

# The Impact of HR Training on Employee Productivity and Roi: A Study at Perfect Gypsum PVT. LTD.

[Dr. A. PALANI]<sup>1</sup>; [Mr. Nirmal]<sup>2</sup>

<sup>1</sup>Assistant Professor, Department of Management Studies, [Sathyabama Institute Of Science And Technology]

<sup>2</sup>MBA (MARKETING & HR), Department of Management Studies, [Sathyabama Institute Of Science And Technology]

## ABSTRACT

This study evaluates how structured HR training programs impact employee productivity and Return on Investment (ROI) at Perfect Gypsum Pvt. Ltd., a gypsum manufacturing company in Tamil Nadu, India. Using a quantitative approach involving a structured questionnaire and SPSS - based statistical analysis, the research explores relationships between training effectiveness and performance outcomes. Results demonstrate a strong positive correlation between training and productivity and reveal a significant impact on ROI, reinforcing the strategic importance of employee development in manufacturing.

## KEYWORDS

HR Training, Employee Productivity, ROI, Manufacturing Sector, Training Evaluation, SPSS

## INTRODUCTION

In today's competitive industrial environment, the success of manufacturing firms hinges not only on technological advancement but also on the continuous development of human capital. HR training has shifted from a compliance-based function to a strategic priority aimed at improving job performance, reducing workplace errors, and optimizing productivity. This paper focuses on Perfect Gypsum Pvt. Ltd., a Tamil Nadu - based gypsum manufacturer, and investigates how its HR training initiatives impact productivity and ROI.

## OBJECTIVES

### Primary Objective

To assess the impact of HR training programs on employee productivity and ROI.

### Secondary Objectives

- To estimate the types and frequency of training programs conducted..
- To understand employee perceptions of training effectiveness.
- To quantify productivity gains and ROI post-training.
- To recommend enhancements to the company's training framework.

## METHODOLOGY

This exploration adopts a quantitative approach using a structured questionnaire circulated through Google Forms. The sample comprises **120 employees** from departments including production, maintenance, quality control, packaging, and HR.

### Tools Used

- Descriptive Statistics
- Pearson Correlation
- Linear Regression (using SPSS)

The questionnaire included 21 structured items focused on training type, delivery mode, outcomes, and perceived effectiveness, using a 5-point Likert scale.

## HYPOTHESES

### Hypothesis 1 (H1)

- *H1*: HR training has a significant positive effect on hand productivity.
- *H0*: HR training has no significant effect on hand productivity.

### Hypothesis 2 (H2)

- *H1*: HR training significantly improves organizational ROI.
- *H0*: HR training does not significantly impact ROI.

## LIMITATIONS OF THE STUDY

- The study is confined to one company (Perfect Gypsum Pvt. Ltd.) in a single geographic location.
- ROI analysis depends on accessible cost and productivity data, which may have been partial.
- The research focuses on short-term outcomes; long-term effects like retention were not analyzed.
- Responses are self-reported and may include bias.

## FINDINGS AND SUGGESTIONS

### Key Findings

- 70.8% of employees attended training in the past year.
- Online and on-the-job training were the most common methods.
- Pearson correlation ( $r = 0.908$ ,  $p < 0.001$ ) shows a strong positive link between training effectiveness and productivity.
- Regression analysis ( $\beta = 0.920$ ,  $p < 0.001$ ) confirms a significant positive impact on ROI.
- 68.3% would recommend their training programs to others.

## Suggestions

- Implement department-specific training modules.
- Use dashboards to track training metrics in real-time.
- Offer quarterly refresher courses.
- Provide certification and incentives to reinforce learning.
- Integrate digital tools like AR/VR for technical training.

## CONCLUSION

The study conclusively shows that HR training programs at Perfect Gypsum Pvt. Ltd. significantly enhance employee productivity and ROI. These findings support the strategic value of continuous employee development, especially in precision-driven manufacturing environments. As the company adopts more digital and automated processes, training must evolve to equip employees with future-ready skills, aligning learning objectives with business performance goals.

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