

# A Study on Training And Development Among The Employee With Reference To Aston Dietech Private Limited

A. Arul Jabastin<sup>1</sup>, Dr.S.Rathika<sup>2</sup>, Dr.S.Sara<sup>3</sup>

<sup>1,2</sup> Dept of MBA

<sup>2,3</sup> Associate Professor/Head, Dept of MBA

<sup>1,2,3</sup> Prince Shri Venkateshwara Padmavathy Engineering College Chennai-127

**Abstract-** Training and development are regarded as ASTON DIETECH imperative areas in the case of human resource management. In every organization, they are given utmost significance. They are connected to the business objectives and performance, they are an essential part of the organization, they are focused on setting tangible objectives for the employees and they are an integral part of the organization policy. The main focus of these aspects is to improve the knowledge and skills of the employees that is necessary in the achievement of organizational goals as well as personal goals. The main purpose of this research paper is to acquire adequate understanding of training and development. The research design is used for the study was descriptive research design. The descriptive research means the research which is done to know the current situation of the study. The data has been collected using structured questionnaire. The sample taken for this study was 200 out of population approximately 240 employees in ASTON DIETECH PRIVATE LIMITED. It is inferred from the above table that 47.5% of the respondents agreed that organization. It is inferred from the above table that 40.5% of the respondents strongly agreed that organization. It is inferred from the above table that 39.5% of the respondents agreed that helps to improve employee – employer relationship. The suggestion of the study It is better if the management takes the actions to improve the behavior of employees towards the individual after the training. It is suggestive that training may help the employees in order to overcome stress. Training and development role in enhancing employee skills, knowledge, and abilities. The importance of investing in training and development for both individual and organizational success. Encourage organizations to prioritize continuous learning and development.

**Keywords-** Employee Skills, Knowledge, Training, Development.

## I. INTRODUCTION

Training and Development is a structured program with different methods designed by professionals in particular job. It has become most common and continuous task in any organization for updating skills and knowledge of employees in accordance with changing environment. Optimization of cost with available resources has become pressing need for every organization which will be possible only by way of improving efficiency and productivity of employees, possible only by way of providing proper employee training and development conditioned to that it should be provided by professionals. Training is the process of improving and polishing the required Skills to an employee in order to make him/her skilled and perfectionist in the job which he / she does. Training is purely job focused but development is psychology and soft skills oriented. Previously many authors have defined the difference between training and development, but still there is little confusion in understanding the difference. In fact many organizations are using term “training and development” as one and same. Mostly we hear the term “training” for the purpose of the inducing skills and knowledge among employees. Both training and development are continuous and core tasks of organization, but employee training will be for the particular job to develop skills in concern particular job for a particular period and will be given periodically whenever updating of skills needed for performing particular job and moreover training is meant for the purpose of development of technicality among employees.

## II. NEED OF THE STUDY

Employee Training and Development is a term often used interchangeably, across sectors, and encompasses various employee learning practices. The importance of training and development mostly revolves around programs that enable employees to learn precise skills or knowledge to improve performance. Training and Development programs involve a more expansive employee growth plan, for future performance rather than immediate career role improvement. Recognizing

new skills and ways of learning will help a company evolve and innovate for the future. Merging contemporary technological platforms with creative learning methods will ensure that teams learn dynamically, through a future-oriented approach.

### III. OBJECTIVE OF THE STUDY

- To analyse whether employees are satisfied with various training programs implemented by the organization.
- To evaluate the training methods helped in motivating the employees and providing job security in the organization
- To analyse the productivity and performance of the training in the organization.

### IV. SCOPE OF THE STUDY:

Training and development helps ensure that employees have the knowledge and skills to perform a task safely. Ability to cross-train: Providing consistent training creates a knowledgeable team overall where employees can help train or assist each other as needed. Consistently trained employees can help develop new strategies and products, contributing to the company's bottom line and continued success. Training and development helps create a sense of teamwork and collaboration.

### V. REVIEW OF LITERATURE

**Baldwin et al., (2023)** Importance of Training and Development Numerous studies emphasize the critical role of training and development in enhancing employee performance, productivity, and job satisfaction.

**Lim & Morris, (2023)** Technological Innovations in Training With the advent of technology, studies have investigated the impact of digital platforms, virtual reality, and gamification on training outcomes, suggesting their potential.

