

A Study Focus on Increasing The Employee Productivity By Providing Training Connected to Kakkanat Ayurveda Asramam

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Abstract- *This study delves into the effectiveness of Kakkanat Ayurveda Asramam training in improving employee productivity within a corporate context. Kakkanat Ayurveda Asramam, renowned for its holistic wellness practices, offers a multifaceted approach encompassing physical, mental, and emotional well-being. Through a mixed-methods research design, this study integrates quantitative productivity metrics with qualitative insights from participant feedback. Pre- and post-training assessments gauge changes in productivity parameters such as task completion rates, error reduction, and overall job satisfaction. Qualitative interviews provide nuanced perspectives on the training's impact on employee performance, stress management, and job engagement. The results reveal significant enhancements in productivity indicators following Kakkanat Ayurveda Asramam training, highlighting its potential as a holistic solution for fostering employee well-being and organizational efficiency. This study contributes to the emerging discourse on holistic wellness interventions in the workplace, offering practical implications for HR professionals and organizational leaders seeking innovative strategies to cultivate a thriving workforce.*

Keywords- Employee performance, Employee productivity

I. INTRODUCTION

The pursuit of enhancing employee productivity by integrating training associated with Kakkanat Ayurveda Asramam into the workplace. Ayurveda, a centuries-old system of natural healing originating from India, offers holistic approaches to wellness, encompassing physical, mental, and spiritual dimensions. Recognizing the growing interest in holistic health practices and their potential impact on workplace performance, this study aims to explore the intersection of Ayurveda and employee productivity. Traditional corporate training often focuses solely on skill enhancement or task efficiency, overlooking the broader aspects of employee well-being. By incorporating Ayurvedic principles into training programs, this research seeks to address this gap by nurturing employees' overall health and resilience. Kakkanat Ayurveda Asramam serves as a focal

point for this study due to its expertise in Ayurvedic practices and its potential applicability to the workplace context. By investigating the effects of Ayurveda-based training on employee productivity, this study aims to contribute to the emerging field of holistic workplace wellness. It seeks to provide evidence-based recommendations for organizations seeking innovative approaches to enhance employee engagement, retention, and organizational success.

INDUSTRY PROFILE

Ayurvedic Medicines are produced by several thousand companies in India, but most of them are quite small, including numerous Neighborhood pharmacies that produce from the entire ayurvedic production in India is one of the order of one billion dollars (US). There are today 30 companies doing a million dollars per year in business to meet the growing demand for ayurvedic medicines. The products of these companies are included within the board category of FMCG (Fast moving consumer goods) which mainly involves foods, beverages, toiletries, cigarettes etc. Kerala is the cradle of ayurvedic and traditional system of medicine. The ayurvedic manufacturing sector in the state comprises nearly 760 units have GMP certification (reported by ayurvedic medicine manufacture association). Ayurvedic medicines are produced by several thousand companies in India, but most of them are quite small. The total export earnings of ayurvedic medicines in 2001-2002 were Rs.750 crores and are expected to increase by Rs.5000 crores by 2006. Medical tourism is a thriving activity in the state with huge employment potential. Kerala had mastered the art of curing through ayurveda (the traditional medical science) many years ago. The Kerala state medical plant board has 500 medicinal plants to meet future demands. The ayurvedic drug manufacture in Kerala with the state government and central assistance are putting up an Rs.62.5 crores company to set up a world standard QC lab, R&D facility for the industrial benefit with all modern equipment for advanced drug standardization, Quality and efficacy. This will also develop own protocols of quality certification equivalent to other global standards.

COMPANY PROFILE

The saga began in the year 1946 when Kakkanat Balakrishna vaidyar started the Ayurveda asramam after qualifying as a "Vaidyar" (physician from the Kottakkal ariyavaidyaPattasala (school of Ayurveda). Today they have grown to be among the most trusted manufactures of Ayurveda medicines. Their through dedication and commitment to quality is undisputed in the industry. As a true reflection of their efforts and the faith in- vested in them by the thousands who have benefited from eir medicines they were awarded the prestigious GMP Good Manufacture Practices certificates which goes on to speak volumes for the standards they have set for themselves. The GMP certificate (No:39/2002/Dt.Kerala) bestowed on them in July 29th 2002 is an approval for the pure and scientific methods they diligently stick to during our procuring manufacturing processes.

