

**A STUDY ON TRAINING AND DEVELOPMENT IN PIOLAX PVT LTD AT SRI CITY****B.PAVAN KALYAN****MBA DEPARTMENT****NARAYANA ENGINEERING COLLEGE****EXECUTIVE SUMMARY**

Training is a process through which a person enhances and develops his efficiency, capacity and effectiveness at work by improving and updating his knowledge and understanding the skills relevant to perform his or her job. Training also helps a person cultivate appropriate and desired behavior and attitude towards the work and people. Unless training is provided, the jobs and lives of employees in organizations are at stake. It gives people an awareness of the Rules & Procedures to guide their behavior. It is an application of knowledge to improve the performance on the Current job or to prepare one for an intended job. Organization & individual for their survival & attainment of mutual goals should develop & progress simultaneously; this can be done mainly through training technique because training is the most important technique & it is a value addition to the organization through Human Resource Development for the development of the employee. The employee she/he been selected, placed & introduced in an organization should be provided with training facilities in order to adjust & make them suitable for the Job as no organization can get a candidate who exactly matches with the job & organizational requirements. The trained employees are the valuable assets to any organization. Training at PIOLAX IND (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. The first step in my study is to find out the effectiveness of training and development in achieving the goals of the company, to study the different methods of training followed at PIOLAX IND (P) Ltd, the basis on which training programmers are planned and scheduled and how the 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 quiet 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. These tests gave the clear idea about the most significant factors which are positively correlated and those factors which are not so significant and are not positively correlated. Hence it helped the study to identify the important factors which are quiet essential for effective training and development in the organization. This study gives a detailed idea about the employee's attitude towards the training program and how the employees apply the knowledge, skills and attitude in job performance. Therefore, through the analysis the study could be interpreted that the training and development programs are quiet effective but still needs to be improved on some of the aspects mentioned above.

## **REVIEW OF LITERATURE**

### **Chris (1996)**

Training and development aim at developing competences such as technical, human, conceptual and managerial for the furtherance of individual and organization growth. The process of training and development is a continuous one. The need to perform one's job efficiently and the need to know how to lead others are sufficient reasons for training and development and the desire to meet organizations objectives of higher productivity, makes it absolutely compulsory.

### **Oribabor (2000)**

Training and development aim at developing competencies such as technical, human, conceptual and managerial for the furtherance of individual and organization growth.

### **Isyaku (2000)**

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 programmes to prepare them for future needs. The researchers and practitioners have constantly emphasized on the importance of training due to its role and investment. Stavros et al., (2004)

The main goal of training is to provide, obtain and improve the necessary skills in order to help organizations achieve their goals and create competitive advantage by adding value to their key resources – i.e. managers.

**Chih, Li and Lee (2008)**

Training programme is dependent on the following parameters for its success

- (i) perceived value of leaning programme
- (ii) attitude to teacher
- (iii) response to learning conditions
- (iv) Desire to learn: the degree to which trainees really want to learn and do well.

## **RESEARCH AND METHODOLOGY**

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**

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 questionnaire Method.

