

A STUDY ON TRAINING AND DEVELOPMENT IN AUROBINDO PHARMA PVT LTD

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Abstract

Training at **AUROBIDO PHARMACY (P) Ltd** is given when there is a difference between the job requirements & employees present specifications. Thus employee training is the most important sub-system, specialized & one of the fundamental operative functions of Human Resource Development. Organizational efficiency, productivity, progress & development, also organization viability, stability & growth to greater extent depend on training. If the required training is not provided it leads to the performance failure of the employees. Training enhances the Competence, Commitment, and Creativity & Contribution to the organization.

performance appraisal helps in identifying training needs. The second step was data collection through various sources I used both primary and secondary data for the study as both are quite essential in any type of survey. Primary data was collected through survey and personal interview, whereas secondary data made use of certain reports from the HRD department provided the information as to the total no of employees, schedule of training programs, number of persons attending it and other such things. The secondary data also included textbooks, company data, and internet.

The analysis of the questionnaire was carried out through which the purpose of the study was served. The analysis was done by using statistical tool in which the study made use of two test that is: frequency test and correlation.

Key words

Training and development, employee training, human resource, etc.

Introduction

Training is a very important aspect of HRD. Once the employees have been selected for various positions in an organization training them for specific tasks which they have been assigned assumes great importance. It is true in many organizations that before an employee is fitted into a harmonious working relationship with other employees, he is given adequate training.

Review of literature

Training is a learning experience in that it seeks a relatively permanent change in an individual that will improve his or her ability to perform on the job. We typically say training can involve the changing of skills, knowledge, attitudes or social behavior. Training is mainly focuses on providing employees with specific skills or helping them correct deficiencies in their performance.

According to Flipppo, "Training is the act of increasing the knowledge and skills of an employee for doing a particular job."

Research Methodology and design

NEED OF THE STUDY

Rapid development in technology and changing goals of organization has made training and development of employees inevitable. Training and development of employees is important due to the following reasons. To increase the productivity, improve quality of products, Shortage of skills, fulfill the future needs of the company.

SCOPE OF THE STUDY

This study is conducted to know the various types of training and development Programs in Aurobindo Pharma Ltd. The study is evaluating the training Programs conducted to the employees at Aurobindo Pharma Ltd. The study describes how much the employees perceive the training programs to be effective and beneficial. It would also help the organization to design a better training session as a result reducing the wastage money and training hours.

OBJECTIVE OF THE STUDY

1. To study the training and development in Aurobindo Pharma Ltd.
2. To know the awareness of employees regarding training Programs.
3. To know satisfaction of the employees on the training & development Programsthey have attended.
4. To study the factors that impact training & development in Aurobindo Pharma Ltd.

DATA SOURCE

Research is a careful investigation or enquiry especially through search for new facts in any branch of knowledge. According to Redman and Moray, “Research is a systematized effort to gain new knowledge”.

Research Methods

Data Sources

The source for collecting the data is from both

- ✓ Primary Data
- ✓ Secondary Data

Primary Data

The Primary data are these which are collected afresh and for first time, and thus happen to be original in character. The methods used for collected primary data was questionnaireMethod.

Secondary Data

The Secondary data are those which are collected from secondary sources such as company past data and company websites.

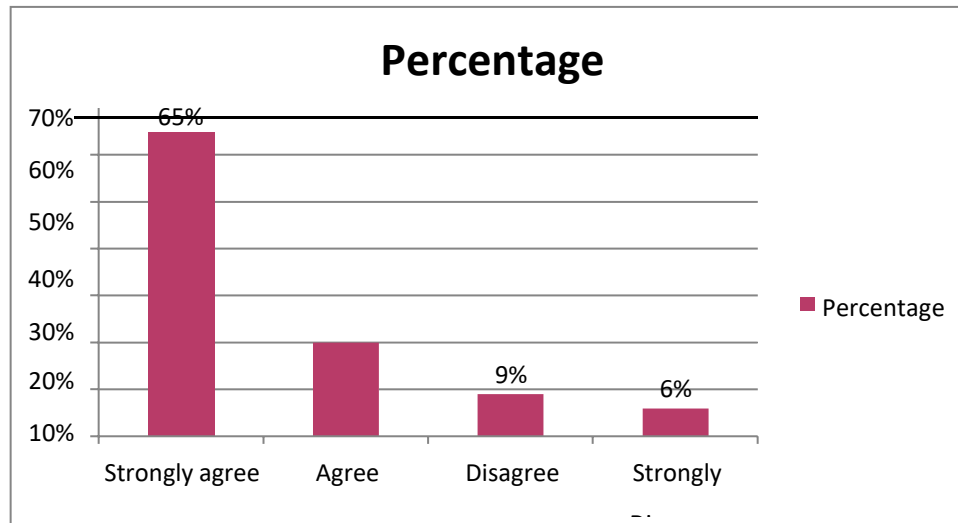
Sample Size

The sample size of the survey is taken as 100 respondents.

