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A Study on Employees Perception towards Training & Development Process with Special Reference to Britannia Industries Private Limited., Bangalore

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ABSTRACT: Training is the act of increasing the knowledge of an employee for doing a particular job-Edwin B Flippo Training is process of learning a sequence of programmed behavior. It is the application of knowledge. It gives people an awareness of the rules and procedures to guide their behaviors. It attempts to improve their performance on the current job and prepares them for an intended job. The objective of the study is to analyse the Employees Perception Towards Training & Development Process With Special Reference To Britannia Industries Private Limited., Bangalore. Total number of sample taken for the study is 120 respondents. Descriptive research design and Convenience sampling techniques were used for the study. Primary data and secondary data have been used in the study. Simple percentage analysis, chi square analysis and correlation analysis have been applied in this study to reach the finding of the study. It is found that there is some significant relationship between the age of the respondents and goal achievement. It is suggested that the organisation needs to encourage staff members to pursue possibilities for extra training and education. It is concluded that attaining organisational goals depends heavily on having training and development programmes that work. The findings of the study demonstrate that employees' performance and goal attainment are greatly improved by well-structured and organised training programmes run by qualified trainers.

KEYWORDS: Employees Perception, Training Program, Development Opportunities, Development Process.

I. INTRODUCTION

Training is concerned with imparting developing specific skills for a particular purpose. Training is the act of increasing the skills of employed for doing particular job Training is the process of learning a sequence of programmed behavior. In earlier practice, training programmed focused more on preparation for improved performance in particular job. Most of the trainees used to be from operative levels like mechanic, machines operator and other kinds of skilled workers. When the problems of supervision increased, the steps were taken to train supervisors for better supervision.

Training is an organized process for improving the knowledge and skills of the people for doing a particular job. It is a learning process involving the acquisition of skills and attitude. The purpose of training is to improve the current performance. Building an efficient managerial force requires not only a proper selection but also an effective training. Now a days, the management is drawn from the fields of mathematics, economics, behavioral sciences, statistical tools and techniques. These are gaining more and more prominence. The training policy should be based on clear-cut requirements. HR department frequently uses training. It is essential for the human recourses by technological changes.

OBJECTIVE OF THE STUDY

- To study on employees perception towards training & development process with special reference to Britannia Industries Private Limited., Bangalore
- To analyse the training program design which is already used in the organisation for employees
- To evaluate the trainer competence in the training & development programme in the organisation.

- To investigate the availability of development opportunities for the employees in the organisation.
- To examine the extent to which training and development initiatives influence employee goal achievement for the organisation
- To obtain suggestions from the respondents to enhance training & development in attaining organisational Goals

II. REVIEW OF LITERATURE

Sandhiya.B, Rathika.S (2022), The objective of this study is to examine effectiveness of Training. To survive in the globalised era, organizations need to continuously develop the knowledge, skill and ability of their human resources throughout the year, the organization spend a huge amount of money for the purpose of training and development of the human resources. The main objective of the study is to understand the outcome of the training in real output scenario. The objective of the study was evaluated with both primary and secondary data. The data's were collected from 200 respondents using questionnaire. The type of research design that has been used for the study is the descriptive research design. The descriptive research means the research which is done to know the current situation of the study. The data has been collected using structured questionnaire. The sampling design used in the study is stratified random sampling. The researcher distributed questionnaires to overall 200 respondents who were taken as sample. The total staff employees of the company are 900, and it forms the work place for the present study. The data has been analysed using percentage analysis method . From the analysis it is observed that the training helps to reduce the learning time for an employee who is starting the new jobs, transfer or promotion and ensure that they become fully component as quickly and effectively as possible.

Sandhiya.B, Rathika.S (2022), "A Study On Training And Its Effectiveness In manufacturing Industry", *IJARIE-ISSN(O).2395-4396, Volume-6, Issue-2, 2022, page no.1202-1208.*

Baskar P (2023), The main aim objective of the study is to measure the effectiveness of the training and development programme provided by Ramesh Flowers Pvt Ltd at Tuticorin. Both primary and secondary data has been used for the study. The primary data was collected through the personal contact with employees at the Ramesh Flowers Pvt Ltd. The secondary data was collected from annual reports, magazines, manuals and websites. A set of standard questions was prepared circulated among the employees of the organization feedback was tabulated and analysis was made using statistical tools. Descriptive research design was adopted for this study to achieve the objective of the study. Sampling Size is 150 respondents and Sampling technique is used for the study is Simple random sampling. The tools used for analyzing the training and development are weighted average test from the analysis reports used to findings, suggestions, conclusion were down to improve the Ramesh Flowers Pvt Ltd at Tuticorin. Our study studied the results of score Points along with the final histopathology of the respective patient.