**Deci & Ryan (2020)** Motivated employees are more likely to actively engage in learning activities and apply acquired knowledge and skills in their roles The Impact of Training on Performance and Innovation Beyond immediate skill acquisition, training and development initiatives have been linked to improved job performance, innovation, and organizational agility.

**Allen et al., (2020)** The Role of HRM Practices Human resource management (HRM) practices play a crucial role in supporting training and development efforts. Studies have investigated the impact of HRM practices.

**Burke & Hutchins, (2019)** Training Transfer and Application to Job Performance Understanding the factors that facilitate or hinder the transfer of training to job performance is crucial for maximizing the effectiveness of training programs.

**Edmondson, (2019)** Psychological Safety and Learning Culture Psychological safety, characterized by a climate of trust, openness, and respect, is essential for creating a conducive environment for learning and development.

**Greenhaus & Powell, (2017)** Corporate Social Responsibility (CSR) and Training CSR initiatives extend to employee development programs, where organizations invest in training and skill- building opportunities as part of their social responsibility efforts.

### VI. RESEARCH METHODOLOGY

#### Meaning of research:

Research is one of its kinds and is a process to acquire knowledge about a certain topic. Research is done so that systematic analysis can be done and problem can be effectively solved. The procedures by which researchers go about their work of describing, explaining and Predicting phenomena are called methodology. Methods comprise the procedures used for Generating, collecting and evaluating data. Methods are ways of obtaining information useful for assessing explanations.

#### SIMPLE RANDOM SAMPLING METHODS:

Simple random sampling selects a smaller group (the sample) from a larger group of the total number of participants (the population). It's one of the simplest systematic sampling methods used to gain a random sample.

#### TOTAL POPULATION: 240

#### SIZE OF SAMPLING:

The sample size is an important feature of any empirical study in which the goal is to make inferences about a population from a sample. The size of the sample is 200. Sample collected directly from the respondents with the help of a Questionnaire. The collected sample is in the method of convenience.

#### STATISTICAL TOOLS (SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE)):

Statistical package for social sciences (SPSS) is mean for statistical analysis of data. It has Got tools to obtain accurate result. SPSS is a computer program used for survey authoring and Deployment, data mining, text analytics, statistical analysis, and collaboration & deployment. The Following statistical tools were used in this study:

- Simple Percentage
- Chi square test
- Regression
- Correlation
- ANOVA

**Percentage analysis:**

Data analysis is an important domain that helps convert the data into meaningful value or insights. It primarily consists of quantitative and qualitative data analysis. The percentage is important in mathematics as well as data analysis. It is represented by the symbol % and a fraction with 100 as the denominator.

$$\text{Percentage} = \text{Actual number} / \text{Total number} \times 100\%$$

**Chi-square Test:**

A **chi-squared test** (symbolically represented as  $\chi^2$ ) is basically a data analysis on the basis of observations of a random set of variables. Usually, it is a comparison of two statistical data sets.

**Correlation:**

A correlation is a statistical measure of the relationship between two variables. The measure is best used in variables that demonstrate a linear relationship between each other. The fit of the data can be visually represented in a scatterplot.

**Regression:**

Linear regression is a statistical procedure for calculating the value of a dependent variable from an independent variable. Linear regression measures the association between two variables.

**ANOVA:**

**Analysis of Variance (ANOVA), ONE-WAY AND TWO-WAY**

Analysis of variance (ANOVA) has been carried out to compare more than two means at a time. One-way analysis

of variance involves only one categorical variable or a single factor, whereas in two-way analysis of variance, two factors on the dependent variable are studied.

**VII. LIMITATION OF THE STUDY**

- The study might have limitations if the sample size is too small, making it difficult to generalize the findings to a larger population of employees.
- If the study focuses only on a specific industry or organization, the findings may not be applicable to other sectors or companies, limiting its generalizability.

