



A STUDY ON TRAINING AND DEVELOPMENT AT NANDI PIPES PVT LTD AT NANDHYALA.

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ABSTRACT

This study explore the training and development programs at Sujala Pipes Private limited, aiming to evaluate their effectiveness in enhancing employee skills and improving or Organizational performance. The research investigates the types of training programs Implementingthemethodsofdeliveryandtheimpacttheseprogramshaveonemployee motivation productivity and career growth.

KEYWORDS:

Knowledge, skills, attitude, behavior of the employee towards the job it helps to improve the employee performance.

INTRODUCTION

Training and development play a crucial role in enhancing the skills, knowledge, and efficiency of employees at Sujala Pipes Pvt. Ltd., a leading manufacturer in the piping industry. As the company continues to grow and adapt to industry advancements, investing in employee development ensures improved productivity, innovation, and quality standards. Sujala Pipes focuses on structured training programs to equip employees with the necessary technical expertise, safety compliance, and soft skills. These initiatives not only enhance individual competencies but also contribute to organizational success.

REVIEWOFLITERATURE

According to EdvinB Flippo (2019):The training is an action increasing knowledge and skills of an employee for doing particular job.

According to Hesseling (2022): The training is a sequence experience and opportunities designed to modify behavior in order to attain a standard objective.



According to Oribab or(2021):In this training aim at developing competencies such as technical human, conceptual and managerial for the individual organization growth.

According to Adeniyi (2020): Staff training and development is a work activity that can make a very significant contribution to the overall efficiencies and profitability of an Organization.

OBJECTIVES:

- To know the training and development practices implementing in sujala pipes.
- To study the effectiveness of training and development programs.
- To study the important factors which are needed for training and development.
- To identify strategies used for training and development in sujala Pipes.

NEED OF THE STUDY:

The employees had to gain the knowledge at Sujala Pipes Private Limited. The purpose of study is need to upgrade the employee knowledge and skill to accomplish the objectives and goals of the organization.

IMPORTANCE OF TRAINING AND DEVELOPMENT IN ORGANIZATION:

1.Improved Employee Performance: Training equips employees with the necessary skills and knowledge to perform their tasks efficiently, leading to increased productivity and quality of work.

2.Enhanced Job Satisfaction : Development programs contribute to higher job satisfaction by enabling personal and professional growth, which can lead to better employee retention.

3.Adaptability to Industry Changes : Continuous training ensures that employees stay updated with the latest industry trends and technologies, maintaining the company's competitive edge.

4.Safety and Compliance: Regular training on safety protocols and compliance standards minimizes workplace accidents and ensures adherence to legal regulations.

INFLUENCE FACTORS:

1.Skill Enhancement: Training helps employees improve their technical and operational skills, leading to better performance.

2. Employee Motivation: Well-trained employees feel more confident and engaged in their work.

3.Productivity Growth: Development programs improve work efficiency, reducing errors and increasing output.

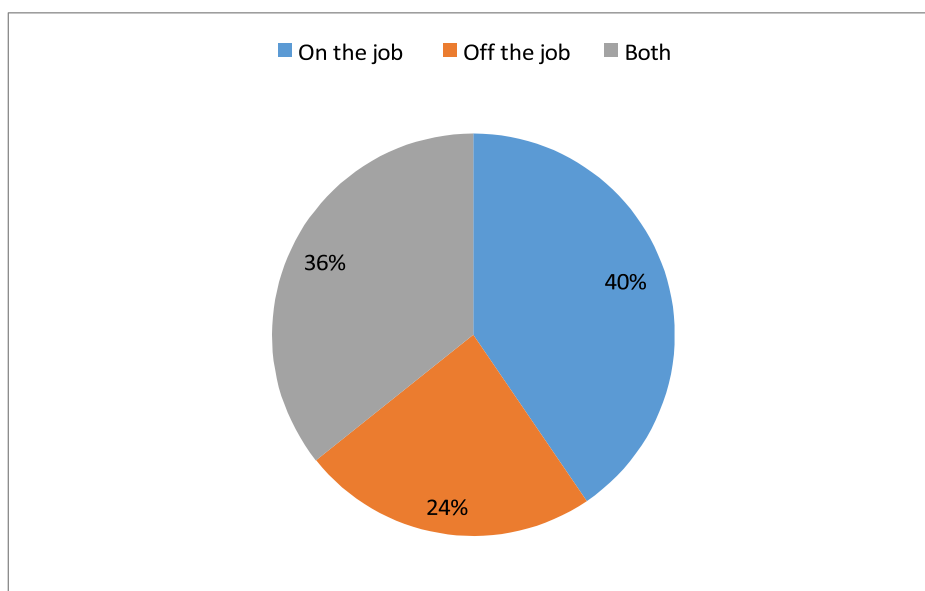
4. Innovation & Adaptability: Employees learn new techniques and technologies, helping the company stay competitive.