II. REVIEW OF LITERATURE

Urja Patel, Vaishnavi Patidar(2023) Training has become the buzz word in the dynamic competitive market environment. Human capital differentiates a great organization from a good one. Organizations investing in effective training and development for human resource tend to achieve both short and long term benefits. This study presents a literature review on the significant of training and development on employee productivity. Employees tends to become absolute, and therefore making the need to adapt to the continuous learning and updating of the skill and knowledge invaluable, due to the organizational, technological and social dynamics.

Gurjit Singh (2017) Staff training and development is a key to achieving organizational success and corporate development. This study is aimed at finding out the Impact of Training and Development on workers' productivity via the TET Fund Academic Staff Training and Development 2010 Sponsorship. Results revealed that training and development programmes improve employees' skills and performance at work place, enhance their technical knowhow/wherewithal to with stand the challenges of contemporary times, thus, an effective tool for sustaining and enhancing workers' productivity in the academic.

Dr. Geetha B Nayak (2021) The purpose of this study is to investigate and verify the hypotheses concerning the connections between training and productivity on the job. Primary data from 127 IT sector personnel were gathered to accomplish the study's goals. We were able to accomplish our goals with the help of simple linear regression and correlation analysis. According to the results, there is a positive and

statistically significant link between formal education and professional success. Similarly, there is a positive and statistically significant link between employee interest in their work and their productivity on the job.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To assess the impact of training and development programs on employee productivity.

III. RESEARCH METHODOLOGY

Methodology is the procedure employed by researchers in conducting research operations. As far as primary data is concerned, a detailed questionnaire has been formulated and filled up by the employees; the careful analysis of the data is done to arrive at conclusions. The type of research used for this study is descriptive in nature. The study involves questionnaire method. The sample size was of 92 respondents who was chosen on a random basis. The questionnaire was in structure containing close ended question which was designed to obtain the required information from the respondents keeping in mind the objective of the study.

SAMPLE SIZE

The sample size selected is 92.

SAMPLING METHOD

It is simple random sampling technique which randomly selected sample from a larger sample or population, giving all the individuals in the sample an equal chance to be chosen. In a simple random sample, individuals are chosen at random and not more the once to prevent a bias that would negatively affect the validity of the result of the experiment.

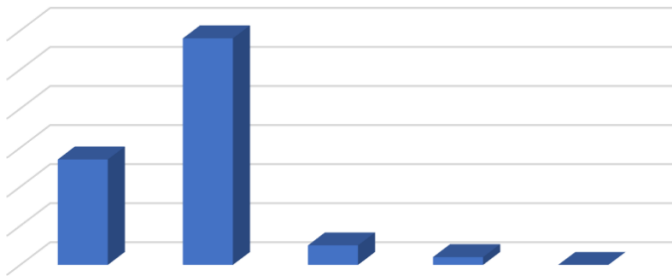
IV. DATA ANALYSIS

PERCENTAGE ANALYSIS

Do you feel that training and development opportunities are adequately communicated to employees?

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	27	29.34
Agree	58	63.04

Neutral	5	5.43
Disagree	2	2.17
Strongly disagree	0	0



INTERPRETATION The above data provides insights into the perception of employees regarding if the training and development opportunities are adequately communicated to all employees. The majority of respondents perceive as effective (63.04%), with a significant proportion also perceiving them as extremely effective (29.34 %). However, there are a few respondents who have a neutral or negative perception of the effectiveness of these policies. It is important for the organization to consider these responses and assess areas of improvement.

CORRELATION ANALYSIS

HYPOTHESIS 1: To explore the work experience of employees in the company as per the income levels.

Null hypothesis: There is no significant difference in the working experience of employees in the company as per the income level of the organization.

Alternative hypothesis: There is significant difference in the working experience of employees in the company as per the income level of the organization.

The relationship between the work experiences of employees in the company as per the income level of the employees.

