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A PROJECT REPORT ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT AT BHARATHI CEMENTS INDUSTRIES

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Title : A study on **Training and development** and its effectiveness on Employee career development.

Abstract :

The study will identify the facts which will result about the **TRAINING AND DEVELOPMENT OF EMPLOYEES** at Bharathi cements. The study is based on cement industry. The study identifies the factor which helps in retaining of employees at Bharathi cement ltd. There are many researchers who highlighted the concept of retaining of employees through training and development, it is worth capitalizing the amount on training and development. The purpose of this study is to analyse how the cement industry like Bharathi cements retain and help the employees for personal development through training. The famous industries like Bharathi cements invest a huge amount for training which assists the employees for the enrichment of employee skills and development.

The major finding of this study is to indicate the development of employee, organisational effectiveness and enhance the competitiveness. The limitation of this study is that sample size 70 members are selected among the managers, employees, workers and scholars in Bharathi

Introduction:

cements ltd in order to know the effectiveness of Training and development.

Keywords: Employee development, organisational productivity, enhancement of skills and abilities.

The world is moving so fast by changing technologies and trends, where every individual needs a self improvement followed by trends and technologies.

No one are perfect at their individual roles to perform effectively. Like wise in every organisation there will be the employees who may not perfectly suitable for the job. Regarding to this, the employees may need skills and knowledge to act effectively. For this a

suitable training is to be provided for the employees to face new challenges ,which also results in employee development.

Training and development have become one of the necessary function in organisations, because it helps the organisation to lead high performance, productivity and also helps in development of human resources management.

Meaning & Definition

Training & Development

Training and development refers to educational activities within a company created to enhance the knowledge and skills of employees while providing information and instruction on how to better perform specific tasks.

Training is a short-term reactive process meant for operatives and process while development is designed continuous pro-active process meant for executives. In training employees' aim is to develop additional skills and in development, it is to develop a total personality.

In training, the initiative is taken by the management with the objective of meeting the present need o fan employee. In development, initiative is taken by the individual with the objective to meet the future need of an employee.

Top benefits of employee training and development programs include:

- **Increased productivity:** When employees stay current with new procedures and technologies, they can increase their overall output.
- **Reduced micromanagement:** If workers feel empowered to perform a task, they typically require less oversight and work more independently.
- **Train future leaders:** Organizations must have a solid pipeline of well-trained and innovative potential leaders to grow and adapt over time.
- **Increased job satisfaction and retention:** Well-trained employees gain confidence in their abilities, leading to greater job satisfaction, a reduction in absenteeism and overall employee retention.
- **Attract highly skilled employees:** Top recruits are attracted to firms with an identifiable career path based on consistent training and development.
- **Increased consistency:** Well-organized training ensures that tasks are performed uniformly, resulting in tight quality control that end users can trust.

- **Increased camaraderie:** Training and development helps create a sense of teamwork and collaboration.
- **Bolstered safety:** Continuous training and development helps ensure that employees have the knowledge and skills to perform a task safely.

Review of literature

S.N Biswas, he found that career utility and organisational commitment are important factors positively influencing the learning effort and perceived job utility does not affect learning effort.

Dr R.L Bhatia , he stated that the success of a training will depend on developing clear training objectives from the strategic goals and opening plans of the business.

Dr. Sue Jones , discussed the reasons for wasteful training continuous learning and developing a learning culture in the organisation. She suggested that an organisation should learn to make training pay to developing a learning culture, thus empowering people to deliver quality, innovation and long-term success.

Cushway, in his research findings pointed that training is concerned with equipping one's responsibilities to the required standard in their job and is concerned with giving individuals the necessary knowledge , skills and experience to enable them to take greater and more demanding roles and responsibilities.

P, Newby, A.C, The organisational context, examined some organisational factors requiring consideration in an evaluation study, including publications and the extend to which evaluations can be truly objective. The authors also pointed out that the specialized techniques outside the profession by non-Trainers could be looked upon.

Research methodology

The most important thing to understand that research methodology is a prime factor to understand and to solve any problem

For the current study, a research methodology quantitative research design is used to know the importance of training and development in a reputed organisation for employees as well as for organisation.

The questionnaires prepared for the study was structured questionnaire to gather primary data from employees.

For primary data, a self structured questionnaire is distributed to employees in organisation of Bharathi cement industries. The questionnaire consists of 3 options Inorder to analyse the percentage of perceptions.

