



A Study on Training and Development at Rayalaseema Thermal Power Plant, Thermal

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ABSTRACT

- This study examines the training and development practices of employees at Rayalaseema Thermal Power Plant, with a focus on identifying the strengths and weaknesses of the current system.
- The research aims to investigate the impact of training and development initiatives on employee performance, job satisfaction and organizational commitment.
- A descriptive method approach was employed, combining both quantitative and qualitative data collection and analysis methods.
- The findings of the study reveals that while the organization provides various training programs, there are gaps in the effectiveness and relevance of these initiatives.
- The results if the study contributes to the existing body of knowledge on training and development, and provide a particular insight for organizations seeking to improve the performance and well-being of their employees.

Key words:

Training, development, employee performance, job satisfaction, organizational commitment, human resource management.

INTRODUCTION

TRAINING AND DEVELOPMENT:

Training is a short-term process which is formally structured program in which individuals acquire job related technical knowledge, and abilities. Training is a systematic process of acquiring and refining knowledge, skills, and attitudes necessary to effectively perform a task or set of tasks. Its function in the workplace is to help people improve their skills while also meeting the organizations present and future demands.

When we talk about the executive development, we're not only talking about how they're doing on the job. We're also talking about how they're growing as a person and as a leader.

DEFINITION:

- According to “FLIPPO”, Management development includes the process by



which managers and executives acquire not only skills and competency in their present job but also capabilities for future managerial tasks of increasing difficulty and scope.

- According to “**Robert L. Mathis and John H. Jackson**”, Training is a planned effort to facilitate employees' learning of job-related competencies. .

IMPORTANCE OF TRAINING AND DEVELOPMENT:

- Enhance skills, knowledge and competencies to perform job tasks efficiently.
- Trained employees work smarter, reducing errors and improving overall productivity.
- Provides opportunities for growth, promotion, and career progression.
- Develops effective communication skills, fostering better teamwork and collaboration.
- creativity, problem-solving, and innovation, driving business growth.

OBJECTIVES AND BENEFITS OF TRAINING AND DEVELOPMENT:

- Increase productivity
- Enhance employee engagement
- Increase job satisfaction
- Attract highly skilled employees

ADVANTAGES OF TRAINING AND DEVELOPMENT:

1. Improves the job knowledge and skills at all levels of the organization.
2. Helps people to identify with organizational goals.
3. Improves relationship between boss and subordinates.
4. Leads to improve productivity and more positive attitudes towards profits oriented.

MAIN TYPES OF TRAINING programs:

- ❖ On-the job training
- ❖ Off-the job training



REVIEW OF LITERATURE

A literature is a piece of academic writing demonstrating knowledge and understanding of the academic literature on a specific topic placed in context. Here the previous researches related with the present study:

Zahid Hussain Bhat (2024)

The effectiveness of training programs among public servants in North India. The findings reveal that components such as the perceived usefulness of training outcomes.

Chinongwa Edward (2022)

The impact of training and development initiatives influence the successful implementation of organizational strategies.

Roya Khayer (2022)

AI algorithms such as Random Forest, Support Vector Machines, and Artificial Neural Networks are increasingly employed to personalize training experience, predict learning outcomes, and enhance employee engagement.

Kumar (2020)

The importance of safety training for employees in thermal power plants, particularly in areas such as hazard identification, risk assessment, and emergency response.

Tulaseenaidu Adari (2018)

The relationship between training programs and employee productivity findings and suggest a strong correlation between effective training and enhanced performance and profitability.

Noe (2017)

Training and development are essential components of human resource management, aimed at enhancing employee performance, productivity, and job satisfaction.

Kongala Ram Prasad (2014)

The significance of training evaluation in talent development. The research highlights that well-structured training programs lead to increased productivity, improved morale, reduced costs, and enhanced organizational adoptability.



NEEDS FOR THE STUDY

The need of the project is to focus on process of training techniques adopted by Rayalaseema Thermal Power Plant V. V. Reddy Nagar and how it helps the employees of organization, so that it can meet its present and future personnel requirements from the organizational objectives with effective utilization of human assets so as to increase productivity.

In Rayalaseema Thermal Power Plant training and development activities are going on for the improvement of existing system. There are around 1400 regular employees and around 1600 non regular employees working in the organizations who need regular training to improve their technical and managerial skills in their working environment.

