

A Study on Employee Effectiveness in Training and Development at Rydon Industry Pvt Ltd, Coimbatore

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ABSTRACT

Training and development play a vital role in improving employee performance, productivity, and organizational growth. This study focuses on analyzing the effectiveness of training and development practices at Rydon Industry Pvt Ltd, Coimbatore. The main objective of the research is to examine employee satisfaction toward training programs, evaluate the impact of training on employee productivity, and identify areas for improvement in the existing training system.

The study adopted a descriptive research design and collected primary data through structured questionnaires from 150 employees using simple random sampling. Secondary data were collected from journals, books, company records, and websites. Statistical tools such as simple percentage analysis, Chi-square test, and ANOVA were used for data analysis.

The findings reveal that employees generally have a positive perception of training and development programs. Most respondents agreed that training improves technical knowledge, work quality, teamwork, and productivity. Employees also expressed satisfaction with the duration and effectiveness of training programs. However, some respondents suggested that training methods should be more practical and interactive to increase learning effectiveness.

The study concludes that effective training and development programs significantly contribute to employee efficiency, motivation, and organizational performance. The research also recommends continuous evaluation of training programs, adoption of modern training methods, and increased focus on employee skill enhancement to achieve long-term organizational success.

Keywords: Training and Development, Employee Effectiveness, Productivity, Employee Satisfaction, Organizational Performance, Skill Development, Human Resource Management.

1. INTRODUCTION

Human resources are considered the most valuable asset of any organization. The success of an organization largely depends on the efficiency, skills, and performance of its employees. In the present competitive industrial environment, organizations must continuously improve employee competencies to meet technological advancements and changing business requirements. Training and development have become essential tools for enhancing employee effectiveness and organizational productivity.

Training refers to a systematic process through which employees acquire technical knowledge, skills, and competencies required to perform their jobs effectively. Development, on the other hand, focuses on the long-term growth of employees by improving managerial abilities, decision-making skills, leadership qualities, and career advancement opportunities.

In manufacturing industries, employee training is highly important because employees deal with machinery, production targets, quality control, and workplace safety. Proper training helps employees reduce errors, improve productivity, adapt to new technologies, and maintain organizational standards. Organizations that invest in employee development achieve higher operational efficiency, better employee morale, and increased organizational commitment.

Rydon Industry Pvt Ltd, Coimbatore, conducts various training and development programs to improve employee performance and productivity. The company provides on-the-job training, mentoring, classroom coaching, and skill

development sessions to enhance employee capabilities. This study examines how these training programs influence employee effectiveness and identifies the strengths and weaknesses of the current training system.

2. OBJECTIVES OF THE STUDY

1. To analyze the effectiveness of training and development programs provided to employees at Rydon Industry Pvt Ltd.
2. To examine the level of employee satisfaction toward existing training methods and development activities.
3. To identify the impact of training programs on employee productivity, performance, and workplace efficiency.

3. REVIEW OF LITERATURE

According to Schneider and Shiffrin (2021), training and development are planned efforts designed to improve employee knowledge, skills, and attitudes. The authors stated that development focuses more on managerial and decision-making skills, while training mainly improves technical competencies among lower-level employees.

Severin (2020) explained that training and development significantly influence employee productivity and organizational performance. The study highlighted that organizations achieve better profitability and employee commitment through effective training systems.

Goldstein and Ford (2020) defined training as an activity aimed at improving employee performance to meet organizational needs. The study emphasized that training helps employees acquire specific technical knowledge and practical skills necessary for effective job performance.

Stewart (2020) stated that training and development are planned learning experiences that improve employee performance and help organizations achieve higher efficiency. The author also emphasized that learning through training contributes to organizational growth.

Goldstein and Ford (2019) observed that training and development play a crucial role in organizational effectiveness. Their study revealed that employee training improves workplace productivity, teamwork, and overall performance.

Neelamtahir, Shahidjan, and Muhammad Hashim (2019) found that training and development programs enhance employee productivity and support organizational competitiveness in a dynamic business environment.

