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A Study on THE EFFECTIVENESS OF TRAINING AND DEVELOPMENT AT BHARATHI CEMENT (CPL)

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ABSTRACT

This presentation focuses on the training and development programs at bharathi cement. The analysis assesses the company's workforce development strategies, examining skill enhancement initiatives, employee engagement, and overall organization growth. Key metrics such as training effectiveness, employee productivity, retention rates, and performance improvement evaluated to determine the impact of training program. Additionally, various factors influencing training success, such as learning methodologies, technological integration, and leadership development are explored. This study aims to understand the role of training and development in strengthening the workforce and driving the long-term success of Bharathi cement.

Key Words: Training and development, Employee performance, Training.

INTRODUCTION

Training and development is a systematic process designed to enhance the performance and productivity of employees in an organization.it involves a range of activities, including training and development, aimed at improving individual and organizational effectiveness.

Training refers to the process of providing employees with the necessary skills and knowledge to perform their current jobs effectively. It is usually short term and focuses on specific job related skills.

Development is a broader and long-term process aimed at preparing employees for future roles and responsibilities. It focuses on overall growth, skills, and career advancement.

Training is a structured program designed to improve an individual ability to perform a specific job or task. It focuses on short-term skill acquisition and practical knowledge.

Development is a broader and long-term process aimed at overall growth, leadership skills, and career progression.

DEFINITION:

TRAINING

The process of providing employee with specific skills and knowledge to perform their job effectively. A Systematic process of altering behavior and improving performance through learning experiences.

DEVELOPMENT:

A long-term process that focuses on developing the whole person, including their skills, abilities, and personal qualities. The growth and enhancement of an individual's abilities, skills, and knowledge to improve job performance and prepare for future roles and responsibilities.

IMPORTANCE OF TRAINING AND DEVELOPMENT

Training is the most important technique of human resource development. As stated earlier, no organization can get a candidate who exactly matches with the job and the organization requirement. Hence training is important to develop the employee and make him suitable to the job. And organizational requirement are not static they are changed from time in view of technological advancement. The objectives of the achieved only through training as training develops human skills and efficiency.

OBJECTIVES OF THE STUDY

1. To study the training and development process in bharathi cement
2. To identify the employee skills and knowledge
3. To know the performance level of employee after training
4. To study the achievement of organizational goals with the help of training and development.

NEED OF THE STUDY

Training is needed to increase the knowledge and skills of employees for doing a specific job where as development involves the growth of employees in all aspects. Training is also needed to enhance the skills of employees and to implement new techniques, method to improve the employee competency and organizational performance.

Employee being the main source of an organization. It depends on its employee. Since employees contribution play a significance role in organization. It is the duty of organization to care of its employee skill, ability and performance. It is a needed to concentrate on employee abilities and has to better their performance with standard and advancement technologies of training processes.

SCOPE OF THE STUDY

1. This study helps to know about the training and development activities in bharathi cement.
2. There is a scope to know the effectiveness of training and impact of training at work.
3. There will be a chance of measuring the employee skills and abilities.
4. Study the employee's perception on training and development programs.

LIMITATIONS

1. The study is restricted only to the employee of bharathi Cement Company.
2. Lack of commitment and support from top management for training and development.
3. The collection of information is mainly through secondary data.
4. The sample size that collected was small so the opinion collected may not to be implied to all employees.
5. The study of the time period is not enough to examine the entire employees.

REVIEW OF LITERATURE:

Isyaku (2002): The process of training and development is a continuous one. It is an avenue to acquire more and new knowledge and develop further the skills and techniques to function effectively.

Tan, hall and boyce (2003): Companies are making huge investment on training programmers to prepare them for future needs. The research and practitioners have constantly emphasized on the importance of training due to its role and investment.

Chaiburu & mari nova, (2005): Hands_on experience in real work settings effective for practical skills development

Stavrouet al (2004): The process of training and development is to provide obtain and improve necessary skills in order to help organization to achieve their goals.

Burke & Hutchins, (2007): Employee may be reluctant to adopt new skills to improve their knowledge and perform on a good way.

Aquinas & kraiger, (2009): A well _trained employee contribute to operational efficiency and innovation.

Jehanzeb & Bashir, (2013): Training programs improve employee commitment, reducing turnover rates.