OBJECTIVES OF THE STUDY

- To identify the training needs of personnel working in the Rayalaseema Thermal Power Plant.
- To analyze the attitude of the employees towards the training programs.
- To know the cost of the organization to conduct training and development programs.
- To identify measures for improvement of the training programs.
- To collect the opinions of the trainees for the effectiveness of training and development programs.
- To know how many training programs will be conducted.
- To analyze how library will be useful for trainees



RESEARCH METHEDOLOGY

RESEARCH DESIGN:

There are two types of data collection methods available.

1. Primary data collection
2. Secondary data collection

Primary Data Collection:

Data gathered directly from sources in their original form is considered primary data. To supplement the secondary data, primary data can be gathered through in-person interviews, questionnaires, etc.

Secondary Data Collection:

Secondary data refers to information that has previously been gathered and kept. You can save time, money, and energy by gathering secondary data instead of primary data from sources like the company's records, journals, annual reports, etc.

SAMPLE SIZE: 50

Descriptive research:

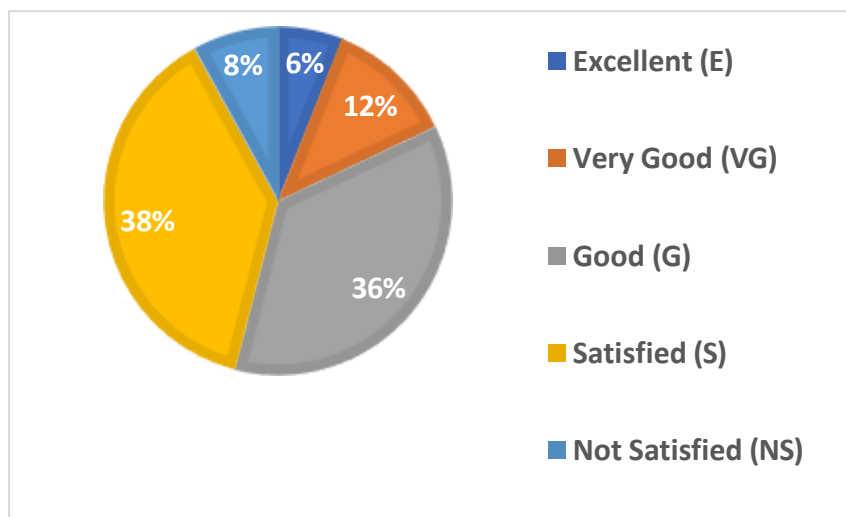
Descriptive research is a fact-finding approach relies on experience, observation and practical work. It includes findings surveys about what people feel and what people think.



DATA ANALYSIS

1. What is your opinion on training and development programs conducted by your organization?

S. No	Performance	No. of Respondents	Percentage (%)
1	Excellent	3	6%
2	Very Good	6	12%
3	Good	18	36%
4	Satisfied	19	38%
5	Not Satisfied	4	8%
	Total	50	100%



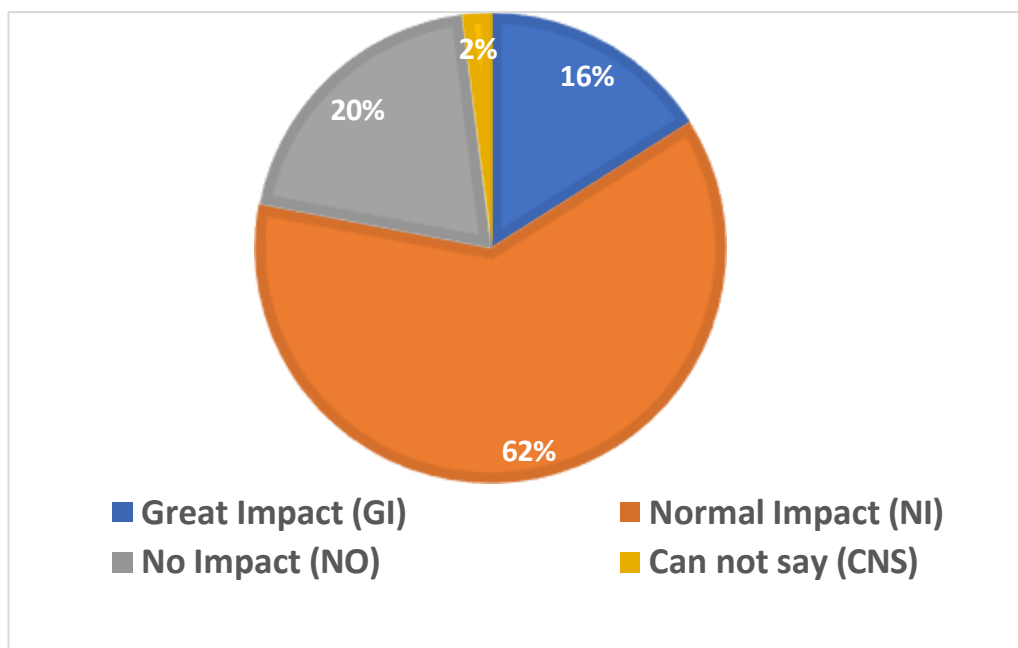
Interpretation:

