

# “The impact of training and development on employees of Torrent Pharmaceutical limited, Dahej”

Submitted By

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## **Abstract:**

*Training and development are crucial for the success of any organization. It helps employees to acquire new skills and knowledge that are necessary for them to perform their tasks effectively. This research paper examines the impact of training and development on employees in organizations. The paper explores the benefits of training and development, such as increased productivity, improved job satisfaction, and reduced employee turnover. The research also discusses the challenges of training and development, such as cost, time, and resistance to change. The study concludes that training and development have a positive impact on employee performance and organizational growth.*

Key words: Training and development, Motivation, Satisfaction, Productivity.

## **Introduction:**

Training and development are essential components of human resource management. They provide employees with the necessary skills and knowledge to perform their tasks effectively. Organizations that invest in training and development are more likely to experience increased productivity, improved job satisfaction, and reduced employee turnover. However, there are challenges that organizations face when implementing training and development programs, such as cost, time, and resistance to change. This research paper aims to examine the impact of training and development on employees in organizations.

## **Challenges of Training and Development:**

While training and development have numerous benefits, there are also challenges that organizations face when implementing them. Some of the challenges include:

- i. Cost: Training and development programs can be expensive to implement. Organizations may need to invest in specialized equipment or hire outside trainers, which can be costly.
- ii. Time: Training and development programs can take time away from employees' regular work. This can lead to a decrease in productivity in the short term.
- iii. Resistance to change: Some employees may resist training and development programs. They may feel that their current skills and knowledge are sufficient, or they may be hesitant to embrace change.

## Review of Literature

**Pallavi Pahuja & Parinita Malhotra (2017)**; the researcher can state that training and development improves both organizational development and the quality of work life for employees. Programs for training and development assist in enhancing an employee's attitude and behavior towards their work and boost morale.

**Lerato Ngwenya et al (2018)**; in this research paper focused on employee's performance and productivity. Helping to bridge the gap between the organizations desired performance and actual employee's performance. Employees are most vital resource of an organization and perform better when adequately trained. Training improved employees satisfaction and motivation toward a job and if is important for the organization.

### **Md.Mobarak Karian, Wasib Bin Latif & Musfiq Mannan Chaddhury**

**(2019)**; in this research researcher can say the employees are major assets of the company and employees is also well trained because to perform the activities effectively and efficiently, training and development increase employees performance and productivity. The study decided that there is need for continuous training and development taking into deliberation the opposition, market dynamics, customer satisfaction and not promoter score among other.

**Musmuliadi Kamaruding et al (2021)**; in this research paper researchers can say training and development should be the important aspect for increasing the worker potential and productivity in the organization. Without training and development in managing people, negative impact can triumph on firm. Training is ongoing learning process designed to change the attitude, skills of employees improve knowledge so that their performance can be improved.

## Research Methodology:

### Objective

- To study the impact of training and development in employee's motivation level.

### Variables

- **Independent:** Training and development
- **Dependent:** motivation

## Data

- **Primary data:** The primary data has been collected from the employees of Torrent Pharmaceutical limited
- **Secondary data:** This data is collected from various published sources on the internet.

## Sample Design

□ The data in this paper has been collected from the employees of Torrent Pharmaceutical limited.

## Sampling Method

□ In this paper would apply convenience sampling method to draw sample from selected employees.

## Scope

- To learn about the relation between training and development employees through their satisfaction level, behaviour and attitude.

## Research Gap

- The study was only limited to torrent pharmaceutical Limited, Dahej.

## Sample Size

- Simple size will be put to use for the purpose of collecting primary data for the 80 employees selected as the sample size.

## Tool for data collection

- A mailed questionnaire is used to collect the data.

## Hypothesis

- H0: There is no significant relation between training and development and employees motivation level.
- H1: There is significant relation between training and development and employees motivation level.

## Limitations

- The respondents might be influence their peers in answering the questions.
- Due to the fact that most of the respondent were young, the questions might not have been answered with due sincerity.

## Reliability Test

Cronbach's Alpha	N of Items
.739	9

### Hypothesis Testing One-way Anova

□ Does training help to increase the employees' motivation?

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.005	1	.005	.032	.759
Within Groups	3.795	78	.049		
Total	3.800	79			

### Interpretation

Here sig. value is 0.032 < 0.05 so alternative hypothesis H0 is rejected here and the null hypothesis H1 is accepted. This means that there is significant relation between training and development and the increase motivation level. **Findings**

- H0 is rejected here and the null hypothesis H1 is accepted. This means that there is significant relation between training and development and the increase motivation level.
- There is communication gap between the management and the employees. **Suggestions**
- The training and development helps to reduce communication gap and create harmonious relationship.
- In this research training and development increases employees' motivational level and make a work productive and quality base.

### Conclusion

- The present study aims to attempt to show that training and development of employees. To fulfill this objective of data was collected from 80 respondents. All are the questions related to training and development. The training and development helps to employees for employee growth, motivation, satisfaction level increase and slander of learning is also increase.
- To find training and development of employees ANOVA test was used. It can be concluded from the results to the test there is there is significant relation between training and development and employees motivation level. The result of the study was up to great extent in accordance with results of previous studies. Training And Development is independent variables and Motivation is dependent variables.

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