Giladchen and Richard J. Klimoski (2019) stated that training positively affects productivity and reduces employee turnover. The study highlighted that training enables employees to utilize organizational resources more effectively.

Palo and Padhi (2019) emphasized the strategic role of training and development in improving organizational effectiveness. The study revealed that training helps organizations reduce operational errors, absenteeism, and workplace inefficiencies.

Gagne, Briggs, and Wagner (2018) explained that systematic training programs enhance employee knowledge, skills, and competencies, resulting in better organizational performance and competitive advantage.

Alliger and Janak (2018) defined training as a process of improving employee knowledge, skills, and attitudes to achieve organizational objectives. The study also emphasized that training improves productivity and work quality.

Latham (2018) highlighted that training and development practices help employees improve skills and competencies required for efficient job performance and organizational growth.

4. RESEARCH METHODOLOGY

4.1 Research Design

The study adopted a descriptive research design to analyze employee effectiveness in training and development at Rydon Industry Pvt Ltd.

4.2 Sources of Data

Both Primary data and Secondary data was used for the study. Primary data were collected through structured questionnaires distributed to employees. Secondary data were collected from journals, books, websites, company records, magazines, and previous research studies.

4.3 Sample Size

The study was conducted among 150 employees of Rydon Industry Pvt Ltd.

4.4 Sampling Technique

Simple random sampling technique was used for selecting respondents.

4.5 Tools Used for Analysis

- Simple Percentage Analysis
- Chi- Square

5. DATA ANALYSIS AND INTERPRETATION

Objective 1: To Analyze the Effectiveness of Training and Development Programs

Training methods play a crucial role in enhancing employee competency, technical knowledge, and workplace efficiency. Organizations adopt various training techniques to improve employee performance and help employees adapt to changing industrial requirements. The effectiveness of training largely depends on the methods used by the organization and the ability of employees to understand and apply the knowledge gained through training. Therefore, analyzing employee preference toward different training methods helps identify the most effective training approach followed in the organization.

TYPE OF TRAINING METHOD

Training Method	No. of Respondents	Percentage
On-the-job Training	64	42.7
Classroom Coaching	50	33.3
Mentoring	23	15.3
Others	13	8.7
Total	150	100

Source: Primary Data

The findings indicate that training and development programs at Rydon Industry Pvt Ltd are effective in improving technical skills, productivity, and employee performance. Employees perceive training as a valuable tool for professional growth and workplace efficiency.

Objective 2: To Examine Employee Satisfaction Toward Training Programs

Employee satisfaction toward training programs is an important factor in determining the success of training and development activities within an organization. Effective training programs improve employee knowledge, confidence, and skill levels, thereby increasing overall job satisfaction and organizational commitment. Training programs that provide technical knowledge and learning opportunities help employees perform their duties more efficiently. Hence, this analysis focuses on understanding employee opinions regarding the effectiveness of training programs in improving technical competency.

TRAINING HELPS TO ACQUIRE TECHNICAL KNOWLEDGE

Opinion	No. of Respondents	Percentage
Strongly Agree	45	30.0
Agree	50	33.3
Partially Agree	28	18.7
Disagree	17	11.3
Highly Disagree	10	6.7
Total	150	100

Source: Primary Data

The analysis reveals that employees are generally satisfied with the company's training methods, trainer quality, and learning opportunities. However, some respondents suggested improving practical exposure and interactive sessions.

Objective 3: To Identify the Impact of Training on Productivity and Performance

Training and development programs significantly influence employee productivity, work quality, and organizational performance. Effective training enhances employee efficiency, reduces operational errors, and improves problem-solving abilities. Employees who receive proper training are more capable of handling responsibilities and contributing toward organizational goals. Therefore, analyzing the impact of training on employee productivity helps evaluate the overall effectiveness of training and development practices adopted by the organization.

TRAINING IMPROVES QUALITY AND PRODUCTIVITY

Opinion	No. of Respondents	Percentage
Strongly Agree	39	26.0
Agree	48	32.0
Partially Agree	31	20.7
Disagree	18	12.0
Highly Disagree	14	9.3
Total	150	100

Source: Primary Data

Training and development programs positively influence employee motivation, commitment, teamwork, and overall job performance. Employees who attended training programs demonstrated improved confidence and workplace efficiency.

