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A Study on Impact of Training and Development on Employee Efficiency at Sumuka Agro Industries Limited Bangalore

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Abstract: ***Present organizations are facing extensive competition, continuously changing technological and business environment. Globalization and ever-changing customer needs have added up more challenges on business organizations. In order to meet these challenges organizations must train and develop their employees. Current organizations should deal with training necessitates linked up with altering and growing internationalization of industry, diverse national point of view and a varied workforce. So, for this purpose individuals are prepared with the right sort of aptitudes, information and capabilities to carry out their allocated responsibilities and therefore training is considered to have a massive impact on organizational efficiency. It is also noticed that more expense in training has led to more productivity. Training includes but not limited to software training, management training whereas development focuses primarily on the activities that improve employee skills for future endeavors. Firms are now facing new changes due to the rapid pace of technological and global development. Technological advancements have brought about the need of competencies and capabilities needed to perform a specific task. In order to manage these challenges, more enhanced efficient training programs are needed by all corporations.***
Keywords: Training and Development, Organisation, Employees, Management.

I. INTRODUCTION

Training and development help in optimizing the utilization of human resource which further helps to achieve the organizational goals as well as their individual goals. Training and development help to provide an opportunity and broad structure for the development of human resources technical and behavioral skills in the organization. It also helps the employees in attaining personal growth. It helps in increasing the job knowledge and skills of employees a each level. In fact, it is a unified concepts which helps to expand the horizons of human intellect and an overall personality of the employees.

A. Stages of the Training Process

Effective training begins well before a trainer delivers an individual training session and continues after that training session is complete. Training can be viewed as a process comprised of five related stages or activities: assessment motivation, design, delivery, and evaluation. Within each of these five areas, this online guide offers strategies with the potential to enhance training efforts, methods for achieving those strategies, and references to supporting literature. Each section of the guide builds on the previous sections, reflecting the process by which trainers move through the steps of developing, delivering, and evaluating training.
Five stages of the training process:

- Motivate
- Design
- Deliver
- Evaluate
- Assess

B. Recent trends in Training and Development

In a post-COVID world, organizations have adapted to new workplace challenges – many round how to manage a remote workforce. Perhaps no department met tougher challenges than corporate training and development teams. T&D teams were asked with implementing new remote onboarding and training programs, monitoring team member productivity and performance for virtual teams and identifying cutting-edge, unproven digital processes and software tools to facilitate and support a high-performing, hybrid workplace.

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1) *Training and Development Trends in 2022*

- Up skilling and Reskilling for the digital workplace
- Content repurposing
- In-app experiences
- Learning in the moment of need
- Microlearning
- Knowledge- sharing Ecosystem
- Behavioral data
- Real- time employee feedback

2) *Major Types of T&D:*

- Orientation training
- Onboarding training
- Technical skill training
- Soft skills training
- Products or service training
- Compliance training
- Franchise training
- Managerial and leadership training

II. LITERTURE REVIEW

1) Sims(2002): Trainingand development are beneficial not just for the organization itself but also to the individual employees. On the one hand, training and development leads to improved profitability and produce more positive attitudes towards profits orientation, improves the job knowledge and skills at all levels of the organization, improves the morale of the workforce and helps the employees identify with organizational goals. On the other, training and development benefits individual employees through helping them make better decisions and effective problem solving, assisting in encouraging and achieving self-development and self-confidence, helping an employee a person handle stress, tension, frustration, and conflict, increasing job satisfaction and recognition and moving the person toward personal goals while improving interaction skills.
2) Harrison, (2005): Training and development are the field concerned with organizational activity aimed at improving the performance of individuals and groups in rightful settings. It has been known by many names including employees development, human resource development and learning and development.
3) Krishnaveni and Sripirabaa, (2008): It is observed that investigation directed at building a contingency model of transfer-oriented training intervention design would provide information important for developing training environments more conducive to positive transfer in terms of productivity effectiveness. Identification of training needs design and implementation of training programmes, transfer of training, and evaluation of programme benefits are key activities, in addition tostudying general training variables such as types of training, selection of trainees, selection criteria, evaluation instruments etc.
4) Holton,(2000): Training design refers to the degree to which the training has been designed and delivered in such a way that provides the ability to transfer learning back to the job (Holton, 2000). The author argues that part of transfer design is the degree to which training instructions match job requirements.
5) Singh and Mohanty (2012): The training is an important tool for the purpose of enhancing the workforce performance and it will ultimately increase the worth of an organization ought to be balance amongst training disbursement.
6) Aswathappa (2000): If the training and development function is to be effective in the future and yields all expected returns, it will need to move beyond its concern with techniques and traditional roles. On the other hand, development focuses on building the knowledge and skills of organizational members so that they will be prepared to take on new responsibilities and challenges.
7) OhudAlsama, Malak Abunar(2021): The study revealed training method, training period, selection of trainers, delivery styles, and comfort and convenience have a relationship with employee productivity in the company..
8) Dr. Pravin P. Chavan June (2018): The examination discoveries uncover that nature of preparing assumes a critical part in improving position fulfillment and work execution of the worker.

