

A STUDY ON TRAINING AND DEVELOPMENT AT SAGAR CEMENTS LIMITED GUDIPADU, TADIPATRI

Dr. P. BASAIAH, ³Assistant Professor, School of Management Studies, JNTUA |

(Research Guidance)

ESLAVATH DEEPA ¹MBA Student, School of Management Studies, JNTUA | deepaeslavath1@gmail.com

ABSTRACT

Training and development (T&D) are vital for increasing workforce efficiency, job satisfaction, and overall organizational performance. This study examines the T&D practices at Sagar Cements Limited, Gudipadu, focusing on their impact on employee skills and productivity. Through a mixed-methods approach involving surveys and interviews with 125 respondents, the research identifies the success of various programs while highlighting challenges like resource constraints and the need for more practical training.

Introduction

In the highly competitive and technology-driven cement industry, maintaining efficiency, safety, and quality is critical. Sagar Cements Limited prioritizes continuous training to ensure employees possess updated technical knowledge and operational skills. While "training" focuses on specific job-related skills for immediate operational needs, "development" is a long-term process aimed at building leadership and preparing employees for future responsibilities.

NEED OF THE STUDY:

- This study is essential to understand the effectiveness of Training and Development programs & how these programs impact employee performance, job satisfaction, and organisational growth at Sagar cements Limited, Gudipadu.

SCOPE OF THE STUDY:

- The study focuses on training and development at Sagar cements Limited, Gudipadu.

OBJECTIVES OF THE STUDY:

- To study the effectiveness of training and development programs at Sagar Cements Limited, Gudipadu.
- To examine the relationship of training on employee performance, skills, and job satisfaction in Sagar Cements Limited, Gudipadu.
- To analyse employee satisfaction towards training methods and programs at Sagar Cements Limited, Gudipadu.

LITERATURE REVIEW

Training and Development is an important aspect of Human Resource Management that enhances employee performance and organizational efficiency. According to Noe (2020), training improves employee skills, knowledge, and productivity, leading to better organizational outcomes. Armstrong (2019) defined training as a systematic process that develops employee competencies, while development focuses on long-term growth.

Dessler (2018) highlighted that effective training reduces errors and increases efficiency. Aguinis and Kraiger (2017) found that training positively impacts individual and team performance, as well as job satisfaction. Similarly, Salas et al. (2016) emphasized the importance of structured and scientifically designed training programs. Blanchard and Thacker (2015) stated that training should be a continuous process to achieve long-term success.

Overall, previous studies confirm that training and development play a significant role in improving employee performance, productivity, and organizational growth.

RESEARCH METHODOLOGY

Data is collected through primary and secondary data.

➤ **Primary data:**

Data is collected through Structured Questionnaire.

➤ **Secondary data:**

Data was collected from Company Website.

➤ **Sampling method:** Simple random sampling.

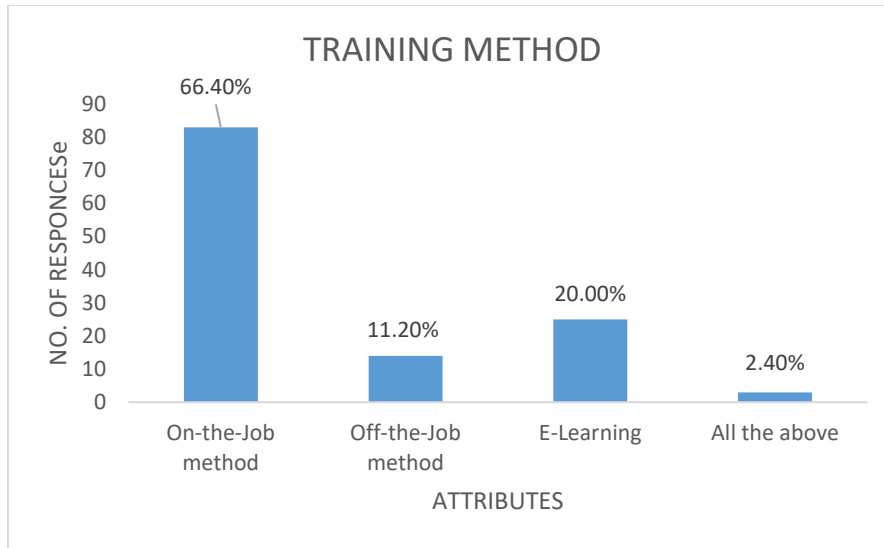
➤ **Sample size:** 125

DATA ANALYSIS & INTERPRETATION

Which method is used to train the employees in the organization?

