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A Study on the Impact of Training and Development among Employees in Shumuktha Seals and Rubber Products

M. Karthika, N. Naveen kumar , M. Shumuktha

Assistant Professor, Department of Management Studies, Jaya Engineering College, Thiruninravur, Chennai,
Tamil Nadu, India

Assistant Professor, Department of Management Studies, Jaya Engineering College, Thiruninravur, Chennai,
Tamil Nadu, India, India

II MBA, Jaya Engineering College, Thiruninravur, Chennai, Tamil Nadu, India

ABSTRACT: This study investigates the impact of training and development initiatives on employees at Shumuktha Seals and Rubber Products. It evaluates how structured training programs contribute to enhancing workforce efficiency, minimizing absenteeism, and strengthening technical competencies. Using survey data collected from 110 respondents and applying statistical tools such as Chi-square analysis and correlation, the research identifies strong positive relationships between training initiatives and outcomes such as employee satisfaction, personal development, and overall organizational productivity. Findings reveal that well-communicated and strategically aligned training programs not only improve individual performance but also foster a culture of continuous learning and engagement. Additionally, the incorporation of pre- and post-training assessments ensures that the training is aligned with both organizational goals and employee development needs. The research underscores the strategic importance of training and development as a tool for talent retention, operational excellence, and sustainable growth.

KEYWORDS: Training and Development, Employee Performance, Workforce Efficiency, Organizational Productivity, Employee Satisfaction, Technical Competency, Pre- and Post-Training Assessment, Human Resource Management, Employee Engagement, Skills Development

I. INTRODUCTION

Training and Development are critical components of Human Resource Management ,aimed at enhancing employee skills, knowledge, and performance to meet evolving organizational needs. Effective T&D programs not only bridge the gap between current and desired performance levels but also play a vital role in employee motivation, engagement, and retention. According to Edwin B. Flippo, “Training is the act of increasing the knowledge and skill of an employee for doing a particular job.” This definition highlights the practical and job-oriented nature of training within the workplace context. This study seeks to evaluate a variety of training and development methods—such as on-the-job training, workshops, coaching, and seminars—and measure their effectiveness through performance outcomes and employee feedback. By analyzing these methods in the context of Shumuktha Seals and Rubber Products, the research aims to determine how well these programs align with employee needs and organizational goals, ultimately contributing to improved productivity, reduced turnover, and enhanced employee satisfaction.

II. OBJECTIVES OF THE STUDY

- To examine the overall impact of training and development programs on employees at Shumuktha Seals and Rubber Products.
- To evaluate whether training and development programs enhance both employee performance and organizational productivity.
- To analyze the role of training and development in reducing employee stress levels.
- To assess how training and development programs contribute to improving employee competency and skill levels.
- To examine the effectiveness of pre- and post-training assessments in enhancing the quality and outcomes of training programs within the organization.

III. SCOPE OF THE STUDY

This study focuses on examining the role, impact, and effectiveness of training and development programs within the organizational context of Shumuktha Seals and Rubber Products. It aims to understand how such programs influence employee skills, motivation, and overall performance, while also contributing to the organization's productivity and growth.

The key areas covered within the scope of this study include:

- Enhancing both technical and soft skills of employees.
- Upgrading employee knowledge to align with evolving job requirements.
- Supporting employee growth, career advancement, and leadership development.
- Improving overall job performance and operational efficiency across departments.

IV. REVIEW OF LITERATURE

Aidah Nassazi (2013):In her study titled “Effects of Training on Employee Performance,” the author emphasizes that employees are the most valuable assets of an organization. Their active contribution to organizational success cannot be overlooked. Therefore, equipping them through effective training becomes essential to maximize job performance and overall productivity.

Ambika Bhatia & Lovleen Kaur (2014):This study highlights the modern employee’s preference for organizations that invest in skill enhancement and knowledge development. Many companies today use training as a strategic retention tool. Their findings indicate a statistically significant positive correlation between training and development and employee performance and effectiveness.