DATA ANALYSIS

1. What kind of training method dose the organization provide to you?

OPTIONS	NO.OFRESPONDENTS	PERCENTAGE
On the job	34	40
Off the job	20	24
Both	30	36
Total	84	100



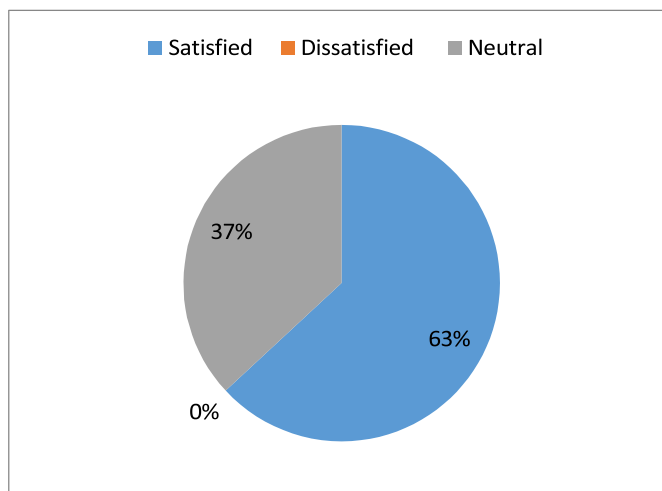
INTERPRETION:

Above the analysis said the 40% of the employees prefer on the job training method, 36% employees prefer off the job and 24% employees prefer to both the method.



2. Are you satisfied with the information provided by the trainer during the training sessions?

OPTIONS	NO.OF RESPONDENTS	PERCENTAGE
Satisfied	53	63.09%
Dissatisfied	0	0%
Neutral	31	36.90%
Total	84	100%



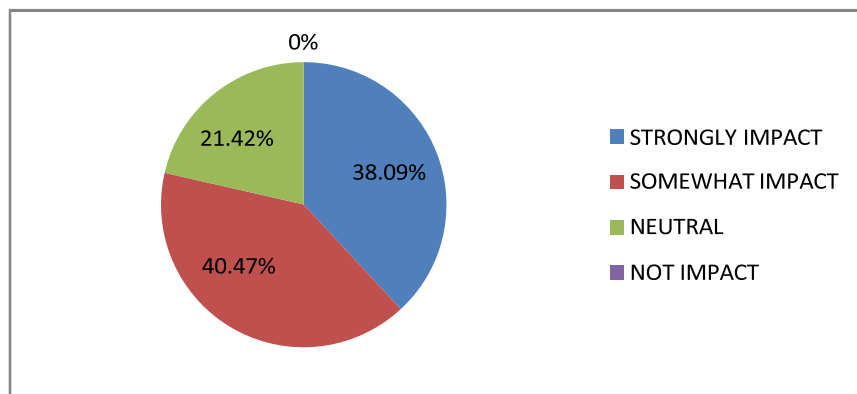
INTERPRETATION:

From the above chart, all the employees are satisfied with information provided by the trainer during training sessions.



