



A STUDY ON TRAINING & DEVELOPMENT IN CG FOOD INDIA PVT.LTD. IN CHITTOOR.

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ABSTRACT:

In the context of human resource management, education and training are regarded as crucial components. They hold the utmost importance in every organization. They are associated with the business goals and execution, they are a fundamental piece of the association, they are centered around setting unmistakable targets for the representatives and they are a vital piece of the association strategy. The improvement of employees' knowledge and skills, which are essential for achieving both organizational and personal objectives, is the primary focus of these aspects. This research paper's primary objective is to acquire a sufficient understanding of training and development. The fundamental regions that have been considered incorporate, targets of preparing and advancement, stages in the preparation and improvement process, techniques for preparing and improvement, sorts of preparing, the requirement for examination and evaluation in preparing, mentors, and advantages of preparing and advancement programs.

Keywords: Development, Efficiency, Knowledges, Methods, Organization, Skills, Training

INTRODUCTION:

The operation and management of an organization are referred to as human resource management.

It includes the obligations and guiding principles for an organization's retention, training, development, and compensation policies. Health, education, etc. It is also appropriate for non-profit organizations. The term "human resource management" refers to projects, tasks, and activities that aim to boost an organization's and its employees' efficiency.

It is amazing how much human control there is. Human resources management oversees every employee activity from the time they join the company until they leave.

Recruitment, compensation, performance management, training and development, insurance, business relations, and other departments fall under the purview of human resources management. Of this large number of areas, instruction and advancement is a significant area.

Preparing and advancement is one of the groundworks of an association. It guarantees that holes are minimized and that learning or conduct change happens inside the plan. According to William James of Harvard University, employees can keep their jobs if they perform at 20% to 30% of their potential. His research has convinced these workers that, with the right mindset, they can reach 80 to 90 percent of their potential.

It is possible to effectively increase employee output by utilizing behavioral concepts like motivation and increasing productivity. Through the use of learning resources in a way that is both effective and efficient, coaching may be one of the methods by which such improvements can be made. Along with money, machinery, and equipment, human resources are an organization's most valuable asset. Without human resources, nothing can be accomplished. Employees must acquire a sufficient level of knowledge to perform their duties for any business to be successful. This is preparing to play. Representative preparation looks to foster abilities or advance existing information so representatives are more qualified to their present place of employment or to set them up for higher situations with more prominent obligation.

Review of Literature:

- According to Heath field (2012), the right employee training, development, and education at the right time, provides big payoffs for the organization to increase productivity, knowledge, loyalty and contribution.
- Baldwin & Johnson (1995), claim that lower levels of training will increase the chances of employee migration from one organisation to another. However, employee's satisfaction and loyalty increase by a higher degree of training towards the firm and decreases the chances of employee termination. (Choo & Bowley, 2007).
- Ramakrishna et al., (2012), have studied that the Human Resource Development department has to play a more proactive role in shaping the employees to fight out the challenges. The banks not only have to make plans and policies and devise strategies, but the actual functionaries also have to show competence and effectiveness in executing the said policies and strategies.
- Sthapit (2012), pointed out that the strategic human resource development factors affecting the evaluation of induction training effectiveness in Nepali banks. The study was based on the survey which was conducted during Feb-March 2012 on 104 low and middle-level managers of Nepali development banks established from June 2001 to June 2010. The study revealed that induction training as most effective in terms of learning and least effective on the behaviour change criterion.

Need for the study:

Before saying that technology is responsible for the increased need for investment in employee training, it is important to understand that there are other factors that contribute to the latter. Training is also necessary for the

personal development and advancement of the employee, which in addition to money motivates him to work in an organization. It also covers the job market of employees, changes in labour laws, etc. We want them to be trained to understand. Training and development is required when the company adjusts its goals and objectives to adapt to changes in the business. Most companies offer training and development programs to improve employee performance. Training and development of human resources requires the establishment of performance standards that employees must meet during the financial year. Regular training and development is required to teach new staff skills such as team management, communication skills and leadership. Training and development is also used to evaluate new ways to increase business productivity.