Congee Ram Prasad (2014): The significance of training evaluation in talent development. The research highlight that well-structured training program lead to increased productivity, improved may reduce costs, and enhanced organizational adoptability.

Tulaseenaidu Adair (2018): The relationship between training program and employee productivity findings a suggest a strong correlation between effective training and enhanced performance and profitability.

Chinongwa Edward (2022): The impact of training and development initiatives influence the successful implementation of organization strategies.

Zaid Husain bhatt (2024) : the effectiveness of training program among public servants in north india .the findings reveal that components such as the perceived usefulness of training outcomes

RESOURCE METHODOLOGY:

RESOURCE DEFINITION:

Research is defined as the creation of new knowledge and the use of existing knowledge in a new creative way as to generate a new concepts methodology and understanding

RESEARCH DESIGN:

Research design is the framework of research methods and techniques chosen by a researcher to conduct a study. The design allows researchers to sharpen the research methods suitable for the subject matter and set up their studies for success.

RESOURCE OF DATA:

- 1. Primary Data**
- 2. Secondary Data**

DATA SOURCE

Primary data source:

The primary data are that information which is collected a fresh for the first time, and thus happen to be original in character. These data are publish by researchers who themselves are sensible for data collection. Primary data can be collected in market by three basis method.

Secondary data source:

Review Company records training manuals, previous training assessments and relevant industry publication.

SAMPLE SIZE:

A Sample is a representational cross-section of a larger group, or population. A sample shouldn't be too big or too little, in general, it should be the ideal size. A confidence interval of the appropriate size is often obtained when the size is sufficiently big.

TOOLS FOR ANALAYSIS:

The tools used for the analysis are sample percentage method pie diagram

DATA COLLECTION AND RESEARCH DESIGN

“Research” may be defined as the systematic investigation into the Study of materials and in order to establish facts and reach new Conclusion.

1. A research design involves the complete process of planning and operation of the research.

2. A research design is an instrument, which helps in achieving scientific accuracy of the study under consideration.

3. How many observations should be made from each unit in the study.

4. The research has covered all the levels of the employees.

Type of Research Descriptive Research:

Sampling Technique Convenience and Random Sampling

Sampling size -100

Sample Element-Bharathi Cement Corporation Pvt Ltd.

Sampling unit-employees of the Bharathi Cement

Sampling Area-Kamalapuram

Research Instrument-Structured Questionnaire and Personal

Statistical method-Percentage method

Type of Research:

To study the recruitment and selection process, the Descriptive Research is adopted.

Sampling techniques:

The sampling method used for the study is convenience and random Sampling

Sampling sizes:

The study was conducted by taking sample size consists of 100 respondents

Sampling element:

The sampling study was conducted in BHARATHI CEMENT CORPORATION PVT LIMITED

Sampling unit:

The sampling unit for the study consists of different departments of Employees of BHARATHI CEMENT CORPORATION PVT LIMITED

Sampling area: The research study was conducted at CEMENT INDUSTRIES which is nearer to KAMALAPURAM.

Statistical Tools:

The design tool used to analyses the data is percentage method

Percentage method:

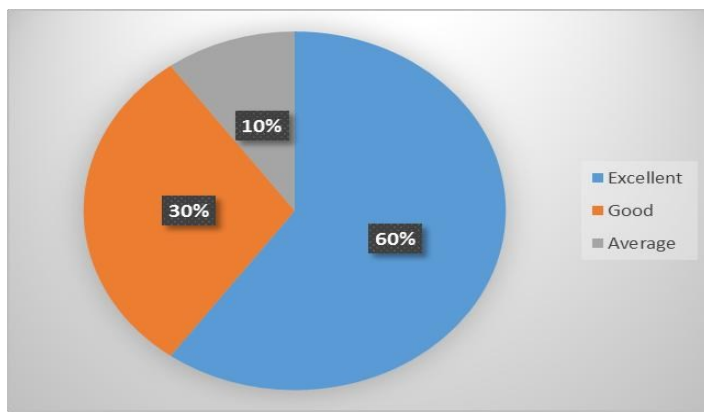
Analyzing data with the percentage technique is a breeze. A high sample size is possible. One form of ratio that is often utilized in marketing research is the percentage. You may use it to compare several data series using percentages and see how the variables are related. We convert to percentages in order to examine such massive datasets. To change that the

