

# A Study on Training And Development Practices At Sundram Fasteners Limited, Chennai

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**Abstract-** Training and development play an important role in improving employee performance, productivity, and organizational growth in modern industries. This study focuses on analyzing the training and development practices followed at Sundram Fasteners Limited, Chennai. The main objective of the study is to evaluate the effectiveness of training programs and measure employee satisfaction towards training initiatives. Primary data was collected through a structured questionnaire from 71 employees working in different departments. Statistical tools such as percentage analysis, correlation analysis, and chi-square test were used for interpretation. The findings reveal that most employees attended training programs and considered training useful for improving efficiency, confidence, and work performance. The study concludes that effective training practices contribute significantly to employee development and organizational success.

**Keywords:** Training, Development, Employee Performance, Skill Improvement, Organizational Productivity, Sundram Fasteners

## I. INTRODUCTION

### 1.1 Background

In today's competitive industrial environment, organizations must continuously improve employee skills and knowledge to maintain productivity and quality standards. Training and development help employees enhance technical skills, efficiency, and confidence in performing job responsibilities.

Sundram Fasteners Limited, a leading automotive components manufacturing company and part of the TVS Group, operates in a highly technology-driven environment. The organization conducts various training programs such as induction training, technical training, safety training, and skill development programs to improve workforce competency.

This study aims to examine the effectiveness of training and development practices followed at Sundram Fasteners Limited, Chennai, and understand employee perceptions regarding training programs.

## II. OBJECTIVES OF THE STUDY

### Primary Objective

To analyze the effectiveness of training and development programs in enhancing employee performance and organizational productivity.

### Secondary Objectives

- To identify employee training needs.
- To evaluate employee satisfaction towards training programs.
- To study the impact of training on productivity and skill enhancement.
- To provide suggestions for improving training practices.

## III. REVIEW OF LITERATURE

Edwin B. Flippo emphasized that training improves employee performance and productivity in organizations. Gary Dessler explained that continuous training is essential in technology-driven industries for improving employee competencies.

Armstrong and Taylor highlighted that training aligns employee capability with organizational goals and improves operational efficiency. Raymond Noe stressed the importance of continuous learning and employee development in modern organizations.

Kirkpatrick introduced a training evaluation model based on reaction, learning, behavior, and results. Phillips later added Return on Investment (ROI) as a method for evaluating training effectiveness.

## IV. RESEARCH METHODOLOGY

### Research Design

The study adopted a descriptive research design.

### Sources of Data

Primary Data: Structured questionnaire

Secondary Data: Company records, journals, books, and websites

Sample Size

The study was conducted among 71 employees of Sundram Fasteners Limited, Chennai.

- Sampling Technique
- Simple random sampling method was used.
- Tools Used for Analysis
- Percentage Analysis
- Correlation Analysis
- Chi-Square Test

## V. DATA ANALYSIS AND INTERPRETATION

Demographic Analysis

- Majority of respondents were male employees (57.74%).
- Most employees belonged to the age group of 26–35 years.
- Majority of respondents held diploma qualifications.
- Most employees had 3–5 years of work experience.
- Training Effectiveness
- 91.54% of employees attended training programs in the past 12 months.
- Majority of respondents were satisfied with training programs.
- Employees agreed that training improved efficiency and confidence.
- Employees preferred classroom and on-the-job training methods.

Correlation Analysis

The coefficient of correlation value was negative (-0.035), indicating a weak negative relationship between training relevance and skill application.

Chi-Square Analysis

The chi-square test showed that there is no significant relationship between age level and training satisfaction level.

## VI. FINDINGS

- Training programs improved employee confidence and motivation.
- Most employees attended training programs regularly.
- Employees preferred practical and interactive training sessions.
- Training contributed to employee productivity and efficiency.
- Better trainer quality was suggested for improving training programs.

## VII. SUGGESTIONS

- Conduct regular training need analysis.
- Increase practical and interactive training sessions.
- Use digital and blended learning methods.
- Provide training materials in regional languages.
- Evaluate training effectiveness periodically.

## VIII. CONCLUSION

The study concludes that training and development practices at Sundram Fasteners Limited positively influence employee performance, productivity, and organizational effectiveness. The organization provides structured training programs that help employees improve technical knowledge, confidence, and efficiency. Continuous improvement in training methods and adoption of modern learning technologies can further strengthen workforce development and organizational success.

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