On the basis of above table 38% of the responds consider that the training and development programs provided by the organization are satisfied and 36% of the respondents said that the programs are good, 8% of the respondents considered that the training and development program are not satisfied, 12% of the responds that training and development program are very good and also 6% of the respondents said that the program provided by the organization are excellent.



2. Is training had any impact in your day-to-day work life?

S. No	Performance	No. of respondents	Percentage (%)
1	Great impact	8	16%
2	Normal impact	31	62%
3	No impact	10	20%
4	Cannot say	1	2%
	Total	50	100%



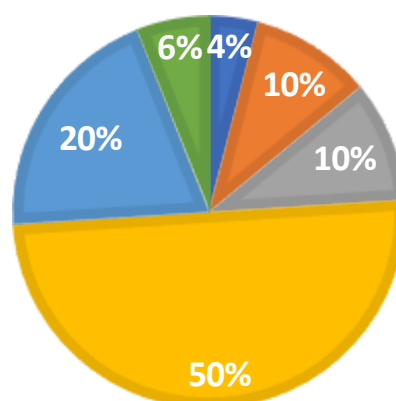
Interpretation:

On the basis of the above table 62% of the respondents says that the training programs has normal impact in day-to-day work life, 16% of the respondents says training has great impact in their day-to-day work life, 20% of the respondents feel the training had no impact in their day-to-day work life and 2% of the respondents cannot say about their training had any impact in their day-to-day work life.



3. How is the performance of External training faculty?

S. No	Performance	No. of Respondents	Percentage (%)
1	Excellent	2	4%
2	Very Good	5	10%
3	Good	5	10%
4	Satisfied	25	50%
5	Not satisfied	10	20%
6	Not responded	3	6%
	Total	50	100%



■ Excellent (E) ■ Very Good (VG) ■ Good (G)
■ Satisfactory (S) ■ Not Satisfactory (NS) ■ Not Responded (NR)

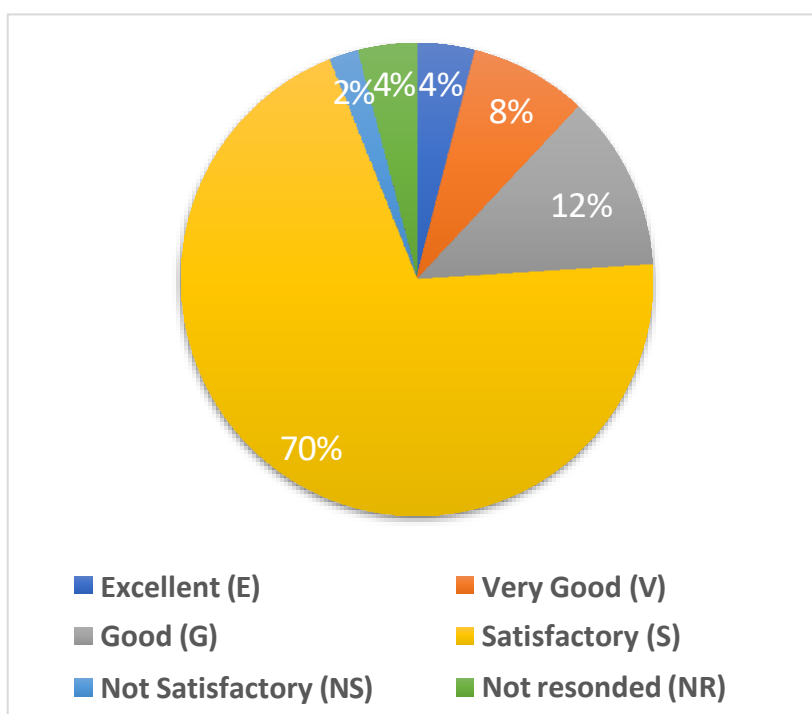
Interpretation:

On the basis of the above table 10% of the respondents says good performance of external training faculty, 50% of the respondents says satisfactory, 10% of the respondents feel very good, 20% of the respondents says not satisfactory, 4% of the respondents feel excellent and 6% of the employees are not responded.