**VIII. DATA ANALYSIS INTERPRETATION  
PERCENTAGES ANALYSIS**

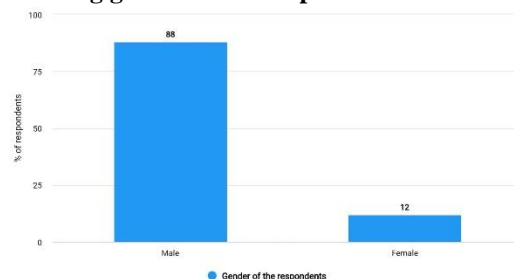
**(a) Showing gender of the respondent**

s.n	Gender	No of respondent	Percentage
1	Male	176	88%
2	Female	24	12%
	<b>Total</b>	<b>200</b>	<b>100%</b>

**Interpretation:**

It is inferred from the above table that 88% are male respondents and 12% are the female respondents.

**Chart Showing gender of the respondent**



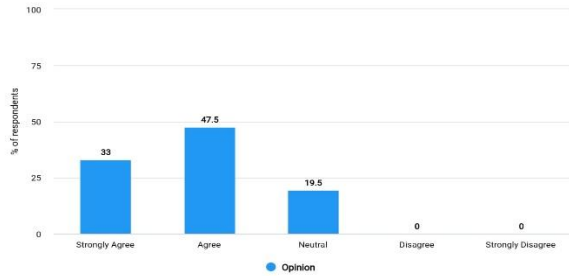
**(a) Showing Opinion on as a part of organizational strategy**

s.n	Opinion	No of respondent	Percentage
1	Strongly agree	66	33%
2	Agree	95	47.5%
3	Neutral	39	19.5%
4	Disagree	0	
5	Strongly disagree	0	
	<b>Total</b>	<b>200</b>	<b>100%</b>

**Interpretation:**

From the above table inferred that 47.5% of the respondents agreed that organization. 33% of them strongly agree, 19.5% of them neutral.

**Chart Showing Opinion on as a part of organizational strategy**



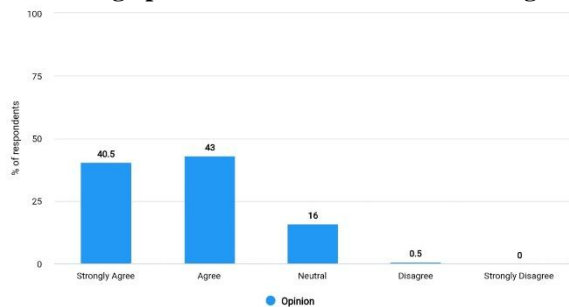
**(a) Table Showing opinion on about induction training**

s.no	Opinion	No of respondent	Percentage
1	Strongly agree	81	40.5%
2	Agree	86	43%
3	Neutral	32	16%
4	Disagree	1	0.5%
5	Strongly disagree	0	
	<b>Total</b>	<b>200</b>	<b>100%</b>

**Interpretation:**

From the above table inferred that 40.5% of the respondents strongly agreed that induction training, 43% of them agree, 16% of them neutral, 0.5% of them disagree.

**Chart Showing opinion on about induction training.**



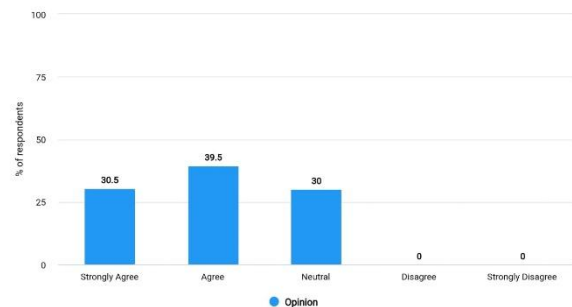
**(a) Table opinion on about impact of training on employer – employee relationship**

s.no	Opinion	No of respondent	Percentage
1	Strongly agree	61	30.5%
2	Agree	79	39.5%
3	Neutral	60	30%
4	Disagree	0	
5	Strongly disagree	0	
	<b>Total</b>	<b>200</b>	<b>100%</b>

**Interpretation:**

From the above table inferred that 39.5% of the respondents agreed that helps to improve employee – employer relationship, 30.5% of them strongly agree, 30% of them neutral.

