlation studies and also personal interviews. Overview research accumulates information about individuals' ways of behaving and attitudes using meetings and surveys.

## SAMPLINGDESIGN:

Here, as per the study the sampling was focused mostly on the opinions of Employees who are working in the Indian Cements Limited.

SOURCES OF DATA        :    Questionnaire

SAMPLING UNIT          :     Constitutes the employees of ICL

SAMPLING SIZE          :     100

## DATACOLLECTION &PROCEDURES:

The data collection in this study used is both primary data and secondary data

### PRIMARY DATA:

Primary data refers to the information which is collected for the first time, there are several methods in the primary data for collecting information such as surveys, case studies and observation.

In this study the primary data was collected in the form of surveys by distributing questionnaire to the employees in the organization and collected feedback without manipulating data or variables.

### SECONDARY DATA:

Secondary data refers to the information which is already collected by someone else, Such as, newspapers, journal articles etc..,
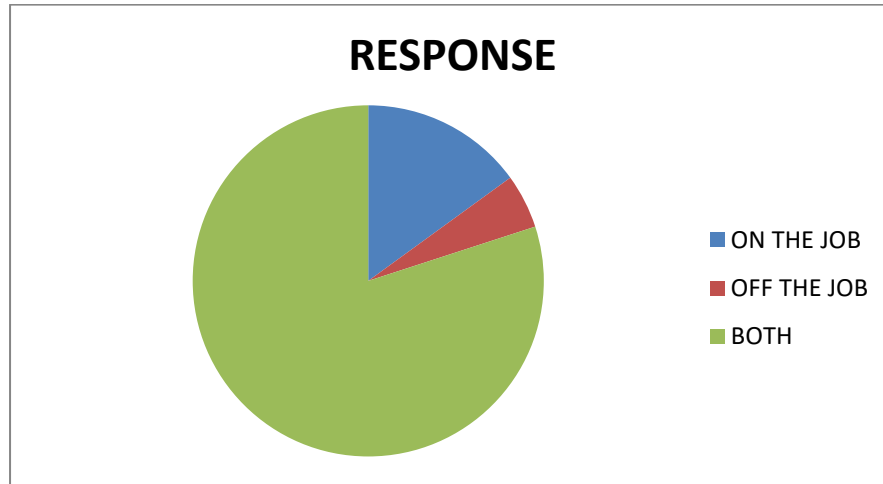
For the stream study, a quantitative assessment design was used, in which data was assembled from different respondents through both fundamental and helper assessment, and subsequently evaluated and imagined using various layouts and charts.

## DATA ANALYSIS:

The Information examination covering every one of the major Authorative factors which administers the Training and development has been broke down for the outcomes in Indian Cements limited. Moreover, the segment factors influencing the Training and development have been basically assessed. .