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9) Devika Chanda (2018 June): The assessment of absolute expense on preparing should be learned to survey the complete profitability with respect to both work execution and financial teams. While this investigation found that preparation decidedly influences representative commitment, it is crucial for note that further imaginative thoughts and systems are needed to improve the reparation cycle in the help area. Data innovation should be incorporated in preparing and improvement strategies for procuring ideal development of this business.

10) AKBAR and SAUDI(2020): The point this examination was to investigate the effect of preparing and improvement on worker execution. This investigation led under the structure of banking area of Pakistan. Study finding uncover advancement prompts better representative execution, preparing and improvement both increment of its worker execution. Associations need to spend on preparing and improvement of its workers for reasonable long haul serious edge.

III. RESEARCH DESIGN

A. Statement Of The Problem

Training and development play important role in any organization. There are various forms of training programs carried out at Sumuka Agro Industries, which helps the staff in improving in developing their job performance. Despite proper planning of training and development programs, employees still have issues of not performing up to the standard operating procedure in the work environment. Some of the employees have not improved their skills and abilities which might impact the efficiency on their job duties. This study is carried out to understand and know the impact of training and development on efficiency of employees at Sumuka Agro Industries Pvt Ltd.

B. Need Of The Study

1) Employee efficiency helps optimize productivity.
2) Insights aid in resource allocation and performance management
3) Enhanced efficiency boosts overall organizational success.
4) It identifies strength and areas needing improvement.
5) Continuous assessment drives ongoing growth and success.

C. Objectives Of The Study

1) To understand the relationship between training and development and employee efficiency.
2) To study the impact of effectiveness of training and development program among the employees.
3) To know how the training and development programs impacted the employees positively to perform in a better way.
4) Employee efficiency training and development is to enhance individual and team performance, leading to increased productivity and overall organizational success.
5) Employee efficiency training also strive to reduce errors and rework, ultimately leading to cost savings and improved quality of work.

D. Scope Of The Study

1) Study has conducted to understand the impact of training and development programs at Sumuka Agro Industries on the efficiency of employees.
2) This study is conducted at Sumuka Agro Industries Pvt Ltd. This study will target 100 employees at the organization for desired results.
3) By the end of the study, we will be able to establish the relationship between training and development and employees efficiency.

E. Research Methodology& Data Collection

1) Data Collection Methods

a) Primary Data: For this study the primary data is collected using a structured questionnaire consisting of 20 questions. The questions were related to demographics, independent variable and dependent variable. The questionnaire has later circulated among 100 employees of organization through Google Forms.

b) Secondary Data: For this study, the secondary data is collected from company databases, case studies, journals, research papers and articles.

c) *Sample Design:* There are 100 employees currently working atthe organization and all the 100 employees have been selected for this study. Initially 7 employees have been chosen for conducting a pilot study.
d) *Population:* The total number of populations working atSumukaAgro Industries are 100employees.
e) *Sample Size:* The pilot study was performed by issuing the questionnaire to 7 employees initially and made few changes and corrections to it after getting the feedback from those employees. After making the changes the final questionnaire has circulated among all the 100 employees through Google forms and responses has been collected.
f) *Sample Unit:* The sampling unit considered for the study is Sumuka Agro Industries Pvt Ltd.
g) *Tools for Data Collection:* Structured questionnaire has prepared with 20
h) *Sampling Method:* Sample Random sampling survey- based questions. The questions are mixture of Likert scale questions, dichotomous questions, Mcq's etc. The questionnaire has circulated through Google forms and the responses collected were used for the further study.

2) Data Analysis Plan

The data has been organized by tabulating the collected responses and explained using pie charts.

3) Statistical tool for Data Analysis

SPSS Software (Correlation)

F. Hypotheses Of The Study

H0: There is no significant relationship between training and development and employee efficiency.
H1: There is a significant relationship between and development and employee efficiency.

G. Limitations Of The Study

1) This study is relevant to the employees of Sumuka Agro Industries Pvt Ltd only.
2) Due to time constraint the results might not be accurate.
3) There is a possibility of employees being biased as the research has been conducted within the organization.

