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# **A Study on Impact of Training and Development on Employee Retention at Chakradhara Aerospace and Cargo Private Limited in Coimbatore City**

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**ABSTRACT:** The study investigates the impact of education and development on worker retention at Chakradhara Aerospace and load personal constrained in Coimbatore. It highlights the importance of retaining professional personnel in today's competitive business environment. The research uses a descriptive research design and statistical analysis to understand the relationship between education initiatives and retention rates. Results show that well-structured training programs significantly influence worker retention by improving skills, motivation, and job satisfaction. The study suggests enhancing education techniques for improved retention results.

**KEY WORDS:** Training and Development, Employee Retention, Aerospace Industry, Job Satisfaction.

## **I. INTRODUCTION**

Chakradhara Aerospace and Load Private Limited is a company specializing in aerospace and logistics solutions. They aim to retain skilled employees through effective education and development programs. This study focuses on the impact of education on employee retention at Chakradhara Aerospace and Load Private Limited, exploring various aspects of education, perceived effectiveness, and correlation with employee engagement and retention rates. The study aims to provide valuable insights to improve employee retention strategies, reduce turnover, and enhance overall organizational performance.

**STATEMENT OF THE PROBLEM:** Workforce retention is a significant challenge for businesses, but the impact of training and development (T&D) programs on long-term employee retention is not fully understood. Factors like demographics, organizational culture, and engagement-education relationship have not been explored. The ROI of T&D programs in retention is also not quantified. This study aims to fill these gaps by analyzing T&D's role in employee retention.

**SCOPE OF THE STUDY:** The study explores the impact of education and development on employee retention at Chakradhara Aerospace and load personal restricted, focusing on training programs' effectiveness and alignment with organizational goals.

## **OBJECTIVES OF THE STUDY**

1. To evaluate the connection between education and employee activity pleasure.
2. To examine the effect of training on employee capabilities and overall performance.
3. To research the function of career improvement possibilities in employee retention.
4. To become aware of the impact of education and development on organizational commitment.

## **II. REVIEW OF LITERATURE**

Stewart, K. (2023)<sup>1</sup> -highlights the significance of fostering a learning culture within corporations to improve employee retention, promoting continuous learning, skill development, and innovation.

Miller, R. (2022)<sup>2</sup>- emphasizes the importance of workplace learning for boosting employee loyalty, highlighting the role of training, workshops, and career development programs in fostering a dedicated and motivated workforce.

Johnson, L. (2021)<sup>3</sup>- emphasizes the role of education in motivating workers, fostering engagement, and demonstrating the company's investment in their growth, ultimately increasing motivation and loyalty.

Smith, J. (2020)<sup>4</sup> - study reveals that investing in employee training reduces turnover rates, increases job satisfaction, and boosts productivity, benefiting businesses across various industries.

### III. RESEARCH METHODOLOGY

This study explores the impact of training and development on employee retention at Chakradhara Aerospace and load non-public limited using a descriptive research design. It aims to fill a gap in understanding the relationship between education and retention outcomes in specialized industries, providing unique insights and tailored training packages.

#### METHODS OF DATA COLLECTION:

Primary data and Secondary data

#### SAMPLING TECHNIQUE:

Stratified random sampling, 101 employees from various corporate departments..

#### TOOLS FOR DATA COLLECTION:

Simple percentage, Correlation, Chi-square

#### LIMITATION OF THE STUDY:

The study's limited sample of 101 respondents may not accurately represent the diverse views of the entire staff, potentially affecting the generalizability of the findings.

#### ANALYSIS AND INTERPRETATION

##### ➤ SIMPLE PERCENTAGE

##### Department of employment

OPTIONS	NO OF RESPONDENTS	NO OF PERCENTAGE %
HR	34	33.7
Marketing	34	33.7
Sales	17	16.8
Finance	12	11.9
<b>TOTAL</b>	<b>101</b>	<b>100</b>

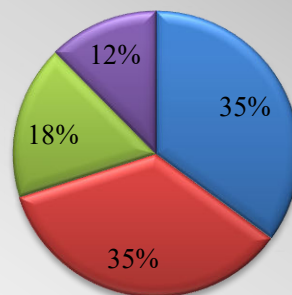
(Source : Primary Data)

**INTERPRETATION:** HR and advertising departments have the highest representation (33.7%) of respondents, indicating a significant personnel share, while income and Finance departments have fewer respondents, likely reflecting organizational structure.



## Department of Employment

■ HR ■ Marketing ■ Sales ■ Finance



### ➤ CORRELATION

To find the significant difference between training program effectiveness and job skill enhancement.

VARIABLES	PEARSON CORRELATION
Impact Of Training On Job Skills	.251
Training's Impact On Job Task Performance	.251

**Interpretation:** The study at Chakradhara Aerospace and load-limited facilities reveals a weak correlation between education, physical activity skills, and overall performance, requiring similar action.

To find the significant difference between frequency of training program participation and confidence in applying new skills.

VARIABLES	PEARSON CORRELATION
Participation In Training Programs	.048
Confidence In Applying New Skills	.048

**Interpretation:** The Pearson correlation coefficient shows weak high-quality relationship between education program participation and self-assurance in using new skills, with a p-value above the significance threshold.

### ➤ CHI-SQUARE

To find the significant difference between marital status and preference for work life balance.

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	104.228 <sup>a</sup>	10	.000

**Interpretation:** The Chi-rectangular analysis shows a significant correlation between marital status and employee choice, but reliability may be compromised due to Chi-square violation.

To find the significant difference between education level and training alignment.

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	108.986 <sup>a</sup>	16	.000

**Interpretation:** The study found a significant association between education stage and perceived alignment with long-term career dreams, rejecting the null hypothesis but indicating a validity issue with the chi-square assumptions.

#### IV. FINDINGS

- HR and advertising departments have the highest representation (33.7%), indicating a more balanced staff in HR and marketing compared to income and finance.
- The correlation between education's impact on task skills and job venture performance is weak, suggesting that while education does affect process performance, it's not very robust.
- The Chi-square analysis reveals a significant correlation between marital reputation and factors influencing employee retention, indicating that marital status significantly influences employee motivations.

#### V. SUGGESTIONS

1. Revise education packages to better align with employees' process needs and career growth by incorporating hands-on learning and interactive methods.
2. Implement mentorship applications, real-world simulations, and feedback mechanisms to boost personnel's confidence in applying newly acquired competencies in growth schooling participation and engagement.
3. To address high employee turnover, the company is implementing career progression plans, internal promotions, and personalized development projects to encourage long-term commitment.

#### VI. CONCLUSION

The study examines the impact of education and development on employee retention at Chakradhara Aerospace and cargo personal constrained. It found that training improves job performance and long-term commitment, but the relationship between education, job performance, and employee preferences varies. However, statistical barriers suggest further analysis.

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