The going with sections present the outcomes and understanding as indicated by the objectives and hypotheses of the concentrate as follows:
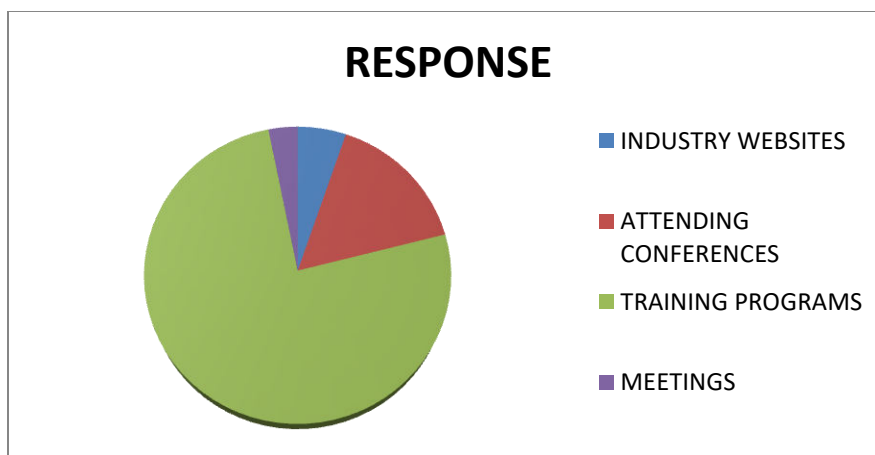
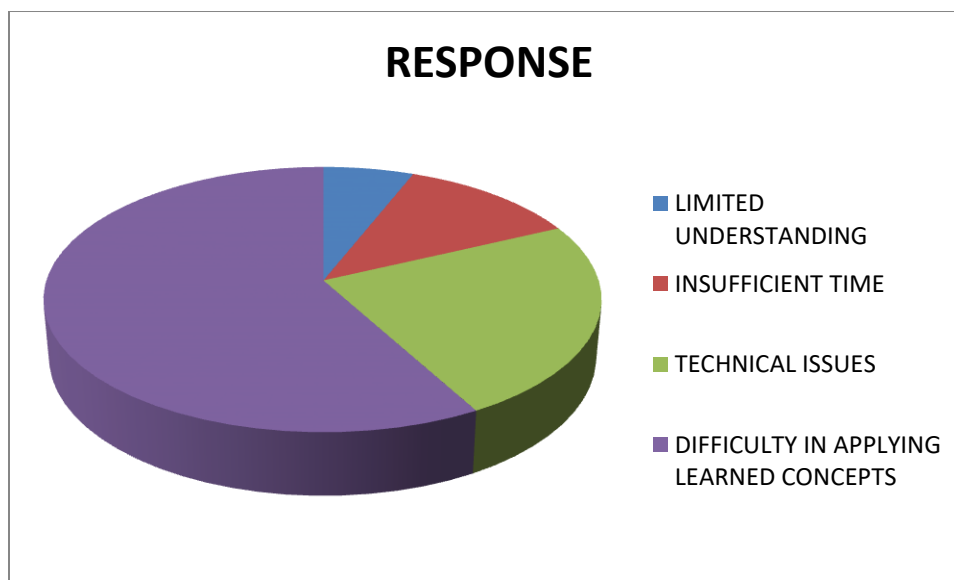- **TRAINING METHOD FOLLOWED IN INDIAN CEMENTS LIMITED**



**INTERPRETATION:**

As per the study, out of 100 sample size of employees 15% employees trained on ,on the job training method, 5% employees are trained on off the job training method and remaining 80% of employees are trained under both methods.