IV. ANALYSIS AND INTERPRETATION

Table 4.1 Necessity of Training for Enhancement and productivity

Options	Number of respondents	Percentage of respondents
Strongly Disagree	9	9%
Disagree	2	2%
Neutral	12	12%
Agree	58	58%
Strongly Agree	19	19%
Total	100	100

- *Analysis:* from the above table it is seen that 9 employees strongly disagree that training is necessary for enhancement and productivity while 2 employees disagree, 12 have neutral opinion, 58 employees agree and 19 employees strongly agree. Training is must for enhancing productivity and performance? 100 responses
- *Interpretation:* From the above table 9% of respondents strongly disagree that there is necessity of T & D for enhancement and productivity, while 2% disagree, 12% are neutral about the statement, 58% agree and 19% strongly agree.

Table 4.2 Opinion on compulsion of Training and Development

Options	Number of respondents	Percentage of respondents
Yes	72	72%
No	9	9%
May be	19	19%
Total	100	100

- *Analysis:* From the above table it is seen that 72 employees feel training and development is compulsory while 9 employees doesn't and 19 employees are not sure of their opinion.
- *Interpretation:* From the above table 72% of respondents feel that Training and Development is a compulsion while 9% doesn't feel and 19% are not sure.

Table 4.3 Achievement of respondent's individual objective

Options	Number of respondents	Percentages of respondents
Strongly Disagree	3	3%
Disagree	12	12%
Neutral	24	24%
Agree	54	54%
Strongly Agree	7	7%
Total	100	100

- *Analysis:* 7 Respondents strongly agree that the Training and Development has helped in achieving their individual objective while 54 respondents agree the same, 24 respondents neither agrees not disagree12 respondents disagree and 3 respondents strongly disagree
- *Interpretation:* From the above chart it is seen that 54% of the respondents agree that training program has helped them in achieving their individual objective while 24% are neutral, 12% disagree, 7% strongly agree and 3% strongly disagree.

Table 4.4 Expertise of programs within their competence

Options	Number of respondents	Percentage of respondents
Strongly Disagree	1	1%
Disagree	6	6%
Neutral	29	29%
Agree	54	54%
Strongly Agree	10	10%
Total	100	100

- *Analysis:*10 respondents strongly believe that the programs were within its area of competence while 54 respondents agree to the same, 29 respondents were neutral, 6 respondents disagree and 1 respondent strongly disagree
- *Interpretation:* from the above chart it is seen that majority 54%agree that the programs were expert within its area of competence while 29% have a neutral opinion 10% strongly agree, 6% disagree, 1% strongly disagree.

Table 4.5 Effect of no. of participants on learning of the employee

Options	Number of respondents	Percentage of respondents
Strongly Disagree	4	4%
Disagree	8	8%
Neutral	28	28%
Agree	57	57%
Strongly Agree	3	3%
Total	100	100

- *Analysis:* 3 respondents strongly agree that no of participants has an effect on learning of the employee, 57respondents agree, 28 respondents are neutral, 8 respondents disagree and 4 respondents strongly disagree.
- *Interpretation:* from the above chart it is depicted that majority 57%agree that the no. of participants in the training program have an effect on the learning of the employees, 28% have a neutral opinion, 8% disagree, 4% strongly disagree, 3% strongly agree.

Table 4.6 Increase in attendance of employees for the Training and Development program

Options	Number of respondents	Percentage of respondents
Strongly Disagree	5	5%
Disagree	9	9%
Neutral	28	28%
Agree	48	48%
Strongly Agree	10	10%
Total	100	100

- *Analysis:* 10 respondents strongly agree that here is an increase in attendance of employees for the training and Development programs while 48 respondents agree, 28 respondents are neutral, 9 respondents disagree and 5 respondents strongly disagree. It is observed that there is an increase in the employees' efficiency in workplace since their attendance to the Training and Development programs

V. FINDINGS, CONCLUSION AND SUGGESTIONS

A. *Summary Of Findings*

1) Most of the employees agree that training is must for enhancing productivity and performance.
2) Majority of the employees think that feedback can evaluate the effectiveness of training program.
3) Most of the employees agree that training programs helped them in achieving their individual objectives.
4) Majority of the employees agree that the programs were within its area of competence.
5) Majority of the employees agree that the number of participants in the training programs had an effect in their learning.
6) Majority of the employees agree that there is an increase in the employees' efficiency in workplace since their attendance to the training and development programs.
7) Most of the employees agree that the training and development programs have impacted them positively towards better performance.
8) Majority of the employees like to attend the training and development programs.