**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:**

Random Sampling Method

**STATISTICAL TOOL:**

Percentage Method

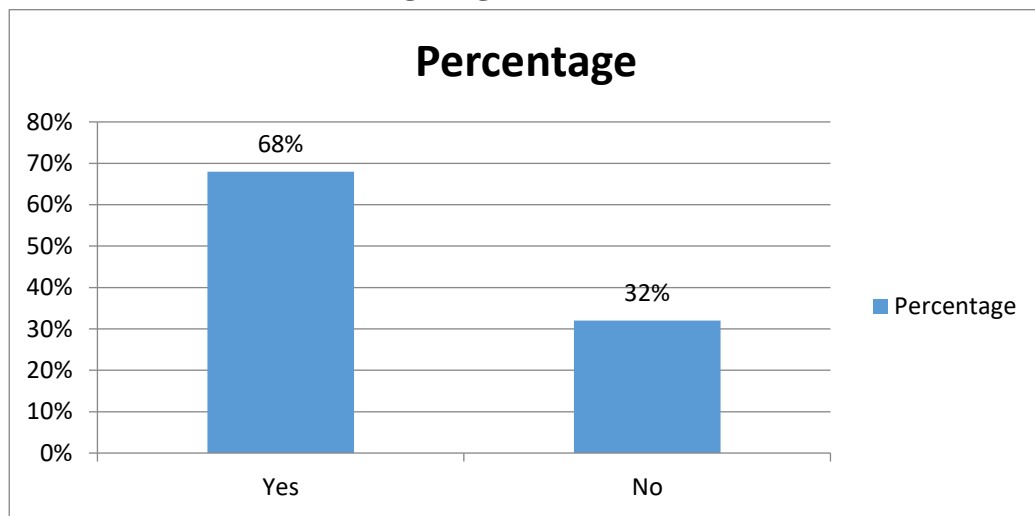
$$PERCENTAGE = \frac{NO.OF RESPONDENTS}{TOTAL NO.OF RESPONDENTS} * 100$$

**DATA ANALYSIS & INTERPRETATION****1. ALLOCATION OF SUFFICIENT FUND FOR TRAINING PROGRAM?**

**TABLE-5.1: Distribution of Sample Respondents with respect to opinion  
on Allocation of Sufficient funds for Training Programs**

RESPONSE PATTERN	NO. OF RESPONDENTS	PERCENTAGE
Yes	68	68%
No	32	32%
Total	100	100%

**CHART-5.1: Graphical representation of Distribution of Sample respondents with respect to opinion on Allocation of Sufficient funds for Training Programs**



## INTERPRETATION

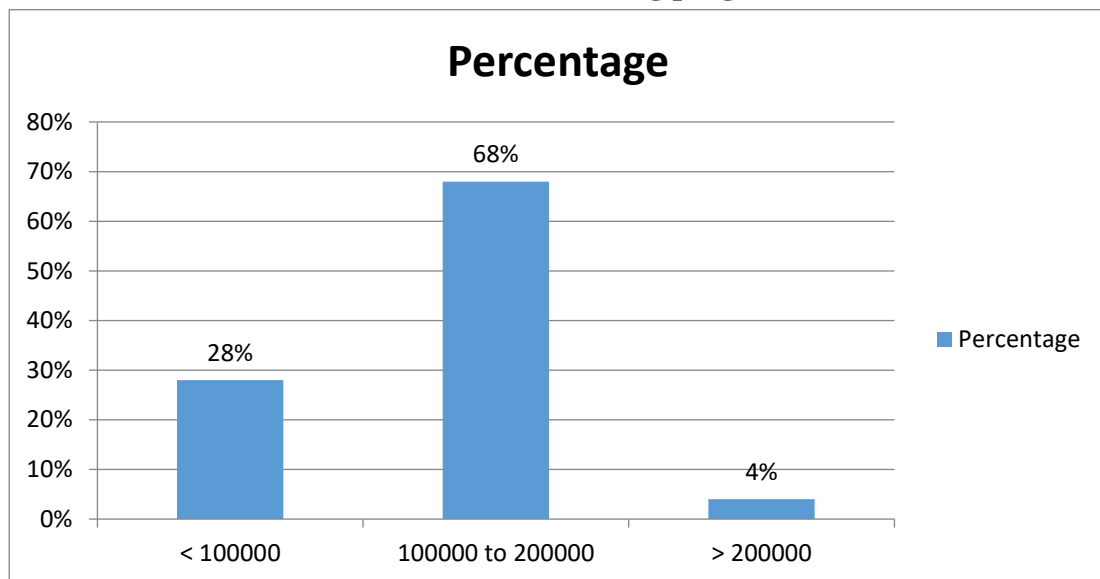
From the above table and graph 5.1 reveals that out of 100 sample respondents the majority 68% of the employees agreed that the company is allocating sufficient fund for training program whereas 32% of the respondents agreed that the company is not allocating sufficient fund for training program. Therefore, the majority 68% of the respondents agreed that the company is spending the sufficient funds for the training programs in the organization.

