

A Study On Evaluation Of Training Programmes At Dr Reddy's

K. Swetha, Dr. K Niranjana, Dr. K. Veeraiah (Mba,M.Phil,Ph.D,Ugc-Net)

1 student, 2 Assistant Professor ,3 HOD.

Marri Laxman Reddy Institute of Technology and Management Dundigal, Gandimaisamma, Medchal,
Hyderabad, 500043, Telangana.

ABSTRACT

Training has become the buzz word in the dynamic competitive market environment. Human capital differentiates a great organization from a good one. The Success or failure of modern business organizations depends on the quality of their human resources. Well trained and highly developed employees are considered as corner stone for such success. Data for the paper have been collected through primary source that are from questionnaires surveys, one hundred and twenty questionnaires were distributed for the collection of data, The data have been checked through statistical software to find the impact of training and development on employees' performance and productivity. Hence the purpose of the study was to investigate the relationship between, training and development and dr Reddy's employee's performance and productivity, training and stress, employee development. And to see whether Training and Development has an impact on Employees working in an Industry. Findings indicated that training and development were positively correlated and claimed statistically significant relationship with employee performance and productivity. Analysis and interpretations were made at 0.05 level of significance. The study concluded that training and development have important impact on employee performance and productivity. Thus, in order for organizations to achieve optimum returns from their investment, there is imperative need to effectively manage training and development programs.

1.1 INTRODUCTION

The survival of any organization in the competitive society lies in its ability to train its human resource to be creative, innovative, inventive who will invariably enhance performance and increase competitive advantage. Training and development are an aspect of human resource and competence capable of improving employees' ability to perform more efficiently. Training and development play a vital role in the effectiveness of an organization. It is one of the most pervasive techniques for improving employees' performance enhancing organization productivity in the work place. Employees are the indispensable asset and key element of gaining competitive advantage of any organization e practices that help in enhancing employees' skills, knowledge, and training is essential tool for its actualization. The level of competency, skills and ability of the workforces of an organization influences its ability to preserve its obtained positions gain competitive advantage. Meanwhile, employee's competence, skills and pro-activeness is directly proportional to the level at which organization can compete with others

1.2 NEED FOR THE STUDY

The main purpose of this study was to analyze the impact of training and development on employee performance towards accomplishing organizational goal as well as the personal growth. Training and development enhances

the productivity, knowledge and skill of the employees and allow them to retain in the organization, It also encourages their strength and motivate them to accomplish their goal. The pharmaceutical industry is rapidly evolving, with new regulations, technological advancements, and market demands continuously reshaping the landscape. For companies like Dr. Reddy's Laboratories, staying competitive requires a well-trained workforce capable of meeting these challenges head-on. The effectiveness of training programs is crucial for ensuring that employees have the necessary skills and knowledge to perform their roles efficiently and contribute to organizational success.

1.3 OBJECTIVES OF THE STUDY

1. To study the Impact of Training and Development among the employees.
2. To study the impact of training and development on performance and productivity enhancement of the employees & organization
3. To study the impact of training and development program on stress level
4. To study the impact of training and development to increase competency of the employee
5. To Identify the Alignment of Training Programs with Organizational Goals

1.5 SCOPE OF THE STUDY

The study has been conducted on behalf of the impact of training and development among employees, data was collected on survey basis, 120 respondents are involved in my study and I have collected the information on the basis of 120 samples, hope the study has generated the information regarding training and development.

1.6 METHODOLOGY

The analysis is of a Descriptive sort. It attempts to explain the employees' attitudes to the training and development programs and their influence on them, Easy Random Sampling was used to pick the workers for the analysis. The study sample size was 120 IT workers working at various IT companies.

ANALYTICAL TOOLS

Percentage Analysis

Percentage Analysis Percentage analysis is the method to represent raw streams of data as a percentage (a part in 100-percent) for better understanding of collected data. Percentage Analysis is applied to create a contingency Chart from the frequency distribution and represent the collected data for better understanding.

1.7 LIMITATIONS OF THE STUDY

1. Some of the respondents can hide the real information.
2. Some of the respondents avoid to fill the form.
3. Sometime people did not have time to fill questionnaire, so they mark option without even reading the question.

4. A sample size cannot always represent the whole population. .
5. As the questionnaires were got filled through Google form, therefore 100% response was not got despite several requests and reminders

2.2 REVIEW OF LITERATURE

1. Saxena & Gupta (2024)

This study examines the impact of training and development on employee performance and engagement at Rajasthan Rajya Vidyut Utpadan Nigam Limited. Using Structural Equation Modeling, the research highlights the positive effects of training on organizational outcomes and employee engagement.

