



## **“A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT ON EMPLOYEES PERFORMANCE IN ZUARI CEMENT INDUSTRY”**

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### **ABSTRACT**

Training and development are crucial for enhancing employee skills, productivity, and organizational efficiency, especially in the manufacturing sector. This project examines the training and development programs at Zuari Cement Industry, focusing on their effectiveness, challenges, and impact on workforce performance. The study is based on primary data collected using questionnaires distributed to 120 randomly selected employees from various departments, using surveys and interviews to gather insights need for continuous skill development, customized training modules, and management support to maximize training effectiveness. Additionally, importance of periodic assessments to measure training impact and ensure alignment with organizational goals. Key areas of analysis include technical training, safety training, skill enhancement, and leadership development. Findings indicate that structured training programs contribute significantly to employee efficiency, job satisfaction, and career growth.

**Keywords:** training and development, Employee Performance, participation, Employee Satisfaction

### **INTRODUCTION:**

Training and Development is refers to a structured process that organizations use to enhance employee' Training skills, knowledge and abilities, ensuring they perform their jobs effectively and are prepared for future career growth. It is a key function of human resource management and plays a crucial productivity, job satisfaction, and overall organizational success. In today's business environment, continuous **learning and development** are essential for both employees and organizations to stay competitive. invest in training programs to improve workforce efficiency, adapt to technological advancements, and foster a culture of growth and innovation.



## DEFINITION:

### TRAINING:

Training focuses on enhancing specific skills required for a current job. It is short-term and goal-oriented, aiming to improve employee efficiency and effectiveness.

### DEVELOPMENT :

Development is a broader concept that focuses on long-term career growth and personal improvement. It prepares employees for future roles and leadership position by improving their decision-making, problem- solving, and strategic thinking abilities.

## TYPES OF TRAINING AND DEVELOPMENT

### 1. On-the-Job Training (OJT)

This type of training involves employees learning by doing their actual job under the guidance of a supervisor or mentor. It is practical and usually tailored to the specific tasks or skills needed for the job.

### 2. Classroom Training

This is formal, instructor-led training that takes place in a classroom setting. It usually focuses on theoretical learning, with a structured curriculum.

### 3. Technical or hand skills training

It focuses on programs or instruction that teach practical hands-on abilities required for specific tasks or professions.

### 4. Soft skills development

It refers to improving personal or interpersonal abilities that help individuals work effectively with others and navigate various social and professional situations.

### 5. Leadership and management development

It refers to training programs and activities designed to enhance the skills, knowledge, and abilities needed to lead and manage teams effectively.

## IMPORTANCE OF THE STUDY

**Improves employee performance:** Training equips employees with the necessary skills and knowledge to perform their tasks effectively, leading to increased productivity and equity of work.

**Increases employee motivation:** Employees who receive regular training feel valued and engaged, which boosts job satisfaction and motivation.

**Reduces employee turnover:** Providing growth opportunities through training improves employee retention, reducing hiring and onboarding costs.

**Enhances workplace safety:** Training on safety procedures reduces workplace accidents and ensures compliance with health and safety regulations.

**Develop future leaders:** leadership training prepares employees for managerial roles, ensuring a strong pipeline of future leaders within the company



## REVIEW OF LITERATURE

**Abdul Beydoun and Rima Saleh (2023)** conducted a literature review on training and development in work settings, highlighting its importance and relationship with competitive advantages, innovation, and organizational performance.

**Marcial Pamiers-Berenguer, Antonia Casales-Martínez, and M<sup>a</sup> Ángeles Gomariz Vicente (2023)** explored the importance and effectiveness of training and development in a private university setting.

According to **Michel Armstrong(2021)**” Training is a systematic development of the knowledge, skills, and attitudes required by an individual to perform adequately in a given task or job.”

