

A Study on Analysis Of Employees Training And Development on Malabar Cements Ltd, Palakkad

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Abstract- This study examines the impact and effectiveness of employee training and development programs within organizations. Employee training and development are critical for enhancing skills, improving performance, and fostering career growth, which in turn drives organizational success. The research aims to analyze the various methods and approaches employed in training programs, evaluate their effectiveness, and understand their influence on employee performance and job satisfaction. Using a mixed-methods approach, the study will collect quantitative data through surveys and qualitative data through interviews with employees and HR professionals across multiple industries. Key performance indicators (KPIs) such as productivity, engagement, and retention rates will be measured to assess the outcomes of training initiatives. The findings are expected to reveal best practices, highlight common challenges, and provide actionable insights for designing more effective training programs. Ultimately, the study seeks to contribute to the body of knowledge on human resource management and offer practical recommendations for organizations looking to optimize their training and development strategies. In this context, Malabar Cements Ltd. stands as a prime example, committed to fostering career development through robust training and development programs for its workforce. This study delves into the intricacies of employee training and development at Malabar Cements Ltd. and its impact on career progression within the organization. By examining the company's training initiatives, career advancement opportunities, and employee feedback, this research aims to provide valuable insights into the effectiveness of such programs and their alignment with individual career aspirations.

I. INTRODUCTION

In today's competitive business landscape, organizations recognize that their most valuable asset is their human capital. Investing in the training and development of employees not only enhances individual skills and knowledge but also contributes significantly to organizational growth and success. In this context, Malabar Cements Ltd. stands as a prime example, committed to fostering career development

through robust training and development programs for its workforce. The Indian cement industry, particularly cement industry in south India plays a significant role in the country's economic development which generates substantial revenue for the central and state Government through sales taxes and excise duties. Cement is one of the key infrastructure industries. India, the world's second largest producer of cement, the recent boom in infrastructure and the housing market has only boosted its cement industry. Add to that an increasing global demand and a flurry of activity in infrastructure projects - highways roads, 3 bridges, ports and houses - has sparked off a spate of mergers and acquisitions in the sector. Indian Cement Industry is engaged in the production of several varieties of cement such as Ordinary Portland Cement (OPC), Portland Pozzolana Cement (PPC), Portland Blast Furnace Slag Cement (PBFS), Oil Well Cement, Rapid Hardening Portland Cement, Sulphate Resisting Portland Cement, White Cement, etc. They are produced strictly as per the Bureau of Indian Standards (BIS) specifications and their quality is comparable with the best in the world. The industry occupies an important place in the national economy because of its strong linkages to other sectors such as construction, transportation, coal and power. The cement industry is also one of the major contributors to the exchequer by way of indirect taxes.

II. LITERATURE REVIEW

Tunde, 2020: This paper investigated the role of HRM factors in achieving Quality of Work Life in the organization. The primary goal of this paper was to identify any significant relationships that exist between HRM factors such as engagement, talent management, compensation, learning and development, and quality of work life on the one hand and quality of work life on the other. To elicit replies from respondents in UBA PLC, the study used a cross-sectional design and a survey as the research approach. The major research instrument in this study was a questionnaire. The hypotheses investigated found that HRM variables are substantially connected to work life balance, and hence HRM factors are primary predictors of organizational quality of life.

Anyanwu, 2016: In the past, managers and employers had a hazy understanding of training and staff development. Employee development and training is a strategy for capturing the growth and development of current management practices. The purpose of this study was to determine the influence of training and staff development on organizational and worker performance. A total of fifty questionnaires were distributed and returned. The data was analyzed using simple percentage approaches, and the assumptions were tested using Regression Analysis. It was discovered that training increases productivity and that worker training and development increases production. Training and staff development may also be seen in the following conditions: high productivity, low waste, low accident rate, low union disputes, and so on. Finally, it was suggested that trainees be introduced to varied procedures and equipment and that approaches that were easily comprehended by them be employed. Similarly, all training and staff development should be focused on meeting individual and organizational requirements.

Imam et al. 2019: show that the promotion of positions, mutations and organizational culture simultaneously and significantly influence employee job performance. Of these three factors, the most dominant one is job promotion. Companies need to create a clear selection program and career path so employees will work to improve their job performance.

Haryono, S., Supardi, S., &Udin, U. 2020: While job promotion had a more dominant direct effect than training in improving employee job performance, efforts to improve employee job performance will be more productive by providing job promotions to employees. Another effort is to provide opportunities for employees to attend training regularly. With job promotion and training, work motivation will increase.

III. OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- A study on analysis of employee training and development on Malabar cements LTD

SECONDARY OBJECTIVE

- To access various training methods adopted in Malabar Cements Ltd.
- To analyse the employee awareness level with various training program implemented by the organisation.
- To analyse the impact of training and development of the employee and organisation.