2. Sharmila & Chinnathambi (2024)

The authors explore the role of training and development programs in enhancing employee skills and performance. The study integrates empirical studies, theoretical frameworks, and practical insights to understand the impact of these initiatives on organizational success.

3. Ahmad et al. (2022)

This research investigates the relationship between training and development and employee performance in the agriculture sector. The findings indicate a significant positive relationship, suggesting the importance of training in enhancing employee productivity.

DATA ANALYSIS AND INTERPRETATION

Table 4.1.19 : respondents view on training and development reduce the stress of the employees

Particulars	No of respondents	Percentage
Agree	35	29%
Strongly agree	34	28%
Neutral	14	12%
Disagree	12	10%
Strongly disagree	25	21%
Total	120	100

Source : Primary Data

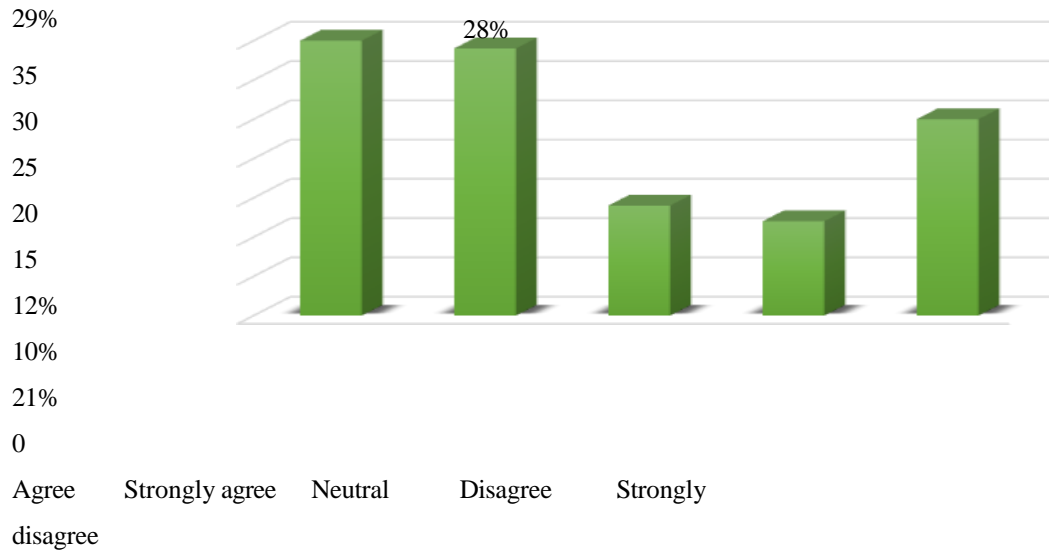


Chart 4.1.19 : respondents view on training and development reduce the stress of the employees

Inference

From the above Chart it is interpreted that 29% of the respondents are agree, 28% of the respondents are strongly agree, 12% of the respondents are neutral, 10% of the respondents are disagree and 21% of the respondents are strongly disagree.

Table 4.1.20: Respondents view on training and development teach the technique of performing a job to employees

Particulars	No of respondents	Percentage
Agree	46	48.3%
Strongly agree	32	28.3%
Neutral	21	15%
Disagree	21	9.2%
Strongly disagree	0	0
Total	120	100

Source : Primary Data

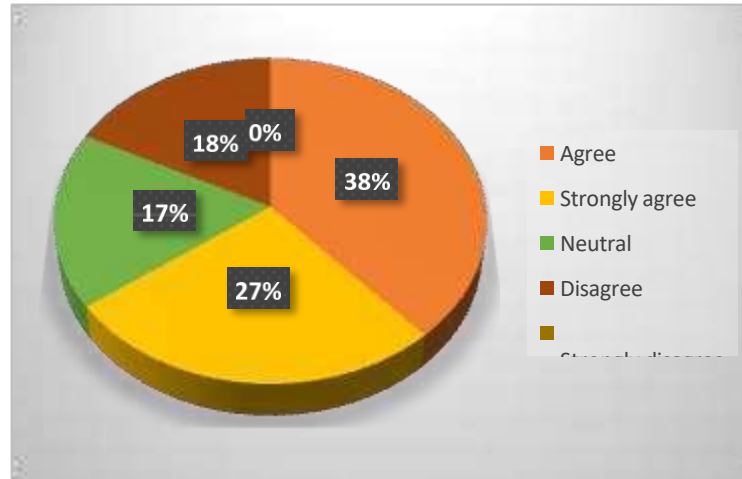


Chart 4.1.20 : respondents view on training and development teach the technique of performing a job to employees

Inference

From the above Chart it is interpreted that 38% of the respondents are agree, 27% of the respondents are strongly agree, 17% of the respondents are neutral, 18% of the respondents are disagree and 0% of the respondents are strongly disagree.