Formula:

$$\frac{\text{No. of respondents}}{\text{Total No. of sample size}} * 100$$

DATA ANALYSIS AND INTERPRETATION:**1. What is your opinion about present training system?**

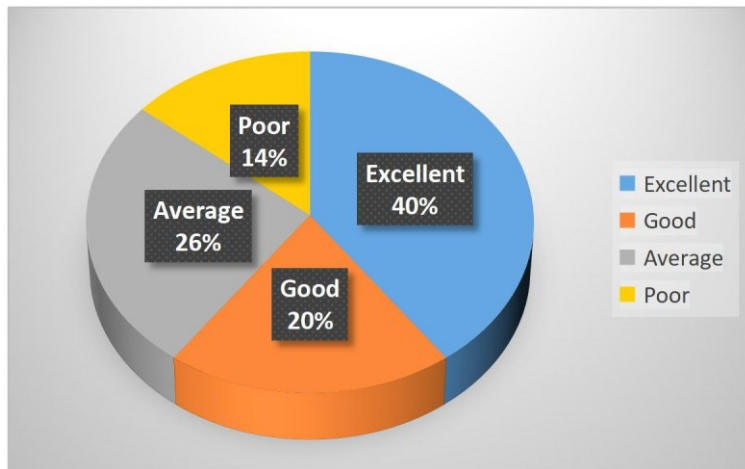
Options	Respondent	Percentage
Excellent	60	60%
Good	30	30%
Average	10	10%
Total	100	100%

**INTERPRETATION**

The majority of respondents rated the subject as "Excellent," comprising 60% of the total responses. A significant portion 30% rated it as "Good." A smaller segment 10% found it to be "Average."

2. How would you rate the employee performance level after training?

Options	Frequency	Percentage
Excellent	40	40%
Good	20	20%
Average	26	26%
Poor	14	14%
Total	100	100%

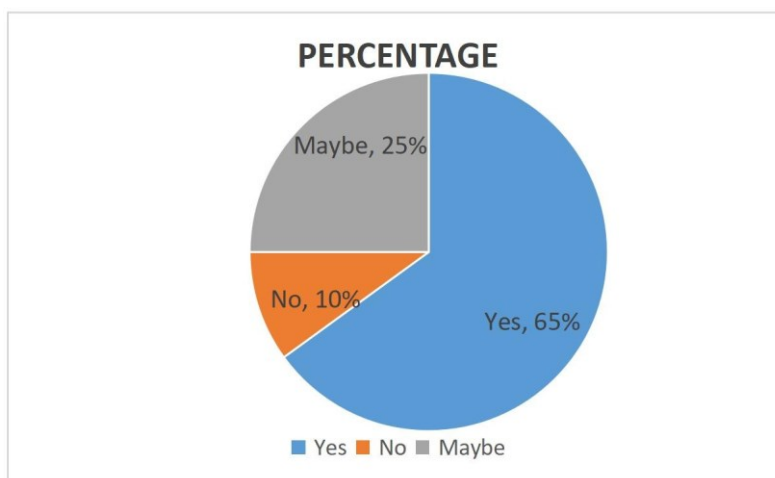


INTERPRETATION:

The highest proportion of respondents is and the percentage of excellent is 40%. It is strong positive feedback. A small portion is rated it as good. Good percentage is 20%. Average is 26% and they respondents is it was not outstanding. Poor is 14% and the minority is it gave a poor rating, indicating some dissatisfaction.

3. Do you believe that training programs contribute to achieving organizational goals?

Options	Respondent	percentage
Yes	65	65%
No	10	10%
May be	25	25%
Total	100	100%

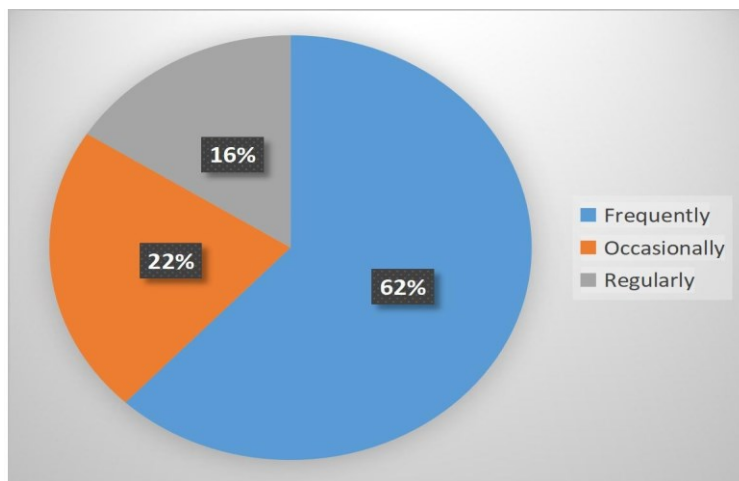


INTERPRETATION:

The majority of respondents is 65% they said YES, indicating a strong positive response. A significant portion is 25% responded the maybe suggesting some uncertainty decision. Only a small number 10% responded with no, indicating minimal disagreement or rejection.

4. How frequently do you think training program should be conducted?

Options	Respondent	percentage
frequently	62	62%
Occasional	22	22%
Regularly	16	16%
Total	100	100%

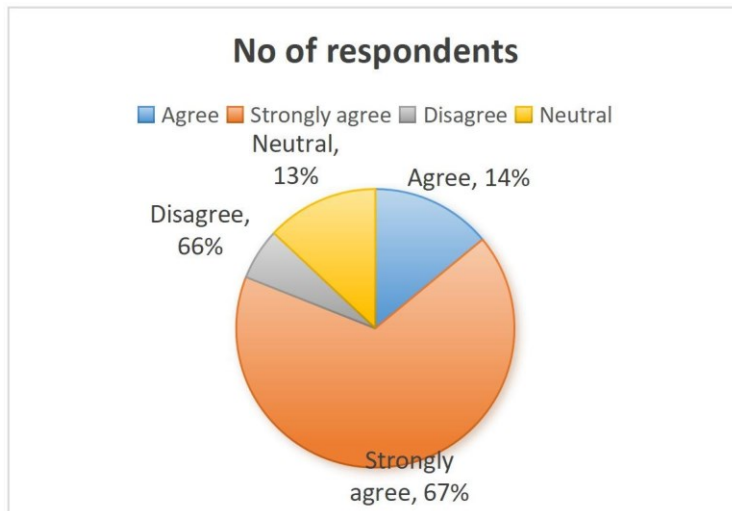


INTERPRETATION:

The respondents of 62% believe that training programs should be conducted frequently to a strong demand for continuous learning and skill development. 22% feel that training should be conducted occasionally. And they 16% think training should be conducted regularly.

5. Does the bharathi cement treats employees equally?

Option	Respondent	percentage
Agree	14	14%
Strong Disagree	67	67%
Disagree	6	6%
Neutral	13	13%
Total	100	100%



INTERPRETATION:

From the above table 67% majority of the respondents said that they are strongly agree, 14% of the respondents said that they agree, 6% of the respondents said that they disagree, 13% of the respondents said that neutral. Therefore I can conclude that Bharathi Cement Company treats employees equally in organization.

FINDINGS:

- The majority of respondents is and the 78% of prefer the lecture method for learning or training.
- 60% of the workers strongly agreed that the training programs have helped and enhance your skills and knowledge, while 30% are agreed and 10% disagreed with the statement.
- 40% of respondents rated employee performance after training as excellent, 20% as good, 26% as average, and 14% as poor.
- Most of the employees agreed that training programs are conducted in order to achieve the organizational goals.
- The majority 62% prefer frequent training, while 22% favor occasional training, and 16% prefer regular training, indicating a strong overall demand for training with varying preferences on frequency.

SUGGESTIONS:

- Most of the employees prefer the lecture method for training. Introduce some interactive activities to make lecture more interesting.
- Many workers believe training helps improve their skills. Keep updating the training programs to maintain their usefulness.
- Employee performance improved after training, but not for everyone. Provide extra support to those who rate their performance as average or poor.
- Employee agree that training that helps reach company goals continue designing training that matches organizational needs
- Most employees want frequent training while other prefers less offer different training options to satisfy everyone's preferences.

CONCLUSION:

The study shows that most employee prefer lecture based training but there is a need to make these session more engaging through interactive methods training programs are generally effective in improving skills and achieving organizational goals so regular updates and improvements are important while many employees perform well after training some still struggle highlighting the need for extra support since employees have different preference's for training frequencies, offering, flexible options can help meet everyone needs. Overall, a well-planned and varied training approach will help to improve employee performance and support the success of the organization.

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