**Aswathappa (2022)** emphasizes that training involves improving employee’s aptitudes skills and abilities to perform specific tasks efficiently. It helps in updating existing talents and developing new ones. (source: human resource add personnel management, **New Delhi: Tata McGraw-Hill Publishing Company Limited, 10th Ed.,2022,p.186**)

Similarly **Edwin Flippo(2019)** defines training as “the act of knowledge and skills of an employee for doing a particular job.”(source: personnel management, **McGraw Hill,10th Edition,2019**)

## NEED OF THE STUDY:

The cement industry is a rapidly growing sector that requires a skilled and competent workforce to maintain its competitiveness. However, the industry faces significant challenges in terms of employee retention. Skill gaps, and addressing these challenges, but their effectiveness in the cement industry is not well understood.

This study to investigate the current state of training and development in the zuari cement industry, identify the gaps and challenges, and assess the impact of training program on employee performance and organizational productivity.

## OBJECTIVES OF THE STUDY

1. To study the effectiveness of training and development programs in the Zuari cement
2. To evaluate employee satisfaction with existing training initiatives.
3. To provide suggestions for enhancing training and development.
4. To recommend strategies for improving training and development programs in the cement.



## RESEARCH METHODOLOGY:

Research methodology is the specific procedures techniques used to identify, process and analyse information about a topic. methodology is a systematic, theoretical analysis of theme thousand principle associated with a branch of knowledge. The types of research carried out for my study is **Descriptive Research**.

Associated with a branch of knowledge. The type of carried out for My study is (DESCRIPTIVE RESEARCH).

## COLLECTION OF DATA:

Its collection of data refers to the process of gathering information to assess training needs, measure training effectiveness, and improve learning programs. It helps organizations make informed decisions about employee development and performance improvement.

## TOOLS FOR DATA COLLECTION :

The information is collected from a certain group of people The tools that are used to collect data and information are structured **questionnaires** and from a group of people.

## SAMPLING SIZE :

The sampling unit consists of employees working in the cement industry specifically from India Cement Limited. The study focuses on assessing the impact of the Training and Development program on Employee Performance and skill enhancement. A total of 120 employees have been selected as the sample for this study.

## SAMPLE DESIGN:

Simple random sampling

## SOURCE OF RESEARCH METHODOLOGY

### PRIMARY DATA :

Primary data is firsthand information collected directly from employees through methods such as surveys, interviews, and observations. In this study, primary data is gathered from employees of **India Cement Limited** to assess the impact of training and development on their skills, job performance, and career growth.

### SECONDARY DATA :

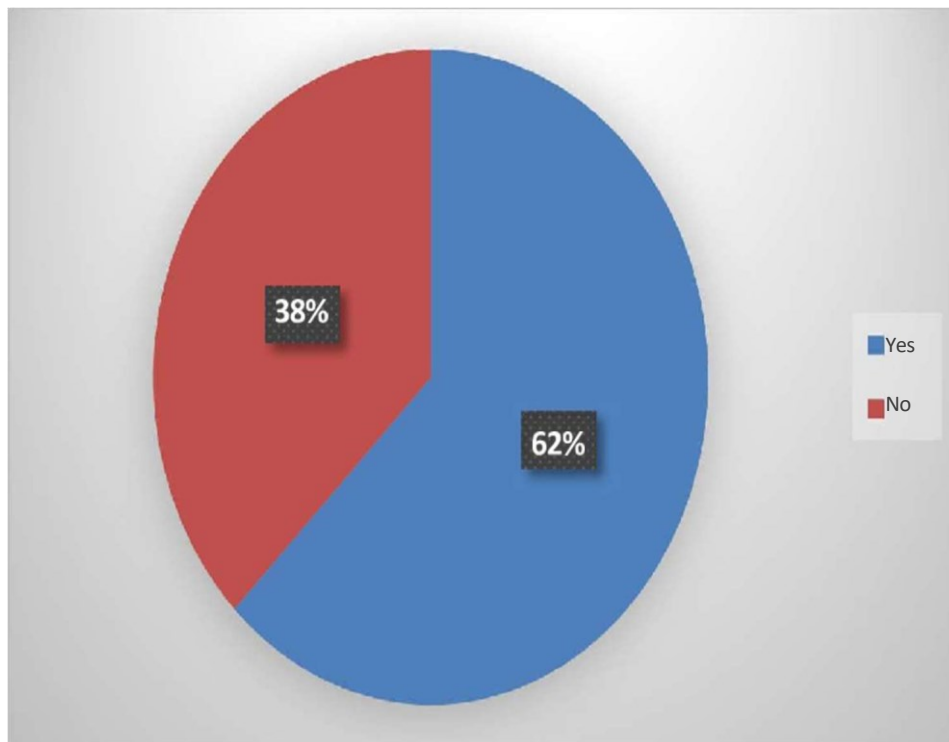
Secondary data refers to information collected from existing sources such as research papers, company The report, industry surveys, and government publications. In the context of training and development, secondary data provides insights into industry trends and best practices.