RESEARCH DESIGN

Research design is the plan that outlines how a study will be conducted, including objectives, methods, data collection, and analysis techniques. Here in this Research Descriptive Research Design used. Descriptive research design aims to describe and summarize characteristics or behaviours of a population or phenomena. The study population is 72 Employees of MALABARCEMENTS LTD PALAKKAD. Data collection is done through questionnaire.

IV. DATA ANALYSIS

CHI SQUARE TEST

Participation in Training	Male	Female	Total
Yes	33	30	63
No	2	7	9
Total	35	37	72

State the Hypotheses:

Null Hypothesis (H₀): There is no association between gender (male and female) and participation in the training program (yes and no). In other words, participation in the training program is independent of gender.

Alternative Hypothesis (H₁): There is an association between gender (male and female) and participation in the training program (yes and no). In other words, participation in the training program is dependent on gender.

Observed	Expected	(o-e) ²	(o-e) ² /e
30	30.62	5.64	0.184
33	32.37	5.64	0.174
2	4.37	5.64	1.289
7	4.62	5.64	1.22
		$\frac{(o-e)^2}{e}$ Total = 2.867	

Significance level = 5% or 0.05 Degree of freedom (df) = 1
Table value = ≈ 3.841

Interpretation:

There is not enough evidence to suggest a significant association between gender and participation in the training program at the 0.05 significance level. Therefore, we conclude that participation in the training program is independent of gender.

	Not important	Somewhat important	Moderately important	Very important	Extremely important
5S MODEL	7	20	23	18	4
SAFETY TRAINING	3	16	21	24	8
SOFT SKILL DEVELOPMENT	3	12	26	21	10
ISO TRAINING	4	13	22	24	9

Groups	Count	Sum	Average	Variance
below 20000	5	25	5	11.5
21000-30000	5	52	10.4	77.3
31000-40000	5	36	7.2	7.7
above 40000	5	2	0.4	0.3

WEIGHTED AVERAGEMETHOD

RANK	1	2	3	4	5
WEIGHT(w)	5	4	3	2	1

X1	Wx1	X2	Wx2	X3	Wx3	X4	Wx4
7	35	3	15	3	15	4	20
20	80	16	64	12	48	13	52
23	69	21	63	26	78	22	66
18	36	24	48	21	63	24	48
4	4	8	8	10	10	9	9
	Wx1=224	Wx2=198		Wx3=214		Wx4=195	

$W = (5+4+3+2+1) = 15$

$WEIGHTED\ AVERAGE = \frac{\sum Wx_i}{\sum W}$

(Where $i=1,2,3,4\dots$)

$W1 = 224/15 = 14.9$

$W2 = 198/15 = 13.2$

$W3 = 214/15 = 14.26$

$W4 = 195/15 = 13$

	WEIGHTED AVERAGE	RANK
5S MODEL	14.94	1
SAFETY TRAINING	13.2	3
SOFT SKILL DEVELOPMENT	14.26	2
ISO TRAINING	13	4

INTREPRETATION

It is concluded that the respondents are satisfied with the training Provided by company. According to This 5s model ranked first, Soft skill Development ranked Second, safety Training ranked third, and ISO training ranked fourth.

ANOVA SINGLE FACTOR

ANOVA

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	264.55	3	88.18333	3.643939	0.035524	3.238872
Within Groups	387.2	16	24.2			
Total	651.75	19				

INCOME LEVEL AND TRAINING DELIVERY METHOD

SUMMARY

Variance= The variance is the average of the squared differences from the mean; it is a measurement of the spread between the numbers in a data set.

SS (sum of squares) = the sum of squares quantifies the variability between or within the groups.

df (between groups) = Number of groups-1

df (within groups) = Number of observations - Number of groups

MS (Mean square) = think of the mean square as the average variation either between or within groups.

$MS = SS/df$

$F = MS$ (between groups)/MS (Within groups)

INTERPRETATION

The analysis of variance (ANOVA) indicates significant variability between groups regarding their responses to additional training and development support for career progression. The F-ratio of 3.64, with a p-value of 0.036, suggests that this difference Is statistically significant. This suggests that the additional training and development support has a discernible impact on career progression across the different groups

V. CONCLUSION

In Malabar Cements LTD, despite the provision of frequent training programs, there exists a significant gap between the training offered and the actual needs of the employees. This study aims to investigate this disparity by examining the training methods employed, the frequency of sessions, and the alignment with employee skill development needs. By scrutinizing these factors, the study seeks to identify strengths, weaknesses, and areas for improvement in the training delivery process. Additionally, it aims to evaluate the impact of training on employee skills, knowledge, job satisfaction, and overall development within the company. Through a comprehensive analysis, the study intends to provide actionable recommendations to optimize training investments and enhance the effectiveness of the company's human capital development efforts. Ultimately, the goal is to foster a culture of continuous learning and growth, empowering employees to thrive in their roles and contribute to the long-term success of Malabar Cements LTD

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