Baskar P (2023), "A Study on The Effectiveness of Training And Development Programme", *Indian Journal of Applied Research, Volume-6, Issue-4, April- 2018, page no.406-410.*

Said Taan EL Hajjar, Madina Sughra Alkhanaizi (2024), This study aimed to explore the factors affecting the training effectiveness of training programs, in the Kingdom of Bahrain. A survey questionnaire was used as a tool to gather data to answer the research questions in this study, the weighted mean was used to measure the central tendency on each dimension in the questionnaire. Likewise, a correlation test was used to find out the relationship between the contents, training environment, facilities and materials, training schedule, presentation style from one side with the training effectiveness from other side. To know the reliability and construct validity of the constructs of the questionnaire, a simple random sample size of 35 was chosen. This study used the causal research or explanatory research, which focuses on the factors that affect training effectiveness to explain the patterns of relationships between variables (MBA Official, 2016). Survey questionnaires were distributed to trainees to collect the primary data for the research; the response rate was more than 65%. The results of the survey suggested that the respondents had neutral perceptions on all factors. This result supported training managers in designing the training programs.

Said Taan EL Hajjar, Madina Sughra Alkhanaizi (2024), "Exploring the Factors That Affect Employee Training Effectiveness: A Case Study in Bahrain", *SAGE Open - Research Paper, Volume-3, Issue-1, 2019, page no.6-12.*

III. RESEARCH METHODOLOGY

The research design used in the current research is Descriptive Research Design. Convenience Sampling Technique used in this study. Both primary and secondary data were employed in this research. 120 sample size is used in this study. The data collected was categorized, tabulated, and analyzed by using the following statistical tools they are Simple Percentage Analysis, Chi-Square Test and Correlation Analysis.

IV. DATA ANALYSIS AND INTERPRETATION

DEMOGRAPHIC PROFILE OF THE RESPONDENTS

Variables	Categories	No. of Respondents	Percentage (%)
Gender	Male	78	65
	Female	37	30.8
	Others	5	4.2
Age	Below 25 years	17	14.2
	26–35 years	51	42.5
	36–45 years	29	24.2
	Above 45 years	23	19.2
Educational Qualification	Up to HSC	14	11.7
	UG	47	39.2
	PG	28	23.3
	Professional	19	15.8
	Others	12	10
Monthly Salary	Below Rs. 15,000	28	23.3
	Rs. 15,001–25,000	50	41.7
	Rs. 25,001–35,000	26	21.7
	Above Rs. 35,000	16	13.3

The consolidated table indicates that the majority of the respondents are male (65.0%), belong to the 26–35 years age group (42.5%), and possess an undergraduate (UG) qualification (39.2%). Most respondents earn a monthly salary between Rs. 15,001 and Rs. 25,000 (41.7%). The findings also reveal that 4.2% of the respondents belong to the Others gender category. Overall, the demographic profile shows that the respondents are predominantly male, aged between 26 and 35 years, with undergraduate qualifications and a monthly income ranging from Rs. 15,001 to Rs. 25,000.

CHI-SQUARE TEST: RELATIONSHIP BETWEEN AGE OF THE RESPONDENTS AND GOAL ACHIEVEMENT

HYPOTHESIS TESTING

Null hypothesis (H₀):

There is no significant relationship between the age of the respondents and goal achievement.

Alternative hypothesis (H₁):

There is some significant relationship between the age of the respondents and goal achievement.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
AGE OF THE RESPONDENTS * GOAL ACHIEVEMENT	120	100.0%	0	.0%	120	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	73.057 ^a	42	.002
Likelihood Ratio	82.474	42	.000
Linear-by-Linear Association	33.669	1	.000
N of Valid Cases	120		

a. 54 cells (90.0%) have expected count less than 5. The minimum expected count is .14.

INTERPRETATION:

As per the above table, it is inferred that the P value is 0.002; it is significant to 5% (0.05) significant level. The minimum expected count is 0.14. Thus alternative hypothesis is accepted and it is found that there is some significant relationship between the age of the respondents and goal achievement.

CORRELATION ANALYSIS: RELATIONSHIP BETWEEN EDUCATIONAL QUALIFICATION OF THE RESPONDENTS AND TRAINING PROGRAM DESIGN

Correlations

		EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	TRAINING PROGRAM DESIGN
EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	Pearson Correlation	1	.472**
	Sig. (2-tailed)		.000
	N	120	120
TRAINING PROGRAM DESIGN	Pearson Correlation	.472**	1
	Sig. (2-tailed)	.000	
	N	120	120

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

The Above table indicates that out of 120 respondents, co-efficient of correlation between educational qualification of the respondents and training program design is 0.472. It is below 1. So there is positive relationship between educational qualification of the respondents and training program design.

V. SUGGESTIONS

- The company needs to ensure trainers are responsive and provide clear explanations to participants’ questions.
- The organization should engage trainers with relevant experience and practical expertise in their subject areas.
- The company should encourage trainers to foster interaction and active participation during sessions.
- The organization needs to provide trainers with tools and guidance to offer constructive feedback throughout training.
- The company should enhance initiatives that provide professional growth and career development opportunities.
- The organization needs to support employees in pursuing further education or specialized training programs.
- The company should foster a culture of continuous learning and encourage skill enhancement activities.

VI. CONCLUSION

It is also concluded that while development opportunities and support for career growth are generally available, there is scope for the organization to strengthen access to mentorship, continuous learning culture, and alignment of training with individual and organizational goals. The training and development initiatives play a crucial role in empowering employees to achieve both short-term and long-term objectives, boosting confidence and performance. Overall, the findings reflect that systematic enhancement of training design, trainer competence, and development opportunities will further elevate employee satisfaction and contribute meaningfully to organizational success.

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