**HOW EMPLOYEES STAY UPDATED ON TECHNOLOGICAL ADVANCEMENTS AND INDUSTRY CHANGES:**

**RESPONSE**

- INDUSTRY WEBSITES
- ATTENDING CONFERENCES
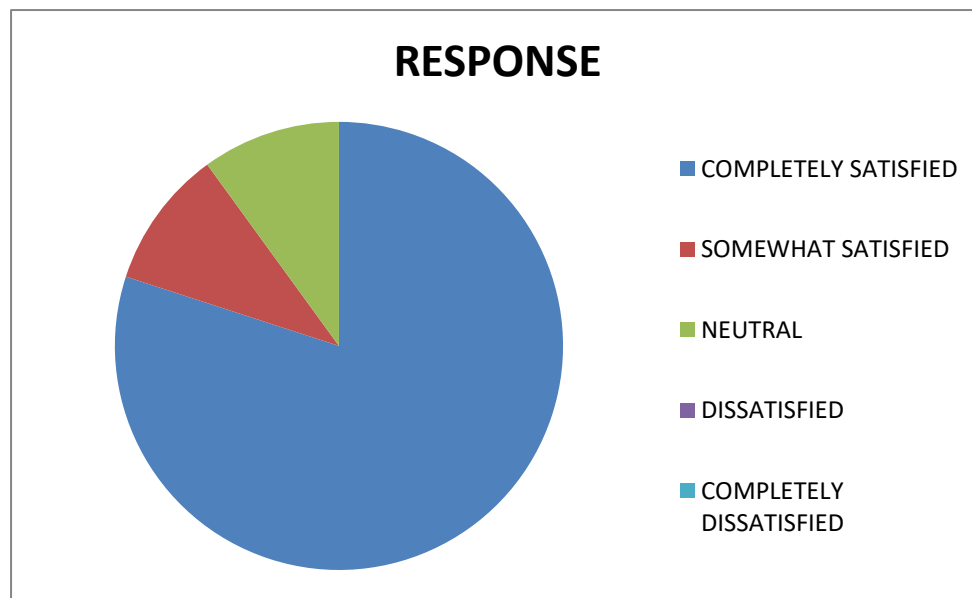- TRAINING PROGRAMS
- MEETINGS

## INTERPRETATION:

As per the collection of data from employees they stay updated through 5% from industry websites, 15% from attending conferences, 72% from training programs and 3% from by attend meetings.

## CHALLENGES ENCOUNTERED DURING TRAINING SESSIONS:



**RESPONSE**

- LIMITED UNDERSTANDING
- INSUFFICIENT TIME
- TECHNICAL ISSUES
- DIFFICULTY IN APPLYING LEARNED CONCEPTS

## INTERPRETATION:

As per the study employees are facing challenges during the training sessions which includes 6% of limited understanding, 12% of insufficient time, 24% of technical issues & 58% of difficulty

in applying learned concepts these are the challenges faced by the employees during training sessions has been identified.

## INFORMATION PROVIDED BY THE TRAINER:

**RESPONSE**

- COMPLETELY SATISFIED
- SOMEWHAT SATISFIED
- NEUTRAL
- DISSATISFIED
- COMPLETELY DISSATISFIED

## INTERPRETATION:

From the above analysis the employees response for understanding the information provided by the trainer is 80% employees are completely satisfied, 10% are somewhat satisfied and 10% are neutral.

## FINDINGS:

- From my examination the greater part of the respondents are under the age gathering of 35 or above .larger part of the representatives are gone under this category. The majority of the workers are males.
- The majority of the workers in industry are happy with the current training programs in the associations
- Both on-the job training strategy and off-the job training techniques is given to the representatives .
- The majority of the employees in the association concur that the work has become simpler after the training as a result of because of preparing the representatives will get certainty and adaptability at work and simple to deal with any high responsibility.
- Training programs assists with expanding the nature of result and furthermore help to learn innovation. through my exploration I recognized that a large portion of the representatives are concur with this statement.
- Training will likewise assist the workers with entombing individual relationship and turns out to be not difficult to finish their responsibilities in their work job.
- From the examination it is seen that as almost 90% of the respondents have given the reaction that they are recognized positive changes in going to the obligation routinely, further developing abilities and information and expanding efficiency.

## SUGGESTIONS:

- Implement Learning Management Systems (LMS) to centralize training resources and streamline tracking.
- Explore virtual reality (VR) and augmented reality (AR) technologies for interactive and immersive training experiences.
- Offer personalized learning paths tailored to individual employee needs and career aspirations.
- Introduce flexible training schedules and formats to accommodate diverse learning styles and work commitments.
- Develop specialized training programs to equip employees with skills relevant to emerging technologies and industry trends.
- Partner with external training providers or industry experts to facilitate upskilling workshops and seminars.
- Establish regular feedback mechanisms to gather insights from employees on training content, delivery, and effectiveness.
- Conduct periodic evaluations to assess the impact of training on employee performance and organizational goals.

## CONCLUSION:

Enhancing training procedures at ICL is essential for fostering employee development, adapting to technological advancements, and staying ahead in the industry. By implementing the recommendations outlined in this project, ICL can create a more effective and future-ready training ecosystem, ultimately contributing to organizational success and employee satisfacation. Through assessment and analysis, several key findings have emerged. Firstly, the diverse range of training programs offered by ICL demonstrates a commitment to employee development; however, challenges such as accessibility and relevance have been identified. Secondly, while some technological advancements have been integrated into training delivery. Thirdly, understanding the challenges faced by employees during training, such as time constraints and skill gaps, is crucial for tailoring programs to their needs. By implementing these suggestions, ICL can optimize its training procedures, fostering a culture of continuous learning and development that aligns with organizational goals and industry standards.

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