3. How Training and Development programs impact your performance?

	NO.OFRESPONDENT	PERCENTAGE
STRONGLY INIMPACT	32	38.09%
SOMEWHAT IMPACT	34	40.47%
NEUTRAL	18	21.42%
NOT IMPACT	0	0%
TOTAL	84	100%



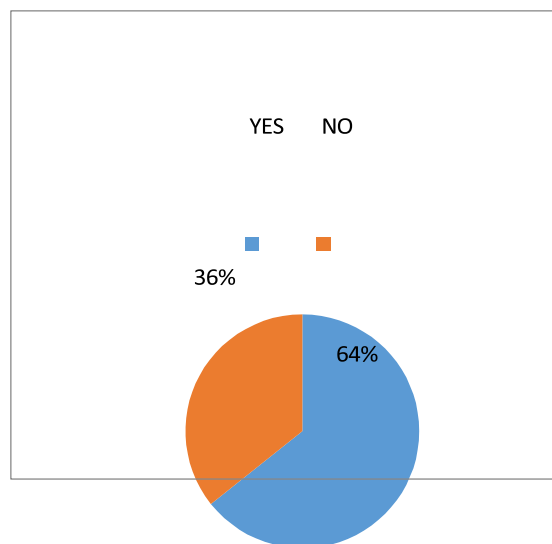
INTERPRETATION:

From the above study, 40%of the employees are said that somewhat positive impact and38%of employees said that strongly impact and remaining21% are neutral.



4. Does the development activity help in identify the changes of the company?

OPTIONS	NO.OFRESPONDENTS	PERCENTAGE
YES	54	64.28%
NO	30	35.71%
TOTAL	84	100%



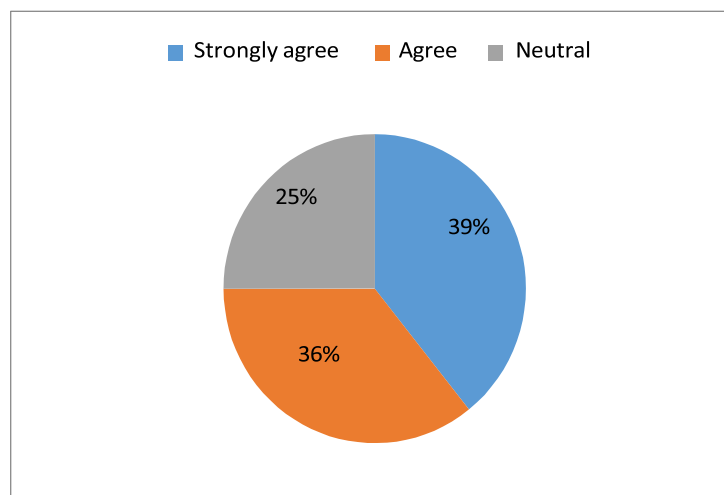
INTERPRETATION:

From the study, most of the employees are said that yes development activity helps identifying the changes of the company only some of the people said no.



5. How Training sessions relevant to your job role?

OPTIONS	NO. OF RESPONDENTS	PERCENTAGE
Strongly agree	33	39.28%
Agree	30	35.71%
Neutral	21	25%
Total	84	100%



INTERPRETATION:

From the study, 39% employees are said that strongly agree and 36% of employees are said agree and remaining 25% of employees are said that neutral.



FINDINGS

- The organization provide both on-the job and off-the job training methods.
- Allmost40%ofthe respondents expressed that they are interested in on-the job training method.
- Mostoftheemployeesexpressedtheirfeedbackastheyaresatisfiedwiththe training program.
- 60%oftheemployeesaresaidthattrainingprogramshelptoupgradetheir communication skills, leadership skills, team building.

SUGGESTIONS

- ❖ I suggest that Develop the employees with necessary skills to perform their training programs effectively.
- ❖ I suggest that Improve the employees to solve the critical problems in their working environment.
- ❖ I suggest that Motivate the employees to create their own opportunities for leading their success at work.
- ❖ I suggest that maintain proper schedules for the training programs and evaluate the performance of employees.

CONCLUSION:

Training and development play a crucial role in enhancing employee skills, improving productivity, and ensuring quality in manufacturing processes at Nandi Pipes. By investing in structured training programs, the company can improve workforce efficiency, ensure compliance with industry standards, and foster innovation. Continuous learning opportunities also lead to higher employee satisfaction and retention.