Scope of the study:

This study is limited to the impact of training and development on employees working in organizations. This study gave me the opportunity to do research in the field of human resources. This research provided me with many opportunities to interact with key leaders in the company, as well as providing feedback from participants throughout the training and development process.

OBJECTIVES OF THE STUDY:

To know the training techniques and methods followed by the organization

1. Comprehends the effectiveness of the training programs carried out in the organization.
2. Find out if training helps employees develop the skills necessary to do the job.
3. Understanding the development of employees through training
4. Measuring the effectiveness of trainings on the overall development of employees.

LIMITATIONS OF THE STUDY:

The study was Chittoor only

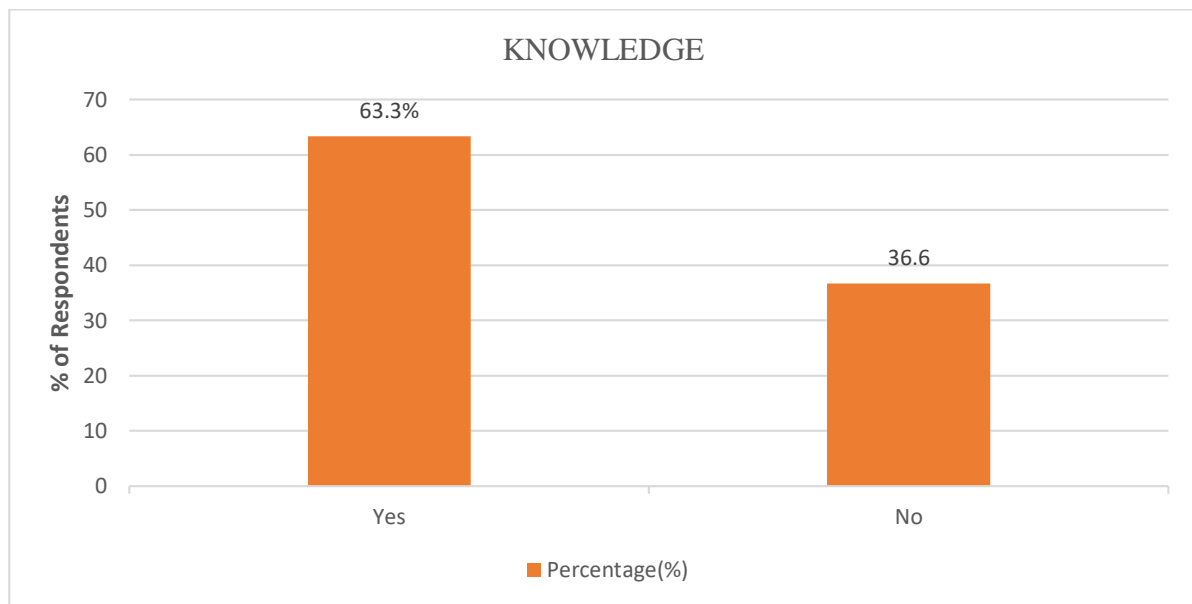
1. Due to the limited research time, only training and development methods can be studied.
2. The sample size is too large to show the entire organization.
3. Respondents' answers should be believed and it should be confirmed that they reflect their true feelings.

DATA ANALYSIS AND INTERPRETATION

1. Response on acquiring knowledge and skills through training programmes.

Dimensions	No. of respondents	Percentage (%)
Yes	95	63.3
No	55	36.6
Total	150	100