Table 4.1.21: Respondents rating on their satisfaction level of training and development program taken in your organization

Particulars	No of respondents	Percentage
1 (lowest)	1	1%
2	5	4.1%
3	38	35%
4	48	40%
5 (Highest)	28	23%
Total	120	100

Source : Primary Data

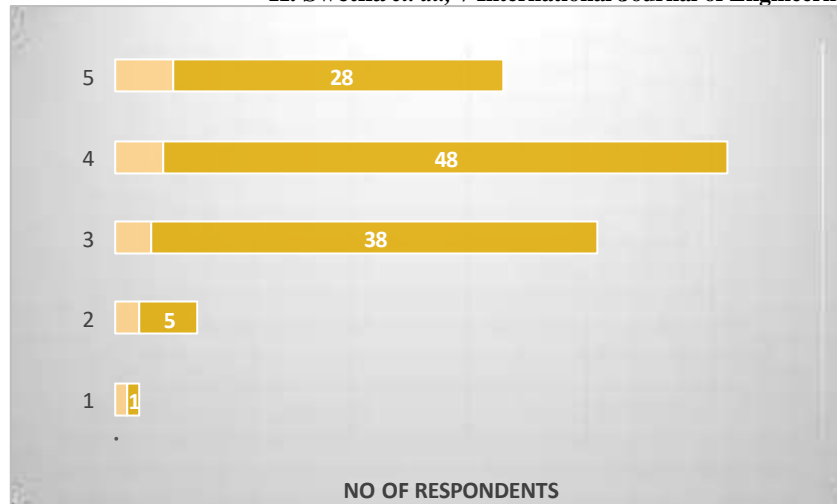


Chart 4.1.21: *showing Respondents rating on their satisfaction level of training and development program taken in your organization*

Inference

From the above Chart it is interpreted that 48 respondent have given 4 out of 5, 38 respondent have given 3 out of 5, 28 respondent have given 5 on 5, 5 respondent have given 2 on 5 and 1 respondent have given 1 out of 5.

Table 4.1.22 *Respondents view on Training and development enhance the performance and productivity of the employees as well as of the organization*

Particulars	No of respondents	Percentage
Agree	47	48.3%
Strongly agree	42	28.3%
Neutral	19	15%
Disagree	12	9.2%
Strongly disagree	0	0
Total	120	100

Source : Primary Data

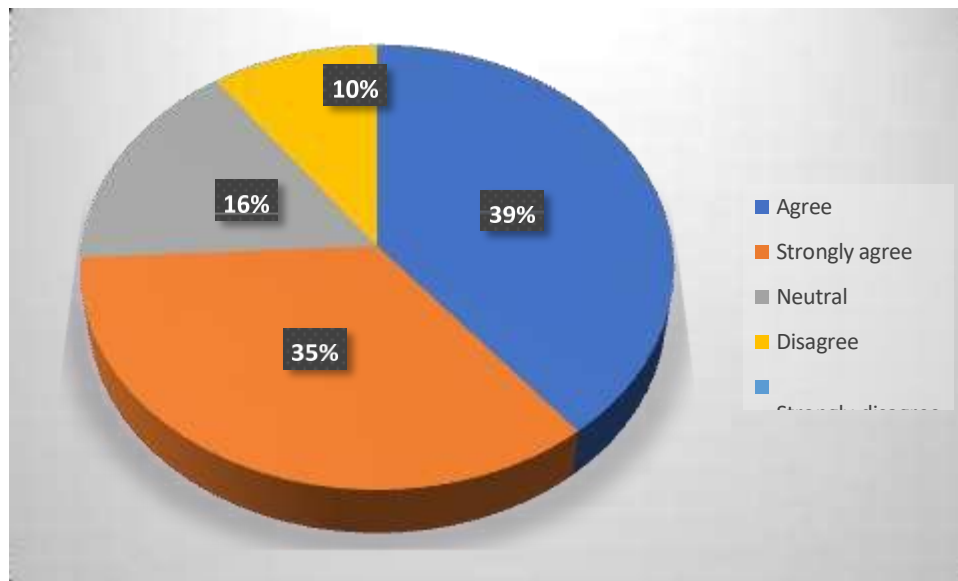


Chart 4.1.22 showing respondents view on training and development enhance the performance and productivity of the employees as well as of the organization

Inference

From the above Chart it is interpreted that 39% of the respondents are agree, 35% of the respondents are strongly agree, 16% of the respondents are neutral, 10% of the respondents are disagree

4.1 CORRELATION:

Hypothesis:

HO (Null Hypothesis): There is no significant relationship between kinds of training and development program is provided in organization with regard to Training and development program teach techniques of performing a job to employees.