## DATA ANALYSIS & INTERPRETATION:

### 1: Have you attended any training and development programs in the company?

OPINIONS	RESPONDENTS	PERCENTAGE
Yes	75	62%
No	45	38%
TOTAL	120	100%



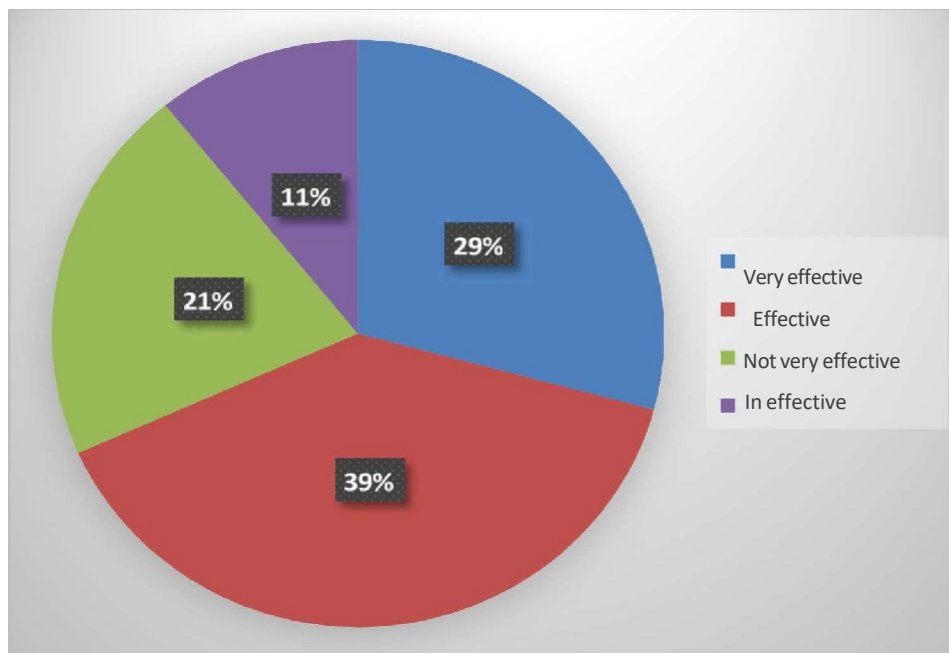
### INTERPRETATION :

It can be interpreted from the above table that 62 % of say that they are attend training & development programs, 38% of response did not attend training & development of training and development program in Zuari cement



**2. How effective do you find the training program in improving your job performance?**

OPINIONS	RESPONDENTS	PERCENTAGE
Very effective	35	29%
Effective	47	39%
Not very effective	25	21%
In effective	13	11%
TOTAL	120	100%



