

Analysis on Training & Development Program and its Impact & Challenges at Krutanic Solution, Bangalore

Author 1: Aarya Thakur

IV Sem MBA, RR Institute of Advanced Studies, RR Institutions

Bangalore University, Bangalore

Email ID: ryathakur802@gmail.com,

Author 2: Megha K Murthy

Assistant Professor, RR Institute of Advanced Studies, RR Institutions

Bangalore University, Bangalore

Email ID: meghamurthy194@gmail.com,

Abstracts

The study examines the training and development initiatives at Bangalore-based Krutanic Solutions, an EdTech business founded in 2024. It looks at how well these programs work to enhance worker performance, happiness, and skill development while assessing how well they match company objectives. The study gathers employee opinions about the quality of the training and pinpoints important areas for improvement using a mixed-method approach that includes surveys, interviews, and secondary data analysis. The results highlight the value of organized training programs in developing an innovative and ever-learning corporate culture. To analyse the research ANOVA & Correlation tools are used. The main goal of the recommendations is to maximize these programs in order to close skill gaps, improve employee engagement, and support organizational expansion. This study emphasizes how important effective training techniques are to success in the cutthroat and ever changing EdTech sector.

Key words: Training, Development, Skills, Employee performance, Business growth, Data analytics

1. Introduction

Organizations are realizing more and more how important it is to invest in human capital in the competitive and innovative business climate of today. Programs for training and development are essential resources that help staff members improve their abilities, adjust to shifting technology environments, and successfully support company goals. In the rapidly expanding EdTech industry, where innovation and flexibility are critical, strong training initiatives may be a competitive advantage.

Founded in 2024 in Bangalore, Krutanic Solutions is an EdTech firm committed to developing cutting-edge educational solutions. As the business expands, keeping a competitive advantage depends on its capacity to provide staff with the required training and expertise. The design, implementation, and effects of the company's training and development programs on worker performance and overall organizational success are the main topics of this study.

2. Review of literature

- **Noe, R. A., & Wilk, S. L. (1993)** - The study "Investigation of the Factors that Influence Employees' Participation in Developmental Activities" aims to determine the variables that affect workers' engagement in learning and growth opportunities.
- **Kirkpatrick, D. L., & Kirkpatrick, J. D. (2006)** - "The Four Levels" is a book that presents the Kirkpatrick Model, a tool for assessing program impact and training effectiveness.
- **Cascio, W. F. (2006)** - "Productivity, Quality of Work Life, Profits" explores how training may enhance worker productivity and organizational results.
- **Tannenbaum, S. I., & Yukl, G. (2007)** - The usefulness of various training and development techniques in organizational contexts is examined in this review article.
- **Garavan, T. N., Carbery, R., & Rock, A. (2012)** - The influence of training and development on organizational performance is one of the topics covered in this paper's assessment of current HRD research and trends.
- **Saks, A. M., & Burke, L. A. (2012)** - The research "An Investigation into the Relationship between Training and Organizational Commitment" looks at the effects that good training initiatives may have on staff retention and commitment.
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- **Blanchard, P. N., & Thacker, J. W. (2013)** - "Systems, Strategies, and Practices" discusses the methodical approach to training, which includes organizing, carrying out, and assessing training initiatives.
- **Armstrong, M. (2014)** - This manual provides information on a range of HR procedures, such as creating and carrying out training initiatives.
- **Noe, R. A. (2017)** - This book offers a thorough analysis of theories and methods related to training and development, along with tips for creating training curricula that work.

3. Objectives of the study

- Evaluate the efficacy of existing training initiatives to pinpoint opportunities for enhancement.
- To make sure the training satisfies their needs, gauge employee satisfaction with it.
- Make suggestions for enhancements and best practices to improve instruction and growth.

3.1. Research Design

Using both quantitative and qualitative methodologies, the study employs an empirical research methodology to examine how Krutanic Solutions, Bangalore, implements training and development programs for corporate success. While secondary data is obtained via online platforms to analyse training features, advantages, and applicability for company purposes, primary data collecting entails distributing structured questionnaires to distributors and workers. With a sample size of 100 respondents chosen by simple random selection, the target audience consists of distributors and workers, guaranteeing objective and statistically significant findings. In order to properly display the data and give insights into how training and development programs affect corporate success, the analysis will make use of a variety of charts, graphs, and tables. The interpretations will be in line with the goals of the research.