Sources of data :

Primary data : well structured questionnaire

Secondary data : Authors books, publishers, company profile , report

Sample size : 75

Need of the study

Every Organisation has a certain goals and Objectives. No Organisation can get a candidate who exactly matches to a particular job and Organisational requirement. Development focuses on the employees growth, where training is necessary to strengthen the employee abilities and skills for the effective performance. if the required training is not provided it may leads to the failure of employee in job environment. Hence, the need of study is to study the Training and development program followed by Bharathi cements ltd to know the how it impacts on employee career development.

Scope of the study

1. This study helps to know the improvements of employee performance and productivity of organisation as well.
2. There is a scope to know the effectiveness of training and impact of training at work.
3. Chance of measuring the employee skills and abilities
4. There are some factors which can increase the employee retention and stability.

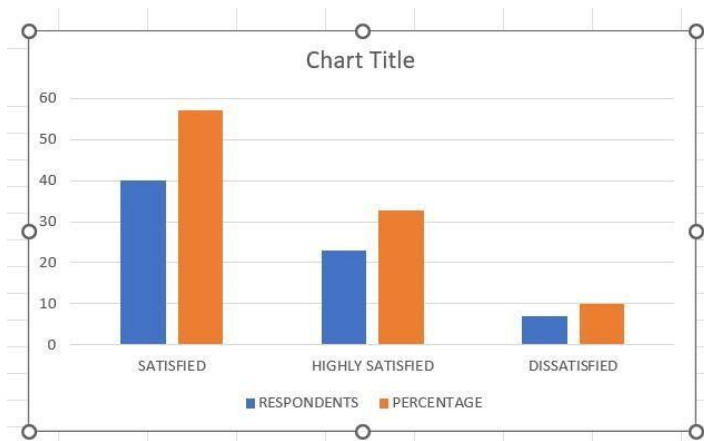
Objectives of study

- To know the effectiveness of training and development in Bharathi cements.
- To examine the development of employees by training and development program.
- To study the achievement of organizational goals with the help of training and development.
- To measure the employee skills acquired by training and development.
- To know the employee retention rate by training and development program.

Data analysis and interpretation

1 Are you satisfied with training methods implemented in the organization?

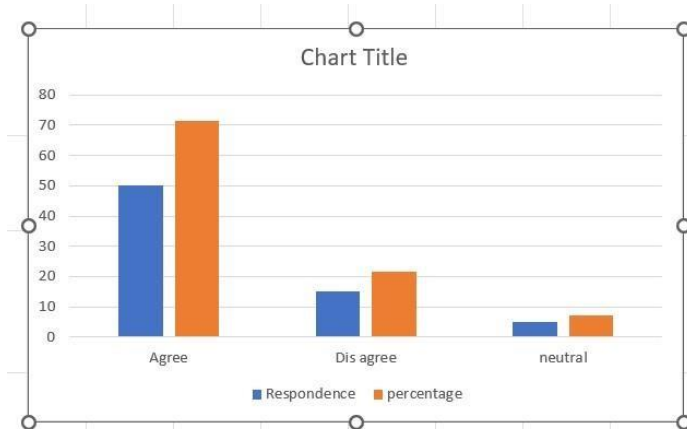
Category	response	Percentage
Satisfied	40	57.4
Highly Satisfied	23	32.8
Dis satisfied	7	10



Interpretation :Based on above data , we conclude that 57.4% of employees are satisfied with the training methods, 32% of employees are highly satisfied where 10% are not satisfied.

2. Does the organisation helps you to achieve the goals?

Category	Response	percentage
Agree	50	71.4
Dis agree	15	21.4
Neutral	5	7.1

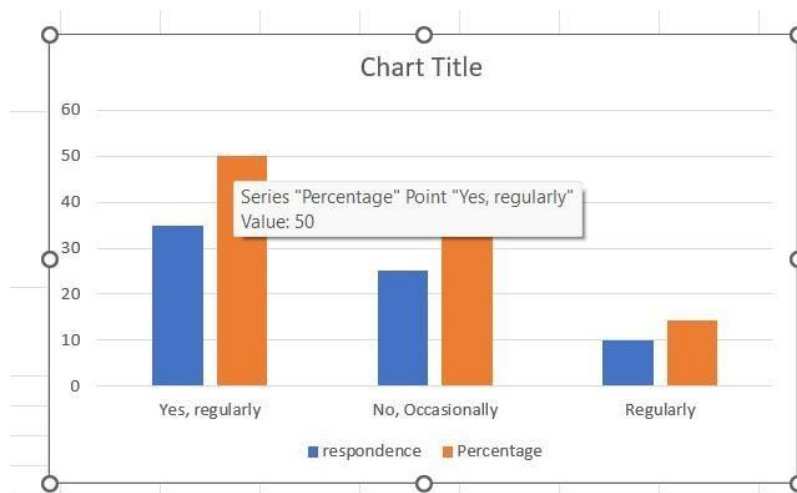


Interpretation :

Regarding to above data, we conclude that 71% of employees are agreed ,21% of employees are not agreed where 7.1% employees are neutral.