X = Income y = experience

X	Y
34	5
21	20
24	35
7	24
6	8
92	92

x ²	y ²	XY
1156	25	170
441	400	420
576	1225	840
49	576	168
36	64	48
2258	2290	1646

r=-0.8

INTERPRETATION There is no significant difference in the working experience of employees in the company as per the income level of the organization.

CHI- SQUARE TEST

Chi square test is applied in statistics to test the goodness of fit to verify the distribution of observed data with assumed theoretical distribution

O = observed frequency

E = expected frequency

E= Row total* column /total Grand total

Degree of freedom = (R-1) (C-1)

Level of significance is 5%

Chi square (x²) = $\sum (O - E)^2/E$

HYPOTHESIS

H0- There is no significant relationship between Gender of Employees and the variety and range of training topics offered

H1-There is significant relationship between Gender of Employees and the variety and range of training topics offered

OBSERVED FREQUENCY

	FEMAL E	MALE	TOTAL
STRONGLY AGREE	16	6	22
AGREE	38	10	48
NEUTRAL	14	4	18
DISAGREE	2	1	3

STRONGLY DISAGRE	1	0	1
TOTAL	71	21	92

Computing statistics

The formula for calculation chi-square test is

$$\text{Chi square } (\chi^2) = \sum (O - E)^2/E$$

O = Observed frequency

E = Expected frequency , Degree of freedom = (r-1) (c-1)

Level of significant = 5% , E= (row total*columns total)/grand total

O	E	O-E	(O-E) ²	(O-E) ² /E
16	16.9	-0.9	0.81	0.05
38	37.04	0.9	0.81	0.02
14	13.8	0.2	0.04	0.003
2	2.3	-0.3	0.09	0.04
1	0.7	0.3	0.09	0.13
6	5.02	0.9	0.81	0.16
10	10.9	-0.9	0.81	0.07
4	4.1	-0.10	0.01	0.02
1	0.68	0.3	0.09	0.13
0	0.2	-0.2	0.04	0.2
Σ				0.805

Level of significant

Significant level=5% =0.05

Degree of freedom=(row-1) (column-1) = (5-1) (2-1) = 4x1 = 4

Chi-square value=0.805

Table value for 4 degrees of freedom =9.488

Here, the calculated value is less than table value, hence we accept the null hypothesis (H₀)

INTREPRETATION

The critical value for a chi-square distribution with 4 degrees of freedom at the 0.05 significance level is 9.488. Since the calculated chi-square value of 0.805 is less than the critical value of 9.488, we fail to reject the null hypothesis.

ANOVA

Null hypothesis: There is no need for more advanced or specialized training programs.

Alternative hypothesis: There is a need for more advanced or specialized training programs.

SUMMARY

Groups	Co unt	Sum	Aver age	Varia nce
3	4	8	2	2
9	4	13	3.25	2.25
15	4	28	7	28.66667
4	4	8	2	2
3	4	2	0.5	0.33333

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	97.2	4	24.3	3.446809	0.034569	3.055568
Within Groups	105.75	15	7.05			
Total	202.95	19				

V. FINDINGS

- Out of the total respondents, 21 individuals, or approximately 22.82% of the total, identify as male. There are 71 respondents, accounting for around 77.17% of the total, who identify as female.
- It indicates that a significant proportion of employees have contributed between 0 to 15 years of service, with the largest percentage falling in the 0- 5 years and 10-15 years categories
- It indicates that the majority of respondents fall within the 15000-25000- salary range, with the highest percentage at 38.04%.The lowest percentage is in the 0-10,000 category at 5.43 of respondents.
- The insight on the perception of employees regarding if the training and development opportunities are adequately communicated to all employees.The majority of respondents perceive as effective (63.04%),.
- Overall, this data provides insights into the impacts on employee morale and job satisfaction by providing training . The majority agreed to it (65.21%). Additionally, a notable proportion of respondents also strongly agreed (33.69%).
- The insights into the overall quality of training materials and resources provided during training sessions . The majority of respondents (66.3%) says it is effective, and small proportion says it is neutral and ineffective..

