

A Study of Effectiveness of Training and Development Program on Performance of Employees in MSIL

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Abstract:

This study analyzes how training and development programs affect employee performance at Maruti Suzuki India Limited (MSIL). It focuses on understanding the relationship between employee skill enhancement through training and its impact on productivity, motivation, and job satisfaction.

Introduction:

Training and development are crucial for improving employee capabilities and organizational performance. At MSIL, these programs are designed to upgrade technical skills, promote professional growth, and ensure alignment with the company's strategic goals.

Objectives:

- To evaluate the effectiveness of training programs at MSIL.
- To examine the impact of training on employee performance.
- To identify areas for improvement in training and development initiatives.

Scope of the Study:

The study includes employees across different departments and experience levels at MSIL. It considers various training formats, including in-house sessions, external workshops, and e-learning platforms.

Methodology:

Data was collected using employee surveys and interviews. Performance indicators before and after training were compared to assess the impact.

Findings:

- Training improves technical and soft skills, leading to enhanced job performance.
- Employees feel more confident and motivated post-training.
- Continuous learning opportunities contribute to higher retention rates.

Recommendations:

- Regularly update training content based on industry trends.
- Personalize training modules to address role-specific needs.
- Measure training outcomes to ensure effectiveness and return on investment.

Conclusion:

Training and development play a significant role in boosting employee performance at MSIL. Well-structured programs result in a more skilled, motivated, and productive workforce.

Keywords: Training, Development, Employee Performance, MSIL, Skill Enhancement, Organizational Growth