3. Do you have adequate Opportunities for Professional development?

category	respondecence	Percentage
Yes, regularly	35	50
No, Occasionally	25	35.7
Regularly	10	14.2

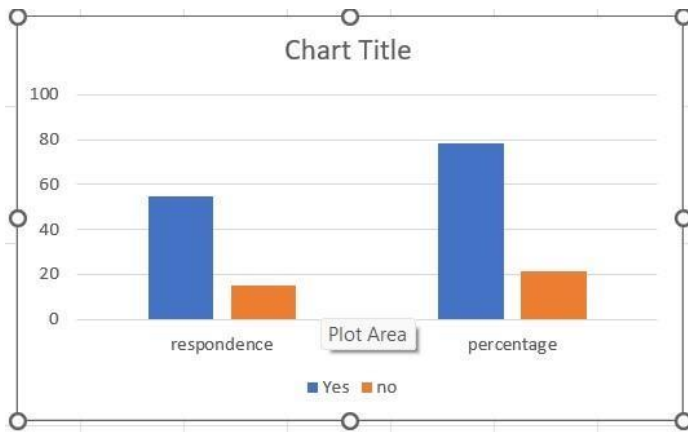


Interpretation :

In the above given data , half of employees in the organisation are agreed for having oppurtunities, 35% of employees said no and 14.2% of employees said regularly.

4. Do you feel encouraged to pursue further training and development?

Category	respondecence	Percentage
Yes	55	78.5
No	15	21.4

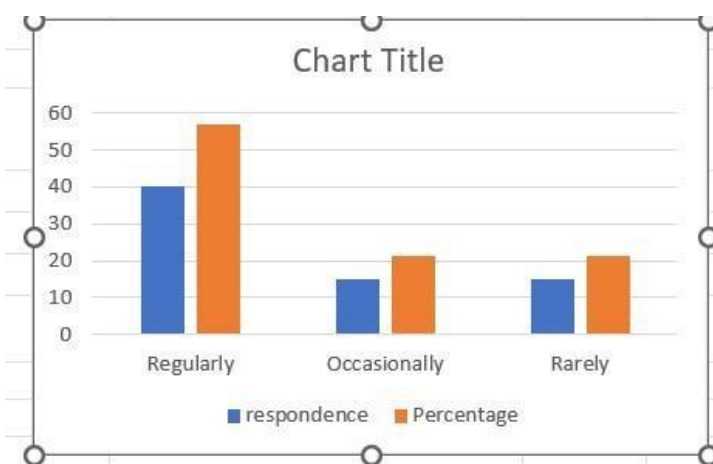


Interpretation :

Based on above data, 78% of employees have marked yes and 15% of employees have marked no for the encouragement of training and development for further.

5. How frequently do you receive training updates for the development of new technologies?

category	response	Percentage
Regularly	40	57.14
Occasionally	15	21.4
Rarely	15	21.4



Interpretation :

From the above data, 57.14 % of employees have agreed for regularly where 21.4% of employees have agreed for occasionally and rarely for receiving of training updates in organisation.

Findings

- Training sessions are conducted in the Bharathi cements increases the motivation level of their employees so that they can perform competently and with more dedication & enthusiasm.
- Training sessions help employees to build sound and healthy relationships with the job and the colleagues as well as with the superiors.
- The managers/ trainers provide basic job knowledge and skills to the new employees to raise the level of working standards
- Managers and HR Department identify training requirement for the employees and training managers facilitate the process of providing training to all the employees of respective departments and it is a continuous process.
- Cement industry is full of large machineries, equipment and highly advanced computerised plants. As per the opinion of employees technical awareness can be developed by training program in cement industry. This indicates that training in cement units enhances technical awareness and improves technological advancements.

Suggestions

- Cement companies should prefer On the job training methods as compared to Off the job training methods for skill enhancement and expertise.
- Every organisation should have online training portal where employees can learn on their own with the help of E-training provided by companies. Companies should boost employee morale regarding learning and acquisition of knowledge in any discipline through web portals.
- Skills like technological awareness, communication skills, team bonding, and motivation skills enhanced by attending training programs. Therefore, companies should conduct training programs on regular basis for awareness among employees in all subject areas
- Female employees are very less in cement industries as compared to male employees, therefore, female employees should be promoted highly in cement companies. The respondents who have not undergone any training program should attend training sessions in their respective fields.

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