Year of Experience	No. Of Responses	Percentage (%)
On-the-Job method	83	66.40%
Off-the-Job method	14	11.20%
E-Learning	25	20.00%
All the above	3	2.40%
Total	125	100%

Bar Graph:

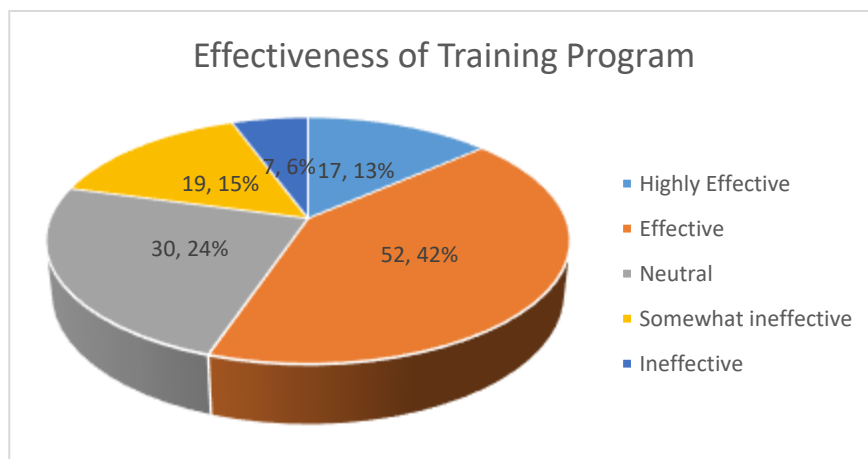


Interpretation:

The majority of employees (83 respondents, 66.40%) reported that the On-the-Job training method is used in the organization, indicating it is the most commonly preferred training method. A smaller number of employees reported E-Learning (20%) and Off-the-Job training (11.20%), while only 2.40% indicated that all methods are used, showing that other training methods are used less frequently compared to On-the-Job training. **Effectiveness of Training program:**

Effectiveness	No. Of Responses	Percentage (%)
Highly Effective	17	13.8%
Effective	52	42.3%
Neutral	30	24.4%
Somewhat ineffective	19	15.4%
Ineffective	7	4.1%
Total	125	100%

Pie Chart:



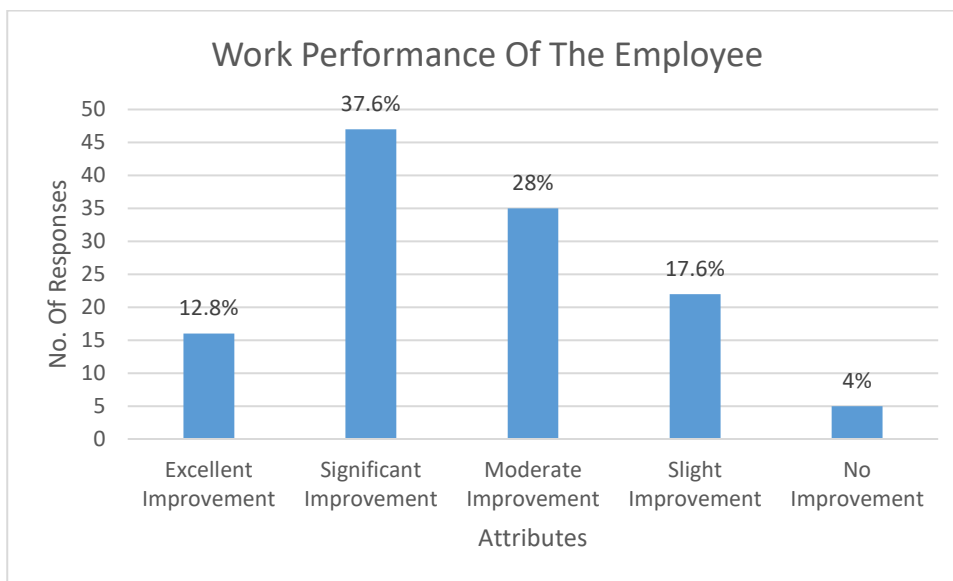
Interpretation:

The data shows that the largest proportion of respondents (42.3%, 52 out of 125) rated the training program as Effective, indicating that most participants had a positive perception of the program. A smaller group of respondents (13.8%) considered the program Highly Effective, while 24.4% remained Neutral, Only 19.5% of respondents (15.4% somewhat ineffective and 4.1% ineffective).