GRAPH:1

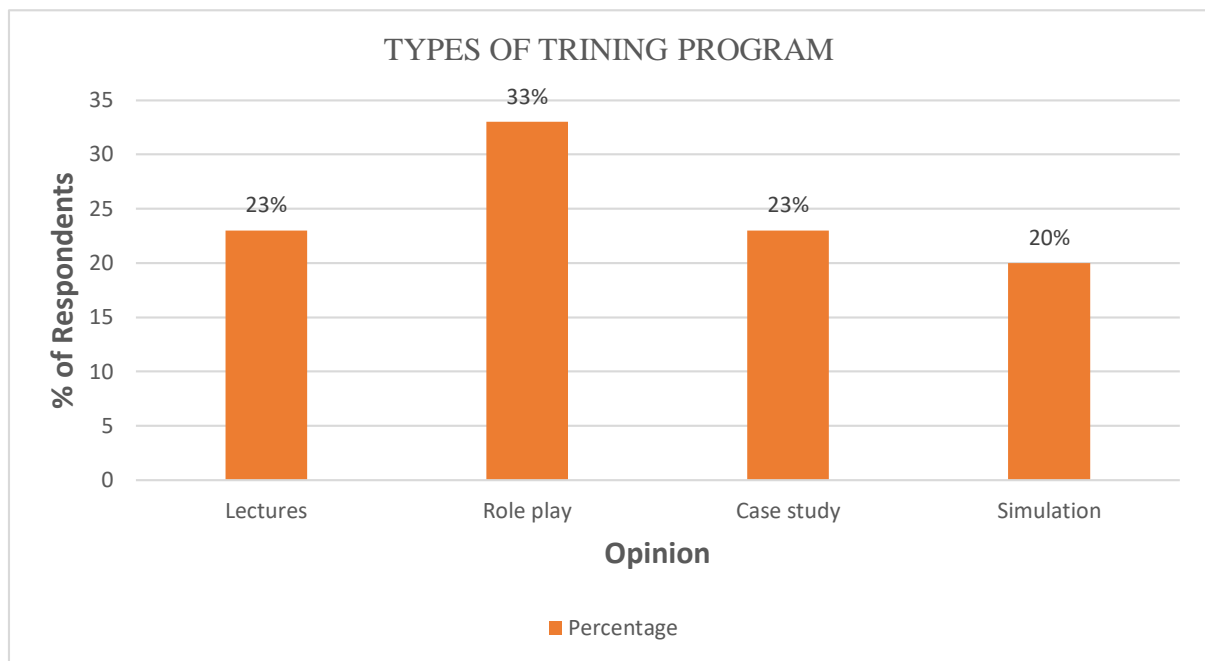
**Inference:**

From the above diagram, 63.3 percent of the employees are satisfied they acquiring knowledge and skills through this training programmes. 36.6 percent of the employees are not satisfied. It leads to conclude that 64 percent of the employees satisfied with training programmes.

2. Which type of training program has undergone in the organization:

Dimensions	No. of Respondents	Percentage
Lectures	35	23
Role play	50	33
Case study	35	23
Simulation	30	20
Total	150	100

GRAPH :2

**Inference:**

From the above analysis 33 % of the respondents want role-plays and 23 % of the respondents like lectures, 23% of respondents need case studies and rest of 20% of the respondents like simulation program.

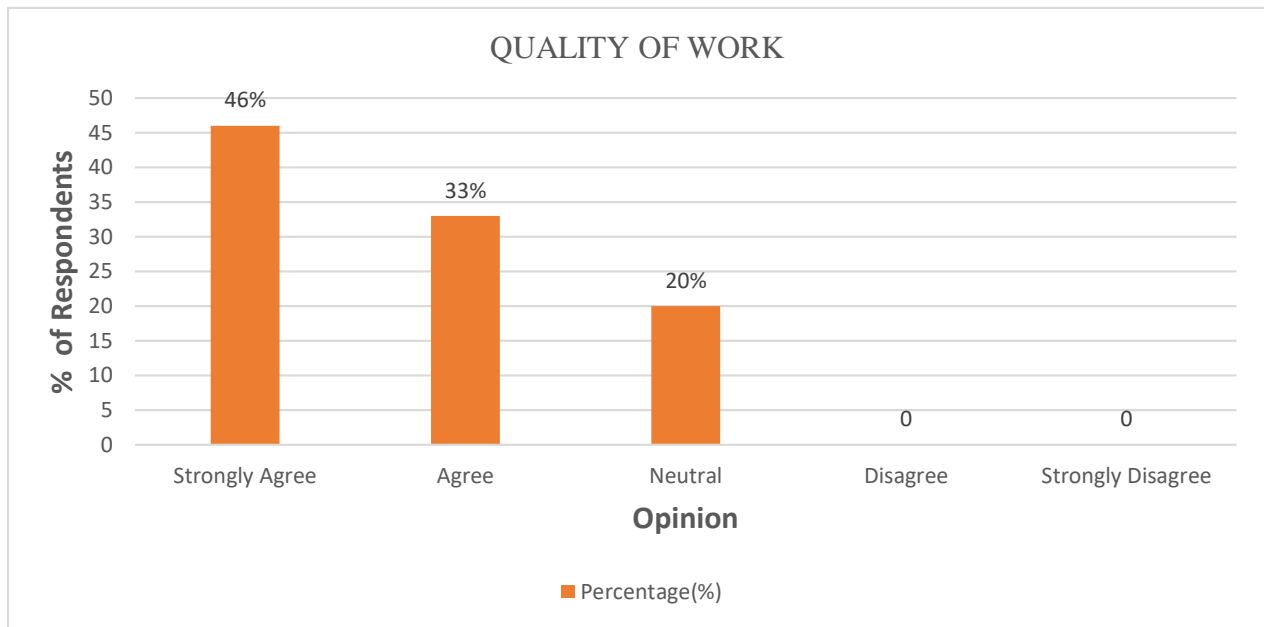
3. Response on improvement in quality of work through training programmes.