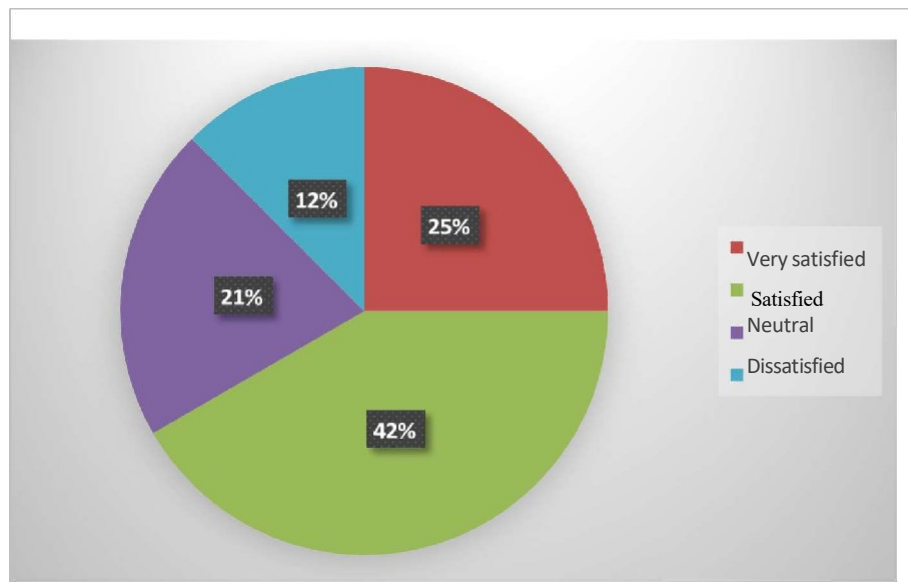
**INTERPRETATION**

It can be interpreted from the above table that 39% of respondents say that effective improving job performance. 29% of employees are say that very effective, 21% & 11% of employees said that not very effective & ineffective of the training program in improving job performances.



**3. Are you satisfied with the training methods used(classroom, on-the-job, online)**

OPINIONS	RESPONDENTS	PERCENTAGE
Very effective	30	25%
Effective	50	42%
Neutral	15	21%
Dissatisfied	25	12%
TOTAL	120	100%



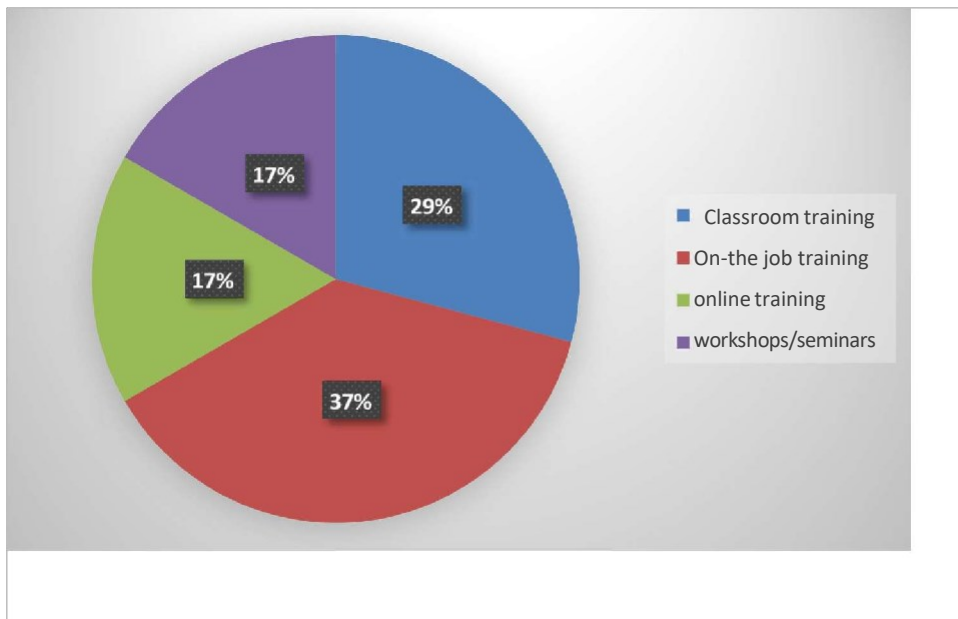
**INTERPRETATION :**

It can be interpreted from the above table that 42% of respondents said that satisfied training method. 25% of the employee said that very satisfied, 21% & 12% of employees said that neutral & dissatisfied with the training methods used to training & development programs.