Sampling Method

Convinient Sampling

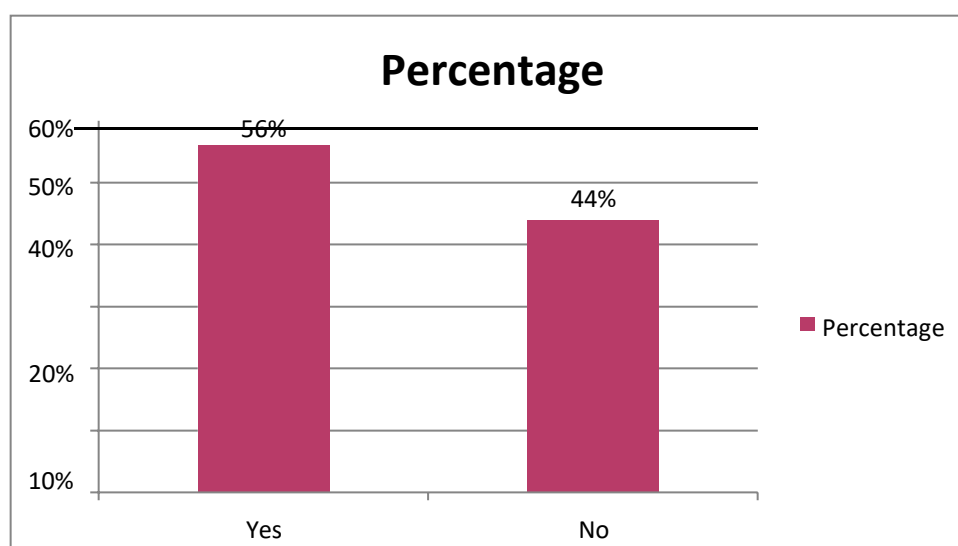
Graphical representation of Distribution of Sample respondents with respect to opinion on training leading to job satisfaction



INTERPRETATION:

The above table shows that 65% of employees strongly agree that training leads to job satisfaction whereas 20% agree and 09% disagree that training do not lead to job satisfaction and 06% Strongly Disagreed. Thus majority agree that Training contributes to job satisfaction.

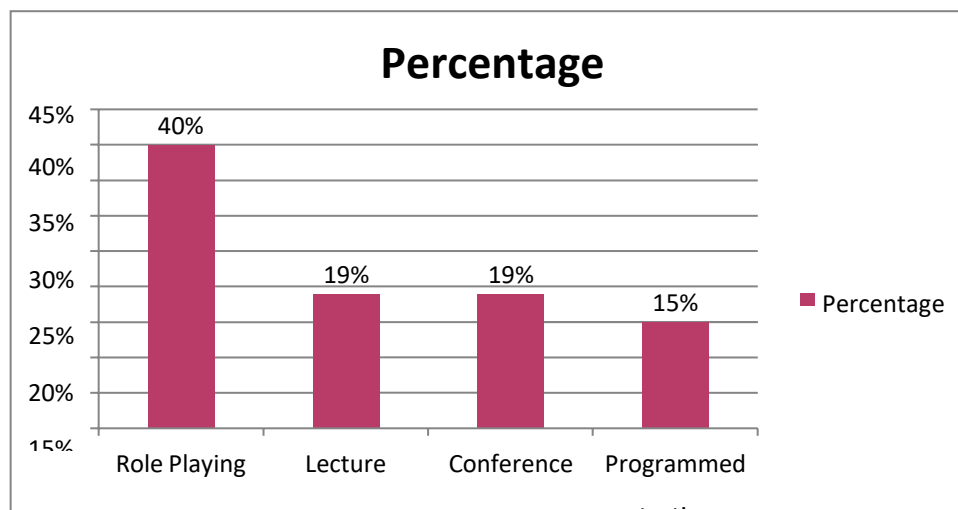
Graphical representation of Distribution of Sample respondents with respect to opinion on the company is providing better environment for training program



INTERPRETATION:

The above table resembles the fact that 56% of the employees says that the company is providing better environment for training program, whereas 44% say that the company is not providing better environment for training program.

Graphical representation of Distribution of Sample respondents with respect to opinion on most preferred off the job method of training in the organization



INTERPRETATION:

The above table show that 40% of employees prefer role playing type of off the job method, 19% prefer lecture type of off the job method while 19% prefer conference type and 15% prefer programmed type of training technique, so the management should implement these techniques too in their off the job methods.

Findings

- ✓ 65% of employees strongly agree that training leads to job satisfaction whereas 06% strongly disagree that training do not lead to job satisfaction.
- ✓ 56% of the employees say that the company is providing better environment for training program, whereas 44% say that the company is not providing better environment for training program.
- ✓ 40% of employees prefer role playing type of off the job method, and 15% prefer programmed type of training technique.

Conclusion

For every organization human resources is an important asset. There is a need for training employees for various assignments like habits and practices relating to work motivation, profit maximization, negotiating skill etc., It is essential the employees be trained to handle these things during the time of their working. Thus to fulfil the objectives of the company in a better way the employees should be given training which has today become a definite tool in the human resource development for every company among which in health drinks based company the Cosmic circuits stands first in giving importance to training and Development.