Below table shows that quality of work improvement in CG food India PVT.LTD.

Quality Work Life

Options	No. of respondents	Percentage (%)
Strongly Agree	50	46
Agree	70	33
Neutral	30	20
Disagree	-	-
Strongly Disagree	-	-
Total	150	100

GRAPH :3

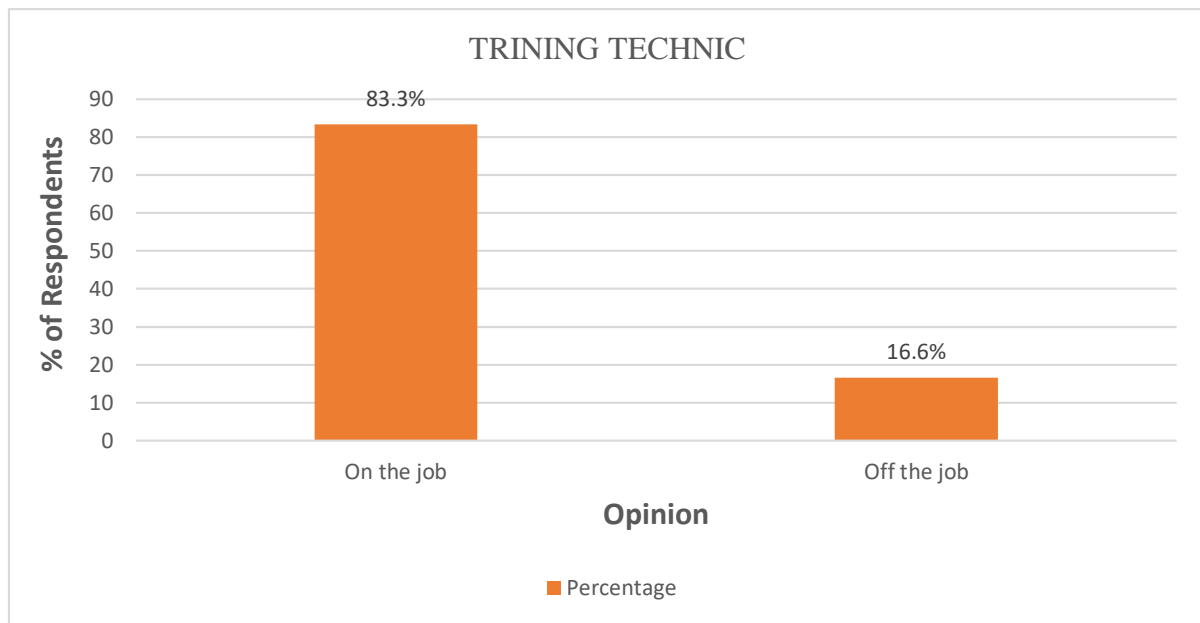
**Inference:**

from the above table,33 percent respondents have agreed and 46 percent respondents have strongly agreed that training helps to improve quality of work of employees.