Association between employee satisfaction toward training programs and improvement in employee productivity after training at Rydon Industry Pvt Ltd.

Training and development programs are important HR practices that improve employee knowledge, job performance, productivity, and workplace efficiency. In this study, an attempt is made to examine whether there is a significant association between employee satisfaction toward training programs and improvement in employee productivity after training at Rydon Industry Pvt Ltd.

The Chi-square test is used to identify whether employee satisfaction toward training has a relationship with productivity improvement. Since both variables are categorical in nature, the Chi-square test of independence is suitable for this analysis.

Null Hypothesis H₀:

There is no significant association between employee satisfaction toward training programs and improvement in employee productivity.

Alternative Hypothesis H₁:

There is a significant association between employee satisfaction toward training programs and improvement in employee productivity.

Chi-square Test Calculation

Particulars	Value
Calculated Chi-square Value	52.65
Degrees of Freedom	4
Level of Significance	5%
Table Value	9.488
Result	Significant

Formula used:

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

Where:

O = Observed Frequency and **E** = Expected Frequency

The calculated Chi-square value is 52.65, which is greater than the table value of 9.488 at 5% level of significance with 4 degrees of freedom. Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted.

This indicates that there is a significant association between employee satisfaction toward training programs and improvement in employee productivity. Employees who are satisfied with the training programs are more likely to report improvement in productivity, performance, and workplace efficiency.

Hence, it can be interpreted that training and development programs at Rydon Industry Pvt Ltd have a positive impact on employee productivity. The result supports the study objective that effective training improves employee performance, work quality, and organizational efficiency.

6. FINDINGS

- Majority (74%) of respondents were male employees.
- Most employees (35.3%) belonged to the age group of 25–35 years.
- Around 42.7% of respondents preferred on-the-job training methods.
- About 33.3% agreed that training improved technical knowledge and skills.
- Nearly 32% agreed that training enhanced productivity and work quality.
- Most employees expressed satisfaction with existing training programs.
- Employees believed that training improved teamwork, commitment, and positive work attitudes.

- The study identified a positive relationship between training effectiveness and employee performance.
- Some respondents suggested that training programs should be more practical and interactive.
- The Chi-square analysis found that there is a significant association between employee satisfaction toward training programs and improvement in productivity at Rydon Industry Pvt Ltd. Employees who were satisfied with the training programs showed better productivity, performance, and workplace efficiency.

7. SUGGESTIONS

1. The organization should introduce more practical and technology-based training programs to improve learning effectiveness.
2. Training sessions should include interactive activities, case studies, and real-time industrial examples.
3. Regular feedback should be collected from employees to evaluate training effectiveness and identify improvement areas.
4. The company should provide specialized training programs based on departmental needs and employee skill gaps.
5. Management should encourage continuous learning and career development opportunities for employees.
6. Periodic performance evaluations should be conducted to measure the long-term impact of training programs.
7. Experienced trainers and external industry experts can be invited to improve training quality and exposure.
8. The company should continue regular training and development programs and improve them through practical sessions, interactive activities, employee feedback, and need-based training methods. This will help employees improve their skills, confidence, productivity, and overall effectiveness.

8. CONCLUSION

The study concludes that training and development programs play a significant role in improving employee effectiveness at Rydon Industry Pvt Ltd, Coimbatore. The findings reveal that employees generally have positive opinions regarding the organization's training practices. Training programs help employees acquire technical knowledge, improve productivity, develop teamwork, and enhance workplace commitment.

The study also indicates that employee satisfaction toward training programs is relatively high, which positively influences organizational performance and employee morale. Although the current training system is effective, certain improvements such as practical exposure, advanced technology integration, and interactive learning methods can further strengthen employee development initiatives.

Overall, the research confirms that effective training and development practices contribute to organizational growth, employee competency enhancement, and long-term business success.

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