B. *Conclusions*

From the above conducted research it can be concluded that the training and development programs. Have a great impact on employee efficiency as it helps them in performing better. With properly planned and executed training programs organization can achieve better contribution from the employees. Most of the employees at this organization are very much satisfied with the training and development programs offered to them and also, they agreed that the programs had a positive impact on them. Training and development not only help the organization but also help the employees in enhancing their individuals and reach their individual objectives.

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C. Suggestions/ Recommendations

1) Management can provide training and development programs more frequently for the employees.

2) Approach toward employees during the training programs can be changed as there are few employees who feel that the training programs doesn't have much impact on their skills.

3) Being a company of 6 years old they can focus hire young talent and retain them by giving proper training.

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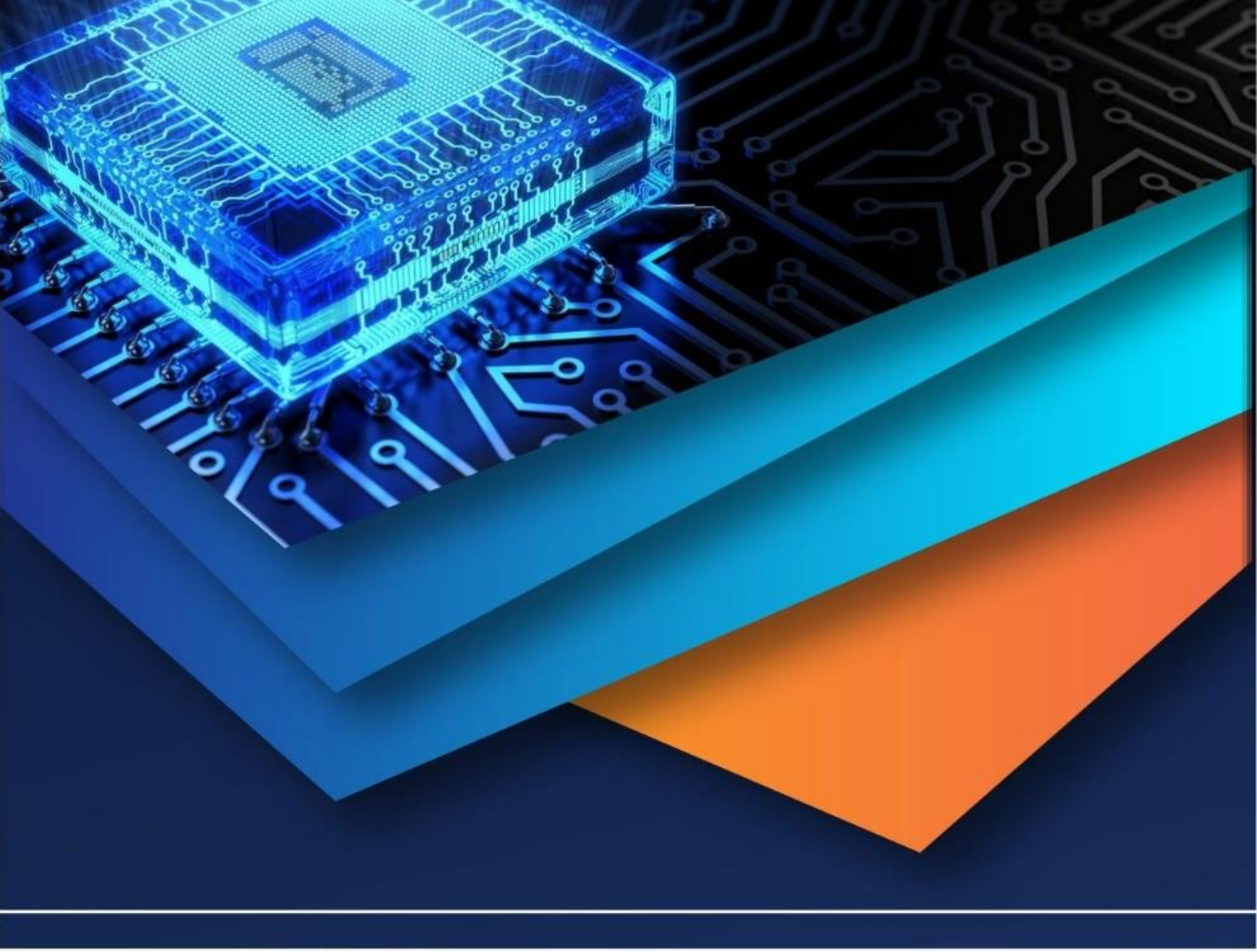
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WEBSITE

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