4. How is the performance of In-house training faculty?

S. No	Performance	No. of Respondents	Percentage (%)
1	Excellent	2	4%
2	Very Good	4	8%
3	Good	6	12%
4	Satisfied	35	70%
5	Not Satisfied	1	2%
6	Not Responded	2	4%
	Total	50	100%



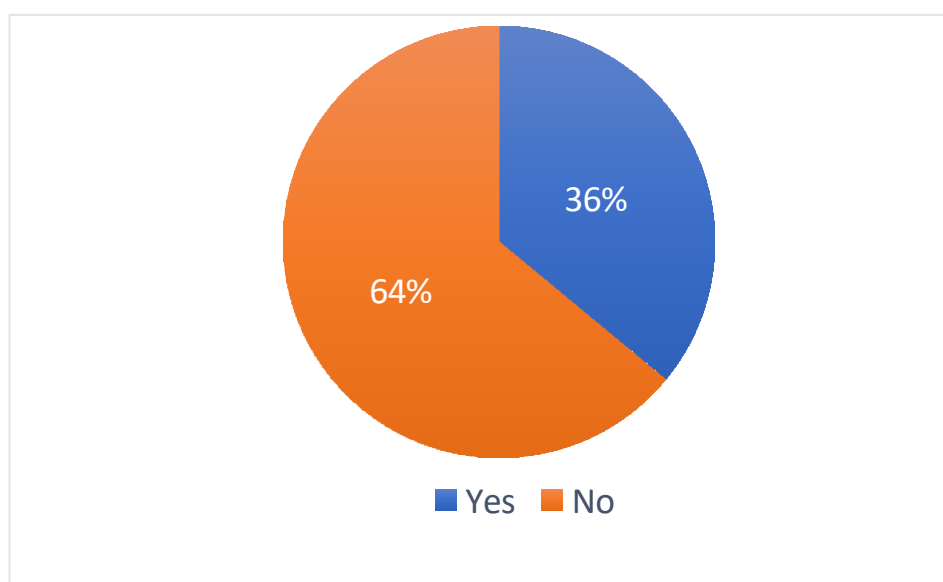
Interpretation:

On the basis of the above table 70% off the respondents are satisfied, 12% of the respondents feel good, 8% of the respondents feel very good, 4% of the respondents feel excellent and some are not responded, 2% of the respondents are not satisfied, and 4% of the respondents are not responded.



5. Do you have any library facility in your organization?

S. No	Performance	No. of Respondents	Percentage (%)
1	Yes	18	36%
2	No	32	64%
	Total	50	100%



Interpretation:

On the basis of above table 36% of the respondents said yes, we have library and other facilities but 64% of the respondents said no we don't know about library facilities are available in our organization.



RESEARCH FINDINGS

- ❖ 92% of the employees are satisfied with the training and development programs.
- ❖ 78% of the employees says that the training programs have more impact on organizational development as well as individual personal development.
- ❖ 74% of the employees says that they are satisfied with the performance of external faculty.
- ❖ 96% of the employees says that they are satisfied with the performance of in-house faculty
- ❖ 64% of the employees don't know about library facility in their organization.
- ❖ 62% of the employees are frequently participated in training sessions.
- ❖ Development activities are taken by the organization was good.

SUGGESTIONS

- Training programs for the employees should increase depending upon the requirements of the jobs.
- HR department should collect training needs from various divisions and arrange training with good faculty members.
- Give awareness about library and other facilities for employees at organization.
- Extend the training period for those who are not acquire through knowledge about the training concepts and aspects.
- Training should have online training partial where employees can learn on their own with the help of E-training provided by companies

CONCLUSION:

Due to training and development programs the working and hours and working environment are good and most of the people are satisfied with management. There is good cooperation from the management during the training and development to the workers in the organization.



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