

# **A Study on Training Effectiveness and Its Influence on Operational Performance at Wonjin Autoparts India Pvt. Ltd.**

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## **ABSTRACT**

In today's fast-paced and cutthroat industrial landscape, companies are constantly seeking ways to boost operational efficiency and output through ongoing skill-building efforts. Employees are at the heart of meeting business goals, and training stands out as a major factor in elevating team performance.

This research explores how well training initiatives work at Wonjin Autoparts India Pvt. Ltd., a top player in automotive parts manufacturing. It looks into workers' views on training, how it matches their daily roles, and its role in driving up productivity, quality, and overall efficiency.

We gathered primary data via structured surveys on a five-point Likert scale from 140 staff members across various departments. Tools like percentage analysis, mean scoring, Chi-Square tests, and ANOVA helped crunch the numbers.

Results show that strong training directly lifts employee output, cuts down mistakes, enhances product standards, and ramps up efficiency. The key takeaway? Regularly reviewing programs and embracing fresh approaches like digital modules, simulations, and hands-on learning is vital for staying ahead and ensuring lasting success.

Keywords: Training Effectiveness, Operational Performance, Employee Productivity, Manufacturing, Skill Development

## **INTRODUCTION**

Training forms a cornerstone of human resource management, focusing on building the knowledge, abilities, and attitudes employees need to excel. In the automotive components industry, where accuracy, top-notch quality, and smooth operations are make-or-break, this is especially true.

Wonjin Autoparts India Pvt. Ltd. thrives in a tough market that calls for unwavering quality, ongoing enhancements, and a capable team. The firm runs regular training on technical know-how, soft skills, and safety protocols. Still, it's essential to check if these efforts truly make a difference in real-world results.

This paper investigates training program success and measures its effects on key operational areas like productivity, output quality, efficiency, and worker skills in this manufacturing environment.

## **OBJECTIVES OF THE STUDY**

### **Primary Objective**

To assess training program effectiveness and its effects on operational performance at Wonjin Autoparts India Pvt. Ltd.

### **Secondary Objectives**

To gauge employee opinions on training initiatives.

To measure training's influence on productivity and work quality.

To assess modern training approaches.

To offer recommendations for better training strategies.

## REVIEW OF LITERATURE

Previous literature emphasizes that training positively influences employee performance, efficiency, and organizational success.

**Kumar & Sharma (2021)** found that systematic training in manufacturing improves productivity and job satisfaction.

**Lee & Chen (2022)** noted that training effectiveness directly correlates with improved skill application and efficiency.

**Patel (2023)** focused on productivity gains and reduced operational errors through structured training.

**Ahmed & Rahman (2024)** highlighted the behavioural impact of training on motivation and teamwork.

Across these studies, the research gap lies in connecting training effectiveness directly to operational performance outcomes, such as error reduction, production efficiency, and quality — particularly within Indian automotive manufacturing contexts. This work bridges that gap by linking employee perceptions of training to performance indicators in an actual industrial setting.

## RESEARCH METHODOLOGY

### Research Design

This uses a descriptive approach to capture and outline employee views on training success and its operational ripple effects.

### Data Source

**Primary:** Surveys on a Likert scale from 140 employees.

**Secondary:** Articles, books, and online resources.

### Sampling Technique

Convenience sampling, chosen for ease and timeline limits.

### Statistical Tools Used

Percentage Analysis

Mean Score Analysis

Chi-Square Test

### ANOVA

Period of Study

**January to April 2026 (four months).**

## **DATA ANALYSIS AND INTERPRETATION**

### **Demographic Profile**

Gender: Males (57.14%), Females (42.86%)

Age: Most (40.71%) aged 25–35

Experience: 1–3 years (32.14%)

Education: Undergrads (35.71%)

### **Training Effectiveness Highlights**

73.7% see training as relevant to their roles.

62.6% find content matches industry needs.

61.6% say it tackles real job issues.

58.6% rate materials as straightforward.

68% report better technical abilities post-training.

### **Effects on Operational Performance**

50.5% note productivity boosts.

83% see quality improvements.

80% report safer workplaces and fewer errors.

## Statistical Insights

Chi-Square (Gender vs. Training Effectiveness):  $\chi^2 = 0.127 < 3.84 \rightarrow$  No link.

Chi-Square (Age vs. Training Effectiveness):  $\chi^2 = 0.319 < 7.815 \rightarrow$  No link.

ANOVA (Age Groups & Satisfaction):  $F = 0.54 < 2.67 \rightarrow$  No differences.

Perceptions hold steady across groups. Overall mean score: 4.11, signalling solid positivity and real performance gains.

## FINDINGS

Programs feel practical, current, and engaging.

Staff credit training with skill upgrades, higher output, and greater confidence.

Trainers come across as expert and approachable.

Clear links to better efficiency, quality, and safety.

Views are uniform—no demographic divides.

## CONCLUSION

Training at Wonjin Autoparts India Pvt. Ltd. proves highly effective, fueling top-tier operations. Workers strongly endorse its relevance, delivery, and results.

Tying programs to business goals drives productivity, cuts errors, sharpens efficiency, and elevates quality. To keep momentum, invest in refreshers, cutting-edge methods, and steady check-ins. Ultimately, smart training isn't just HR work—it's a powerhouse for staying competitive and growing strong.

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