Data Methodology

Table 4.1: Satisfaction and effectiveness of training and development program at your job performance.

• **Satisfaction:**

Particular	No. of respondents	Percentage
Very satisfied	26	26%
Satisfied	28	28%
Neutral	22	22%
Dissatisfied	24	24%

Table-4.1.1

• Effectiveness:

Particular	No. of respondents	Percentage
Highly effective	30	30%
Effective	22	22%
Neutral	25	25%
Ineffective	23	23%

Table-4.1.2

Hypothesis:

H₀: There is positive relation between satisfaction and effectiveness of training and development program at your job performance.

H₁: There is negative relation between satisfaction and effectiveness of training and development program at your job performance.

DATA

Satisfaction	Effectiveness
26	30
28	22
22	25
24	23

Table-4.1.3

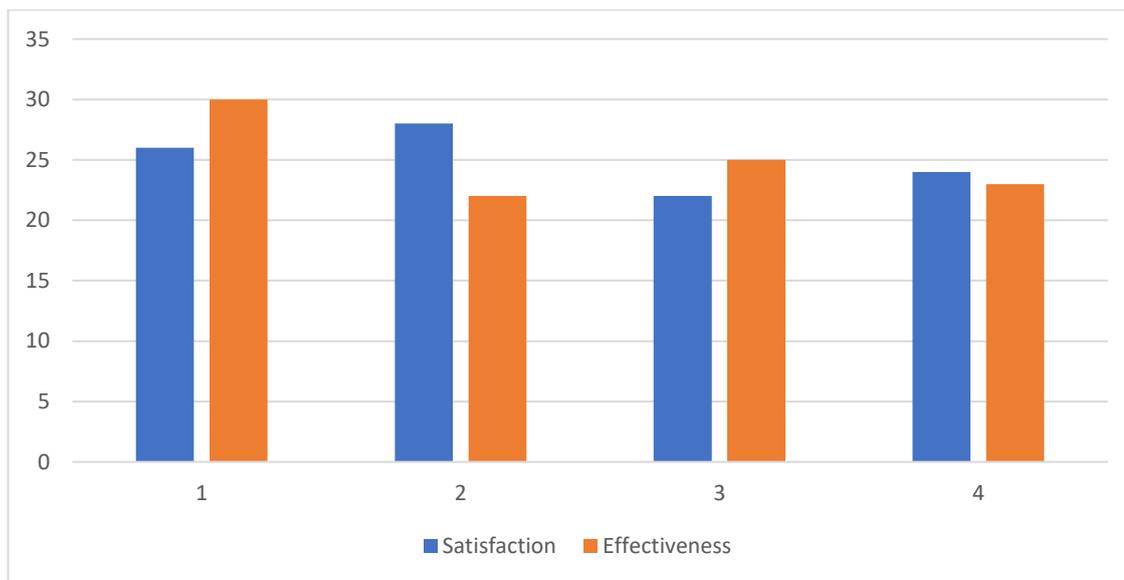


Chart-4.1.1

Correlation:

	Satisfaction	Effectiveness
Satisfaction	1	
Effectiveness	-0.07254763	1

Table- 4.1.4: Correlation

Interpretation:

Above correlation represents that the coefficient correlation(r) is less than 0. (-0.07254763).

Inference:

There is a negative relation between the satisfaction and effectiveness of the training and development program at job performance.

4.2. Methods, skills & frequency of training program.

• **Methods:**

Particular	No. of respondents	Percentage
Very satisfied	47	47%
Satisfied	5	5%
Neutral	24	24%
Dissatisfied	24	24%

Table-4.2.1

• **Skills:**

Particular	No. of respondents	Percentage
Significantly	41	41%
Moderately	20	20%
Slightly	27	27%
Not at all	12	12%

Table-4.2.2

• **Frequency:**

Particular	No. of respondents	Percentage
Very satisfied	20	20%
Satisfied	32	32%
Neutral	24	24%
Dissatisfied	24	24%

Table- 4.2.3

Hypothesis:

H₀: There is no significant difference between the methods, skills, frequency of training program.