4. which training technique employees need:

Dimension	No. of Respondents	Percentage
On the job	125	83.3
Off the job	25	16.6
Total	150	100

GRAPH :4

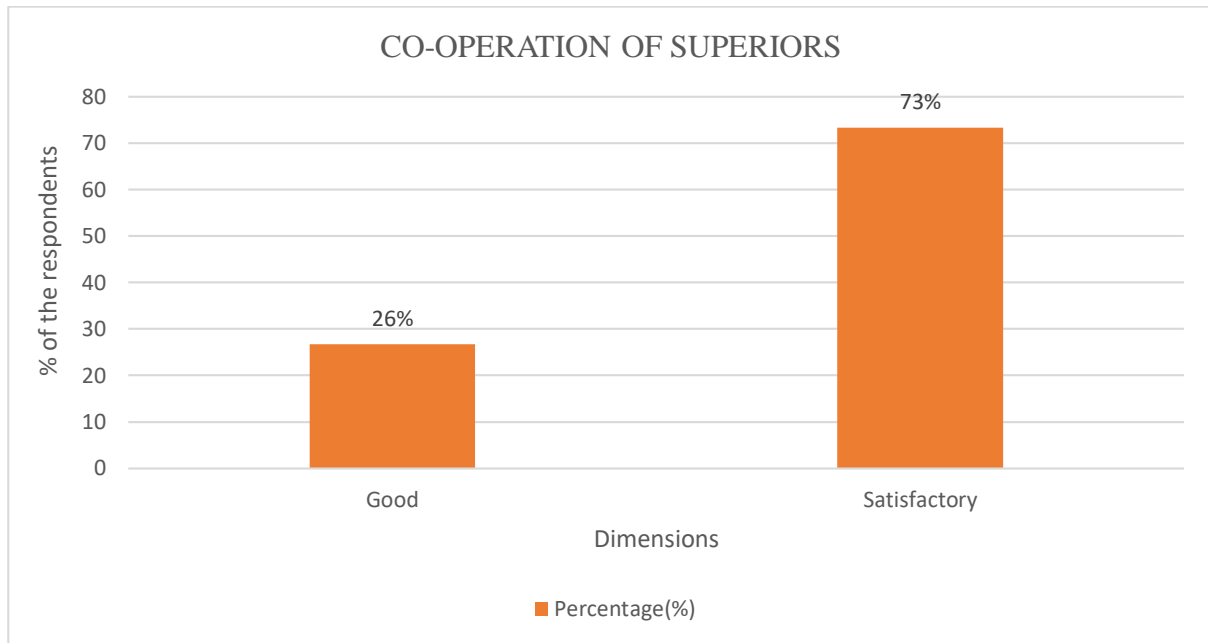
**Inference:**

From the above analysis 83.3 % of the respondents are said that they like on the job as training techniques and 16.6% of the respondents need off the job training technique.

5. co-operation of superiors at the time of the training:

Dimensions	No. of Respondents	Percentage (%)
Good	40	26
Satisfactory	110	73
Total	150	100

GRAPH:5

**Inference:**

From the above analysis 26% of the respondents said that superiors' co-operation at the time of training is good and 73% of the respondents said that it was satisfactory.

FINDINGS

- It is found that 63% of the employees are satisfied with training programs.
- Majority 33% of the employees are satisfied with roleplay technique for training.
- It is found that 46% of the employees are satisfied with work improvement through training and development.
- It found that 83% of the respondents are agree on the job training technique.
- It is found that 26% of the respondents said that the superior cooperation at the time of training is good.

SUGGESTIONS:

- It necessary to establish separate corporate training center for CG Food India PVT.LTD. at Chittoor conducting programs according to the requirements and for easy accessibility of the employees.
- Give training to employees use lectures and case studies for easy to understand.
- Feedback helps trainers to understand the extent to which objectives are being met and the effectiveness of particular learning activities- as on aid to continues improvement.
- To meet the future global challenges the employee must be fully trained some core concentration is need in the field of training and development. The training program are also planned and conducted according to future need.

CONCLUSION

Top management feels that training is the essential part of the organization, since it is the key for the attitudinal changes and the behavioral and their work in the employees. It should be imparted at least one to every employee.

Both managers and workers feel that training should be imparted by external and internal faculty. Technical and behavioral training, both are important for development of the organization. Training and development programs are increasing the output of organization.

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