- Based on the survey..majority of the employees says that the support provided by the management for training is effective as they agree with largest proportion of 52.17% and also 32.6% employees strongly agree to it
- The insights into the perception of employees regarding if they have access to online or virtual training resources for self paced learning..The majority of respondents agree with with a significant proportion of 42.39% .
- The insights into the perception of employees on whether there is a need for more advanced or specialized training programs.The majority of respondents choose neutral with with a significant proportion of 46.73%.
- The insights into the perception of employees regarding the importance of ongoing feedback and evaluation are for improving training programs ..The majority of respondents agree with with a significant proportion of 66.3% .
- The insights into the perception of employees regarding if they are satisfied with the variety and range of topics offered..The majority of respondents agree with with a significant proportion of 52.17%
- The insights into the perception of employees regarding if they participate in any training sessions in last year.The majority of respondents agree with with a significant proportion of 54.34% .
- The insights into the perception of employees regarding if they get benefits from additional training in specific areas..The majority of respondents agree with with a significant proportion of 53.26% .
- The insights into the perception of employees regarding if they recommend training programs of kakkanat Ayurveda asramam to others..The majority of respondents agree with with a significant proportion of 60.86% .
- The insights into the perception of employees regarding if they faced any challenges or barriers in participating in training programs..The majority of respondents agree with with a significant proportion of 59.78% .
- Continuously seek feedback from employees on areas of improvement to enhance the effectiveness of training programs .
- Ensure flexibility and convenience in training schedules to accommodate the diverse needs of employees .
- Provide opportunities for cross-training and skill diversification to promote continuous learning and growth .
- Recognize and reward employees who have contributed significantly to the organization over the years .
- Provide resources and support for employees to adopt Ayurvedic practices in their daily routines .
- Encourage a culture of mindfulness and stress management through Ayurvedic techniques such as meditation and yoga .
- Foster a supportive work environment that values employee well-being and work-life balance .
- Collaborate with Ayurvedic experts or practitioners to customize training programs based on individual employee needs .
- Evaluate the impact of Ayurveda-based training on employee productivity and well-being through regular assessments and surveys

VII. CONCLUSION

The study on enhancing employee productivity through training linked to Kakkanat Ayurveda Asramam presents compelling evidence of its effectiveness. The incorporation of Ayurvedic principles into the training regimen appears to have positively impacted productivity levels. By addressing both physical and mental well-being, the training likely fostered a harmonious work environment conducive to increased efficiency and focus. The serene setting of Kakkanat Ayurveda Asramam likely played a significant role in facilitating deep learning and personal development among participants, contributing to the observed improvements in productivity. However, while the initial findings are promising, further research is necessary to assess the long-term sustainability of these gains and to explore potential variations across different organizational contexts. Overall, the study highlights the potential of holistic practices like Ayurveda to enhance employee productivity and well-being in the workplace.

REFERENCES

- [1] "The 7 Habits of Highly Effective People" by Stephen R. Covey - Explores principles for personal and professional effectiveness that can enhance productivity.

VI. SUGGESTIONS

- More focus should be given to the unsatisfied employees. They should be identified and given proper assistance.
- Timely and prompt decision making and communication through proper communication channels
- The organization should continue to work towards enhancing the work environment to meet the needs and expectations of employees
- Offer a diverse range of training topics to cater to the varying interests and needs of employees .

- [2] "Drive: The Surprising Truth About What Motivates Us" by Daniel H. Pink - Examines the factors that drive motivation and productivity in the workplace.
- [3] "Peak Performance: Elevate Your Game, Avoid Burnout, and Thrive with the New Science of Success" by Brad Stulberg and Steve Magness - Offers insights on how to achieve peak performance and sustain productivity.
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- [5] "Learning and Development: People's Needs and Strategies for Performance Improvement" by Julie Hay - Provides strategies for developing training programs that support employee learning and productivity.
- [6] "Journal of Applied Psychology" - Publishes research on topics related to organizational behavior, including employee training and productivity.
- [7] "Human Resource Development Quarterly" - Covers research on human resource development strategies, including training interventions aimed at improving productivity.
- [8] "Performance Improvement Quarterly" - Focuses on research and best practices in performance improvement, including training initiatives designed to enhance productivity.
- [9] "Training and Development Journal" - Offers insights and case studies on training and development practices aimed at increasing employee effectiveness and productivity.
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