#### 4. What type of training do you prefer?

OPINIONS	RESPONDENTS	PERCENTAGE
Classroom training	35	29%
On-the-job training	45	37%
online training	20	17%
workshops/seminars	20	17%
TOTAL	120	100%



#### INTERPRETATION :

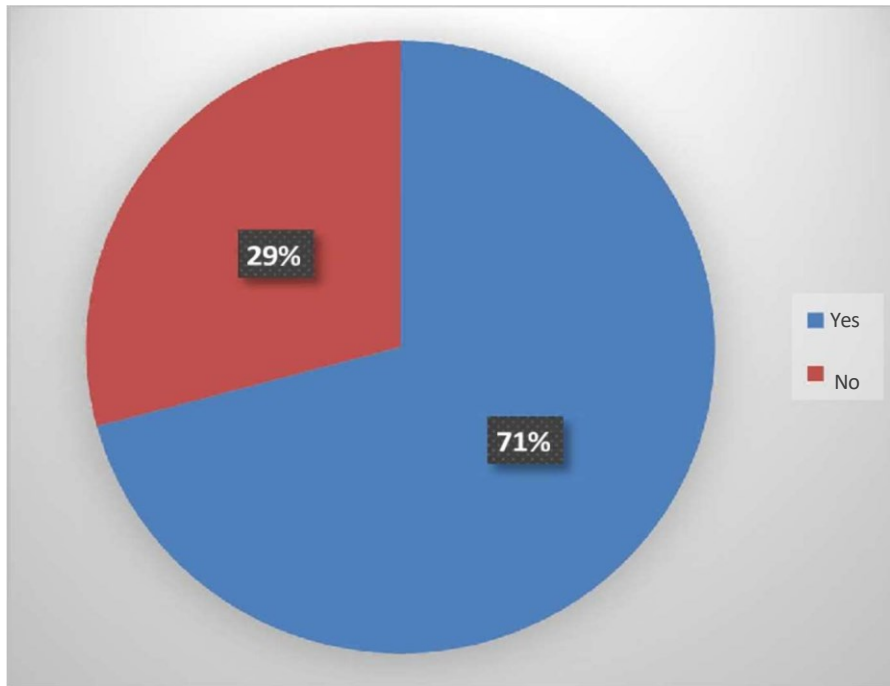
It can be interpreted from the above table that 37% of employees say they prefer the on-the-job training program. 29% of the employees said classroom training, 17% & 17% of employees said that online training & workshops/seminars training preferred.





**5. Would you be interested in mentoring or coaching programs as part of development initiatives?**

OPINIONS	RESPONDENTS	PERCENTAGE
Yes	85	71%
No	35	29%
total	120	100%



**INTERPRETATION :**

It can be interpreted from the above table that more than 71% of employees said yes while about 29% of Employees said No.



## **FINDINGS**

1. 62% of the employees said that they are attended training and development programs in Zuari Cement.
2. 39% of employees said that training programs improved job performance.
3. The Majority of the employees are satisfied with the training methods.
4. 37% of employees prefer to training methods.
5. The majority of employees 71% are interested in mentoring or coaching as part of the development program.

## **SUGGESTIONS:**

- ❖ A trainer should be appointed to improve the effectiveness of the training program.
- ❖ identify high-potential employees and provide leadership training.
- ❖ The management has to be supportive of the workers.
- ❖ Experienced trainers should be recruited to improve the progress of the training program.
- ❖ The identification of training needs should be done in view of fast-changing technology, management practices, and infrastructure.
- ❖ Employees performance level should be considered for selecting employees for training program.

## **CONCLUSION:**

After the incense study of training and development in Zuari cement I have concluded that training plays a crucial role in employee's skills, abilities, and knowledge. The organization conducts training programs in a structured and well-organized manner, ensuring employees receive effective learning opportunities. Training and development serve as essential tools for improving knowledge, work quality, and overall quality of work life, ultimately contributing to the organization's growth and success.



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