## 2. FUND ALLOCATION FOR TRAINING PROGRAM?

**TABLE- 5.2 Distribution of Sample respondents with respect to opinion on fund allocation for training program**

RESPONSE PATTERN	NO. OF RESPONDENTS	PERCENTAGE
< 100000	28	28%
100000 to 200000	68	68%
> 200000	04	04%
<b>Total</b>	<b>100</b>	<b>100</b>

**CHART- 5.2 Graphical representation of Distribution of Sample respondents with respect to opinion on fund allocation for training program**



#### INTERPRETATION:

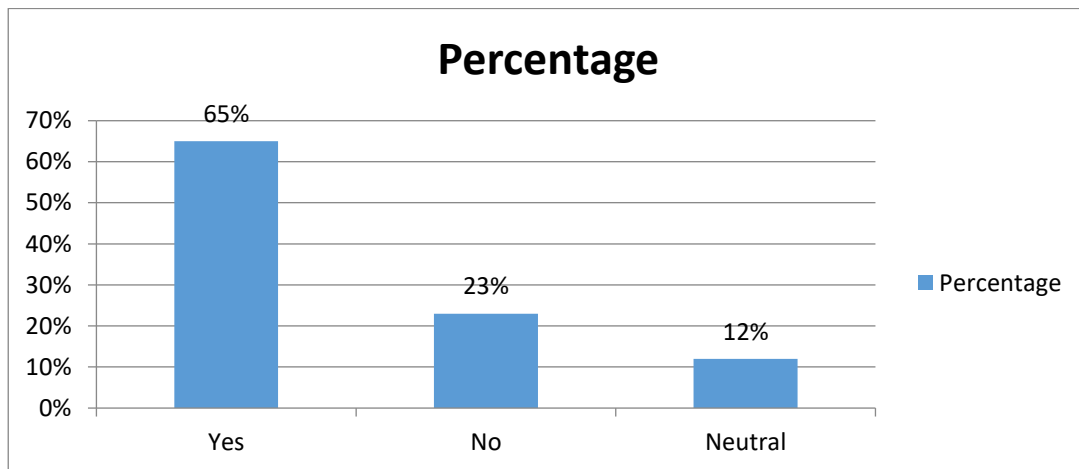
From the above table and graph 5.2 reveals that out of 100 sample respondents The majority 68% of the employees says that the company is allocating fund for training program between 100000 to 200000, whereas 28% say that it <100000 on the other hand 4% say that >200000. Therefore, the majority 68% of the employees says that the company is allocating fund for training program is 100000-200000 in the organization.

### 3. EMPLOYEES ARE PROPERLY UTILIZING THE TRAINING PROGRAM?

**TABLE- 5.3 Distribution of Sample respondents with respect to opinion on employees are properly utilizing the training program**

RESPONSE PATTERN	NO. OF RESPONDENTS	PERCENTAGE
Yes	65	65%
No	23	23%
Neutral	12	12%
Total	100	100

**CHART- 5.3 Graphical representation of Distribution of Sample respondents with respect to opinion on employees are properly utilizing the training program**



### INTERPRETATION

From the above table and graph 5.3 reveals that out of 100 sample respondents the majority 65% of the employees are properly utilizing training program in the company, whereas 23% say that not utilizing on the other hand 12% are neutral. Therefore, the majority 65% of the respondents are properly utilizing training program in the company.

### SUGGESTIONS

- The methods such as vestibule, committee assignment, role playing should also be implemented.
- The objective of the training session should be explained clearly prior to the session to arouse interest.
- Sufficient time to be given to each program depending upon the training Module/course.

### CONCLUSION

For every organization human resources are 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.

## **BIBILOGRAPHY**

### **BOOKS**

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