**Chart Showing opinion on about impact of training on employer – employee relationship**



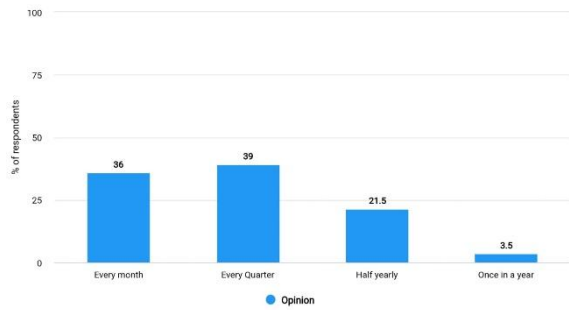
**(a) Table Showing opinion on frequency of training program**

s.no	Opinion	No of respondent	Percentage
1	Every month	72	36%
2	Every quarter	78	39%
3	Half yearly	43	21.5%
4	Once in a year	7	3.5%
	<b>Total</b>	<b>200</b>	<b>100%</b>

**Interpretation:**

From the above table inferred that 36% of the respondents responded that the organization. Conducts training program every month, and 39% responded that organization. Conducts training program every quarter.

**Chart Showing opinion on frequency of training program**



**CORRELATION**

**Showing correlation analysis**

**Null hypothesis (H0):** There is no relationship between training method of the respondent and motivation of the respondent.

**Alternative hypothesis (H1):** There is a relationship between training method of the respondent and motivation of the respondent.

**Statistical Test:** Correlation was used the above hypothesis.

Motivation of the respondent		Training method of the respondent	
Pearson Correlation	1	.935**	
Sig. (2-tailed)	(2-	.000	
N	200	200	
Motivation of the respondent		Motivation of the respondent	
Pearson Correlation	.935*	1	
Sig. (2-tailed)	(2-.000		
N	200	200	

\*\* . Correlation is significant at the 0.01 level (2-tailed).

**Result:**

Since, correlation point (0.935) is line between positive values of 1. So the table shows that positive correlation between training method of the respondent and motivation of the respondent.

**Regression**

**Showing Regression analysis**

**Null hypothesis (H0):** There is relationship between the training program are conduct in your organization and training enable employee more productive.

**Alternative hypothesis (H1):** There is no relationship between the training program are conduct in your organization and training enable employee more productive.

**Statistical Test:** Regression test was used the above hypothesis.

**Variables Entered/ Removeda**

Variables Model	Entered	Variables Removed	Method
1	productive of the respondent <sup>b</sup>	.	Enter

- a. Dependents variable: training program of the respondent
- b. All requested variables entered.

**Model Summary**

Model	R Square	Adjusted R Square	Std. Error of the Estimate
1	1.012 <sup>a</sup>	.000	-.005
			.88698

- a. Predictors: (Constant), productive of the respondent.

**ANOVAa**

Model	Sum of Squares	D f	Mean Square	F	Sig.
1	Regression	.021	1	.021	.027
	Residual	155.774	198	.787	
	Total	155.795	199		

- a. Dependent Variable: Training program of the respondent.
- b. Predictors: (Constant), productive of the respondent.

a. Dependent Variable: Training program of the respondent.

**INTERPRETATION:**

Here the significant was occurring and a value 0.870. is less than 0.05. Hence H0 is accepted.

### Results:

There is relationship between the training program are conduct in your organization and training enable employee more productive.

## IX. FINDING OF THE STUDY

- It is inferred from the above table that 88% are male respondents
- It is inferred from the above table that 47.5% of the respondents agreed that organization.
- It is inferred from the above table that 40.5% of the respondents strongly agreed that organization.
- It is inferred from the above table that 39.5% of the respondents
- agreed that helps to improve employee – employer relationship.
- It is inferred from the above table that 49.5% of the respondent experience of the work.
- It is inferred from the above table that 36% of the responded that the organization. Conducts training program.

## X. SUGGESTIONS OF THE STUDY

- It is better if the management takes the actions to improve the behavior of employees towards the individual after the training.
- It is suggestive that training may help the employees in order to overcome stress.
- It might be better if the organization finds the reason behind it and takes actions to improve the satisfaction of employees regarding the training.
- Training program has to improve in such a manner that employees can adopt the changes.

## XI. CONCLUSIONS OF THE STUDY

The training and development program adopted in ASTON DIETECH PVT LTD. Training and development role in enhancing employee skills, knowledge, and abilities.

The importance of investing in training and development for both individual and organizational success. Encourage organizations to prioritize continuous learning and development.

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