Impact of Training on employee performance, skills, and job responsibilities:

Work Performance	No. Of Responses	Percentage (%)
Excellent Improvement	16	12.8%
Significant Improvement	47	37.6%
Moderate Improvement	35	28%
Slight Improvement	22	17.6%
No Improvement	5	4%
Total	125	100%

Bar Graph:

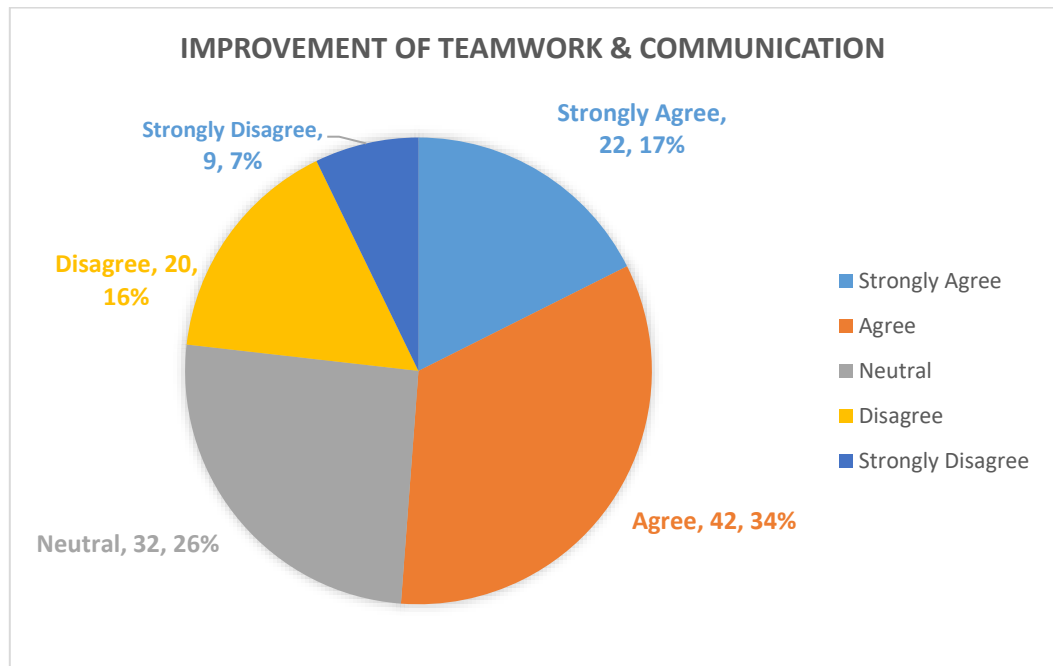


Interpretation:

It shows that most of the employees experienced significant improvement (37.6%, 47 employees) reported significant improvement in their work performance after training. About 28% (35 respondents). Only 4% (5 respondents) reported no improvement, which indicates that the majority of employees benefited from the training program.

Training improves teamwork and communication:

Improvement	No. Of Responses	Percentage (%)
Strongly Agree	22	17.6%
Agree	42	33.6%
Neutral	32	25.6%
Disagree	20	16%
Strongly Disagree	9	7.2%
Total	125	100%



Pie Chart:

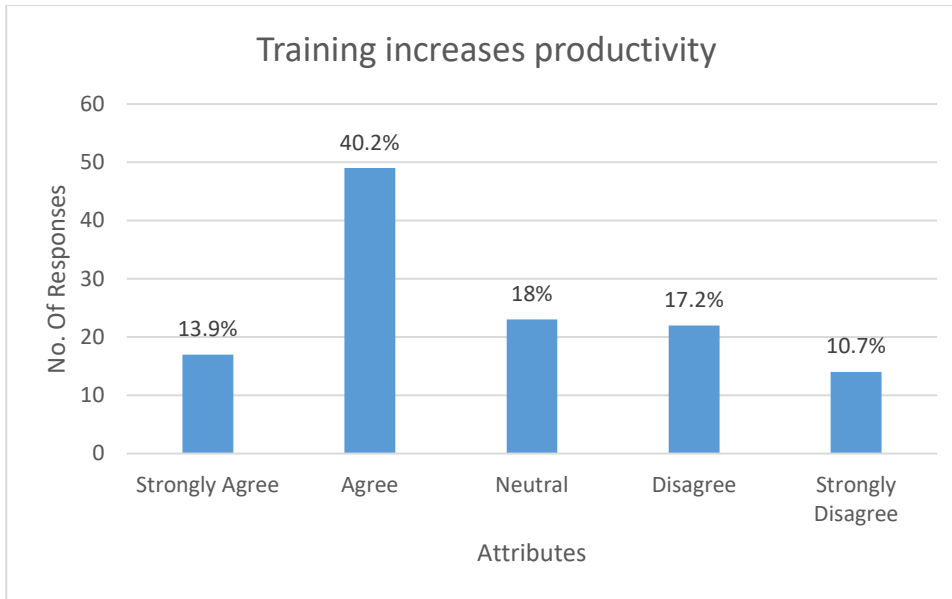
Interpretation:

The data shows that respondents (33.6%) agree that employees generally perceive training as beneficial for enhancing collaboration in the workplace. A combined 51.2% of respondents (17.6% strongly agree and 33.6% agree). However, 23.2% of respondents (16% disagree and 7.2% strongly disagree suggesting that some improvements in training methods may be required.

Training increases Productivity:

Productivity Increases	No. Of Responses	Percentage (%)
Strongly Agree	17	13.9%
Agree	49	40.2%
Neutral	23	18%
Disagree	22	17.2%
Strongly Disagree	14	10.7%
Total	125	100%

Bar Graph:



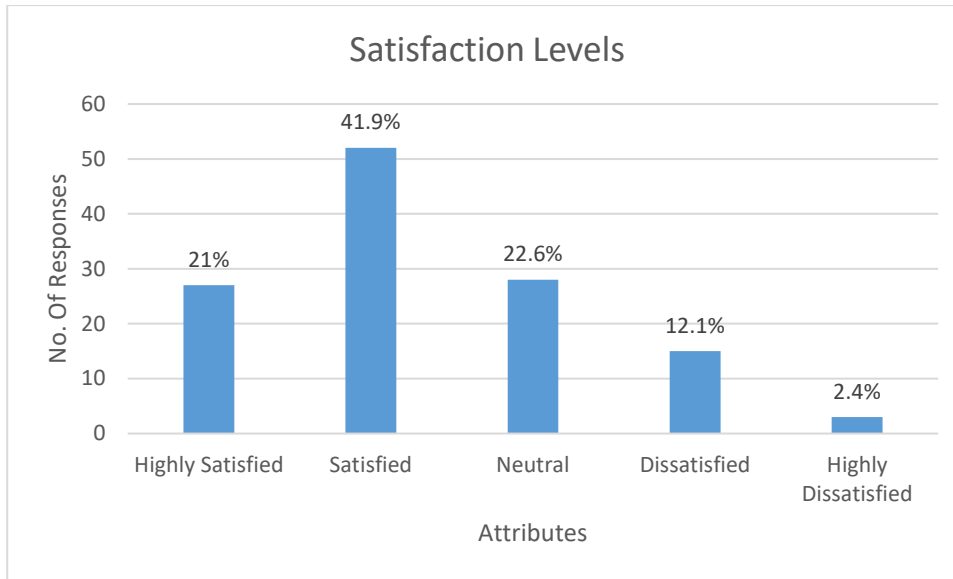
Interpretation:

A majority of respondents (54.1% combining strongly agree (13.9%) and agree (40.2%)) believe that training increases productivity, indicating a positive perception of the impact of training programs. About 18% of respondents remained neutral a smaller portion of respondents (27.9% combining disagree (17.2%) and strongly disagree (10.7%)), highlighting a need to enhance the effectiveness of training programs.

I am satisfied with the Training and Development programs:

Satisfaction levels	No. Of Responses	Percentage (%)
Highly Satisfied	27	21%
Satisfied	52	41.9%
Neutral	28	22.6%
Dissatisfied	15	12.1%
Highly Dissatisfied	3	2.4%
Total	125	100%

Bar Graph:



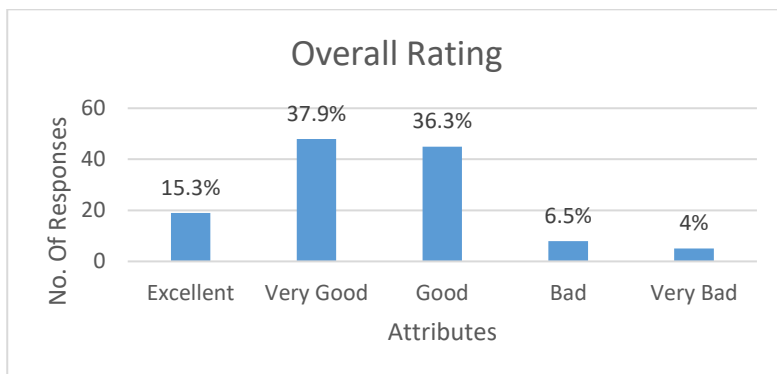
Interpretation:

The above data shows majority Satisfaction with Training Programs (62.9%) reported being satisfied with the training and development programs, indicating overall positive perceptions of the programs. 22.6% of respondents the programs were acceptable, only 14.5% of respondents expressed dissatisfaction with the training and development initiatives.

Overall rating of the Training programs:

Training program Rating	No. Of Responses	Percentage (%)
Excellent	19	15.3%
Very Good	48	37.9%
Good	45	36.3%
Bad	8	6.5%
Very Bad	5	4%
Total	125	100%

Bar Graph:



Interpretation:

More of the respondents 37.9% rating them as “Very Good” and 36.3% as “Good”, indicating that most employees view the training programs favourably. 15.3% of respondents found the training highly effective. 10.5% of respondents suggesting that dissatisfaction with the training programs is relatively minimal.

FINDINGS

66.40% reported that the On-the-Job training method is used in the organization, a smaller number of employees reported E-Learning 20% and Off-the-Job training 11.20%, while only 2.40% indicated that all methods are used.

42.3% rated as Effective, indicating that most participants had a positive perception of the program. A smaller group of respondents (13.8%) considered the program Highly Effective, while 24.4% remained Neutral, Only 19.5% of respondents ineffective.

37.6% reported significant improvement in their work performance after training. About 28%. Only 4% reported no improvement, which indicates that the majority of employees benefited from the training program.

33.6% agree that employees generally perceive training as beneficial for enhancing collaboration in the workplace. 17.6% strongly agree and 33.6% agree.

54.1% combining strongly agree and agree believe that training increases productivity, indicating a positive perception of the impact of training programs. About 18% of respondents remained neutral a smaller portion of respondents 27.9% combining disagree.

62.9% reported being satisfied with the training and development programs, indicating overall positive perceptions of the programs. Only 14.5% of respondents expressed dissatisfaction with the training and development initiatives

37.9% rating them as “Very Good” and 36.3% as “Good”, indicating that most employees view the training programs favourably. 15.3% of respondents found the training highly effective.

CONCLUSION

The study on training and development at Sagar Cements Ltd. shows that training programs play a crucial role in improving employees’ knowledge, skills, and overall job performance. The organization provides various training initiatives that help employees adapt to new technologies, enhance productivity, and maintain safety standards in the workplace.

The findings indicate that most employees perceive the training programs as useful and effective in improving their efficiency and confidence in performing their tasks. Training also contributes to employee motivation, teamwork, and better communication within the organization.

Overall, the training and development practices at Sagar Cements Ltd. are effective in supporting both employee growth and organizational performance. Continuous improvement in training methods and regular feedback from employees can further enhance the effectiveness of these programs and help the company achieve its long-term goals.

SUGGESTIONS

The manager must monitor the performance of the employees after the training program.

To improve the training experience, it is recommended to allow employees to ask questions during training sessions, enabling them to clarify doubts.

It is also suggested to have outside experts for training the employees which will attract and make employee's serious training.

Furthermore, promoting co-ordination and interaction among employees at all levels will encourage the discovery of new talents within the workforce.

REFERENCES

Noe, R. A. (2020). *Employee Training and Development* (8th ed.). McGraw-Hill Education.

Armstrong, M. (2019). *Armstrong's Handbook of Human Resource Management Practice* (15th ed.). Kogan Page.

Dessler, G. (2018). *Human Resource Management* (15th ed.). Pearson Education.

Aguinis, H., & Kraiger, K. (2017). The benefits of training and development for individuals and teams. *Annual Review of Psychology*, 68, 1–29.

Salas, E., Tannenbaum, S. I., Kraiger, K., & Smith-Jentsch, K. A. (2016). The science of training and development in organizations. *Psychological Science in the Public Interest*, 13(2), 74–101.

Blanchard, P. N., & Thacker, J. W. (2015). *Effective Training: Systems, Strategies, and Practices*. Pearson.