H1 (Alternate Hypothesis): There is significant relationship between kinds of training and development program is provided in organization with regard to Training and development program teach techniques of performing a job to employees.

Table 4.2.1 Showing correlation on Different kinds of training and development programs teach techniques of performing job to employees

Correlations		
	Training and development program is provided in your organization	Kind of training and development program is provided in your organization
	the technique of performing a job	

		to employees	
Training and development teach the technique of performing a job to Employees	Pearson Correlation	1	.220*
	Sig. (2-tailed)		.016
	N	120	120
Kind of training and development program provided is provided in your organization	Pearson Correlation	.220*	1
	Sig. (2-tailed)	.016	
	N	120	120
*. Correlation is significant at the 0.05 level (2-tailed).			

Inference:

Since the P value is .016 is less than .05, H₀ is rejected and H₁ is. There is positive correlation between kinds of training and development program is provided in organization with regard to Training and development program teach techniques of performing a job to employees.

5.1 FINDINGS

- Majority (52%) of the respondent fall in the age category of Above 20 years.
- Majority (53.3%) of the respondent are male.
- Majority (45%) of the respondent are Under Graduate.
- Majority (55%) of the respondent fall under Less than 1-5 Lakhs
- Majority (53%) of the respondent have Less than 5 years of experience.
- Majority (90%) of the respondent are working in Day shift.
- Majority (59.2%) of the respondent are agreed that the training and development program have helped you to improve your work efficiency
- Majority (45%) of the respondent are agreed that the employees enhancement come through Training and Development
- Majority (84%) of the respondent are agreed that the training and development have helped then in personal growth.
- Majority (38%) of the respondent rate 4 on 5 for for training has helped in reducing absenteeism.
- Majority (54.25%) of the respondent agree that the Competency level of employees increases due to Training and development
- Majority (76%) of the respondent agree that the training and development reduces the stress of the employees.

- Majority (40%) of the respondent rates 4 on 5 on their satisfaction level of training and development program taken in your organization.

The result suggest that sig (2-tailed) value is $<.001$ which is less than 0.05, Training and development has an effective impact over the shift timing and it was found training and development is not helpful in reducing the stress of the employees working in night shift.

ANOVA Findings

Since the P value is $.539 > 0.05$, then alternate hypothesis is rejected, There is no significant difference between years of experience with regards to Training and development enhance the performance and productivity of the employees as well as of the organization.

5.2 SUGGESTIONS

- Training and development enhances the personal growth of the employees as well helps in accomplishment of organizational goal therefore every organization should effectively train their employees.
- Majority of the respondent feels that stress level reduces due to training and development, but employees working in night shift says that training and development is not so helpful for them in reduction of stress thereby organization is responsible to find the alternative way to keep up their confidence level and which help them in reducing stress.
- The majority of respondents agree that training and growth are an important part of the job, however, not all workers have undergone adequate training or have shown interest in the training program.

5.3 CONCLUSION

Training and development ultimately upgrade not only the productivity of employees but also of the organization. Companies need to invest in on-going employee training and development in order to both keep employees and be successful. competitors. Training enhances employees' initiative and quality of work, thereby assisting them to be more committed to achieving the organizational goals and objectives and in turn enhancing employees' effectiveness within the organization. However, it is recommended for management of organizations to give training and development of employees a priority in order to get the best out workforce as well as improving the organization's productivity. Further research studies is also recommended on the training and development of employees in order to have a broader understanding of its valuable impacts.

This study was a learning experience for me and I have come across the impact of training and development of employees in DR REDDYS is positive in response but still effective training sessions are necessary and post training analyzation is rather important.

BIBLIOGRAPHY:

Books

1. Armstrong, M. (2014). *A Handbook of Human Resource Management Practice*. Kogan Page.
2. Rao, P. Subba. (2015). *Essentials of Human Resource Management and Industrial Relations*. Himalaya Publishing House.
3. Aswathappa, K. (2017). *Human Resource Management: Text and Cases*. McGraw-Hill Education.

Journals

1. Goldstein, I. L., & Ford, J. K. (2002). "Training in Organizations: Needs Assessment, Development, and Evaluation." *Journal of Human Resource Development Quarterly*, 13(1), 5–23.
2. Saks, A. M., & Burke, L. A. (2012). "An investigation into the relationship between training evaluation and the transfer of training." *International Journal of Training and Development*, 16(2), 118–127.
3. Noe, R. A. (2010). "Employee training and development: A review and framework." *Academy of Management Review*, 35(1), 1–24.

Websites

1. <https://www.drreddys.com> – Official website of Dr. Reddy's Laboratories.
2. <https://www.hbr.org> – Harvard Business Review articles on HR and training.
3. <https://www.shrm.org> – Society for Human Resource Management for training and evaluation insights.