H₁: There is a significant difference between the methods, skills, frequency of training program.

DATA

Methods	Skills	Frequency
47	41	20
5	20	32
24	27	24
24	12	24

Table-4.2.4

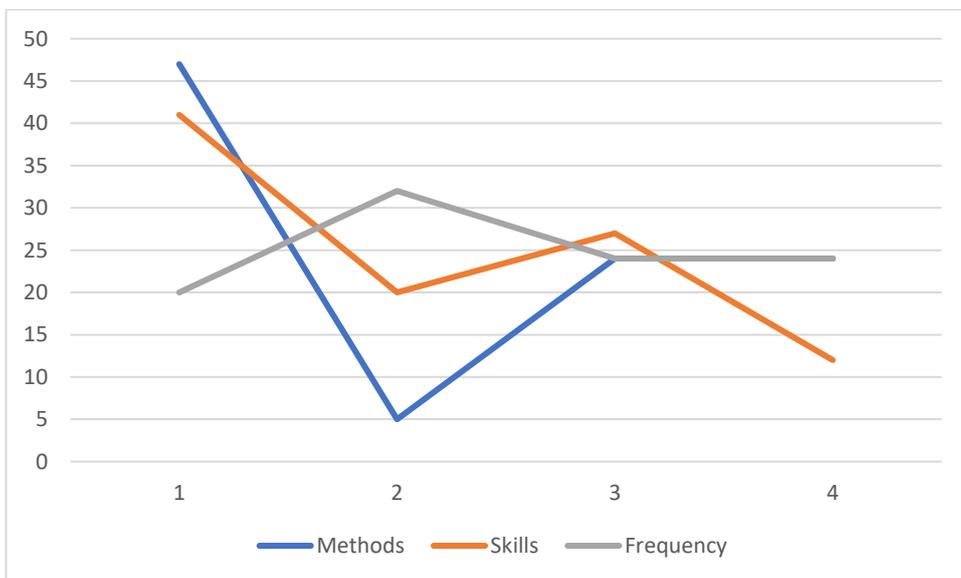


Chart-4.2.1

Anova: Single Factor

SUMMARY

Groups	Count	Sum	Average	Variance
Methods	4	100	25	295.3333
Skills	4	100	25	151.3333
Frequency	4	100	25	25.33333

Table – 4.2.5

ANOVA

Source of Variation	SS	DF	MS	F	P-value	F crit
Between Groups	0	2	0	0	1	4.256495
Within Groups	1416	9	157.3333			
Total	1416	11				

Table – 4.2.6

Interpretation:

H₀ is Accepted as the P value is greater than 0.05 between the samples.

From this statistical analysis, it is clear that there is no significant difference between the samples for methods, skills, frequency of training program.

Inference:

There is no significant difference between methods, skills, frequency of training program.

It interprets that training program have a consistent and uniform implementation on methods, skills and frequency.

5. FINDINGS:

- There is a slight inverse relationship between training program efficacy and satisfaction.
- Training frequency, skills, and techniques are implemented consistently with little variation.

6. SUGGESTIONS:

- Tailor training initiatives to raise staff engagement and satisfaction.
- Modernize training techniques by utilizing cutting-edge technologies.

7. CONCLUSION:

By emphasizing both technical and soft skills and empowering people to match with corporate objectives, Krutanic Solutions' training and development programs have greatly improved employee productivity, job happiness, and organizational success. Although there is potential for improvement through the provision of specialized training, the adoption of cutting-edge technology, and frequent feedback, the programs' interactive and practical components have increased engagement and retention. Even if the training promotes professional development and keeps up with industry developments, more management assistance can boost engagement even further. In the competitive EdTech sector, maintaining innovation and long-term success depends on having a talented and driven team, which is something that these programs successfully cultivate.

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