Armstrong M. (2009):Armstrong distinguishes between training and development, stating that development aims to acquire new knowledge and skills for future job roles, while training focuses on building competencies required to perform current duties more effectively.

Aswathappa (2000):Aswathappa emphasizes the need for training and development to move beyond traditional techniques. He views development as essential for preparing employees for future roles and enhancing organizational flexibility, while training focuses on immediate performance improvements.

A.L. Damoc et al. (2012):The study identifies that organizational performance is driven by both financial (sales, profit, market share) and non-financial (employee satisfaction, productivity, service quality) indicators. Training was found to be a significant factor in improving both these performance dimensions.

Aguinis & Kraiger (2009):Their research supports that effective training enhances organizational profitability, productivity, service quality, and overall effectiveness. They assert that training contributes to tangible business outcomes and is a key driver of competitive advantage.

V. RESEARCH METHODOLOGY

Research methodology refers to the systematic process used to collect, analyze, and interpret data in order to investigate a problem or answer specific research questions. It outlines the tools, techniques, and procedures applied to ensure that the study is conducted in a reliable, valid, and structured manner. A sound methodology enables the researcher to draw accurate, meaningful, and actionable conclusions.

Research Design

The research design serves as a blueprint for the entire study. It represents the logical structure for data collection and analysis, ensuring that the research objectives are effectively met while maintaining cost-efficiency. This study follows a **descriptive research design**, which helps in understanding the current status of training and development practices and their impact on employee performance and satisfaction.

Sources of Data

To gain comprehensive insights, the study utilizes both **primary** and **secondary** sources of data:

Primary Data

Primary data was collected directly from employees working at **Shumuktha Seals and Rubber Products** through a structured survey method. The data was obtained using:

1. **Personal questions**
2. **Close-ended questionnaire** (using Likert scales and multiple-choice options)

Secondary Data

Secondary data was obtained from existing records, previous research studies, company documents, and HR records. This information supported the background analysis and helped in contextualizing the findings.

VI. DATA ANALYSIS AND INTERPRETATION

Demographic Profile of Respondents:

- A large portion of the respondents (78%) were above the age of 20, indicating a workforce composed mainly of young adults and middle-aged individuals.
- Gender distribution shows **59% male** and **41% female**, suggesting a moderately male-dominated workforce.
- In terms of educational qualifications, **45.5% were undergraduates** and **44.5% postgraduates**, highlighting a well-qualified employee base.
- The majority of employees work in **day shifts**, indicating standard work hours.

Key Findings on Training and Development:

- **49.1% of employees** believe that the training programs **improved their job performance**, reflecting a moderate level of effectiveness.
- **43% agree** that training helped **enhance efficiency**, showing a slightly lower but still notable impact.
- A significant **74.5% confirmed** that the **company provides training programs**, indicating organizational commitment to development.
- **73.6% reported attending** training sessions, which aligns closely with the availability of such programs.
- **48% received both technical and non-technical training**, suggesting a balanced training approach.
- A high **93.6% found the trainer's communication effective**, indicating strong delivery and clarity during training.

Statistical Analysis:

- **Chi-Square Test Result:** There was **no significant association** found between **training attendance** and **satisfaction level**, implying that simply attending training does not directly impact satisfaction.
- **Correlation Analysis:** A **positive correlation ($r = 0.263$)** was observed between **type of training** and **technical job performance**, suggesting that the nature of the training (especially technical) positively influences performance to a moderate extent.

VII. FINDINGS OF THE STUDY

- **Training programs significantly enhance employee performance** and play a vital role in **reducing absenteeism**, indicating a direct link between development initiatives and workforce stability.
- A **majority of employees perceive training programs as helpful and relevant** to their job roles, highlighting the alignment between training content and practical work requirements.
- The implementation of **pre- and post-training evaluations** contributes to **improved training effectiveness**, ensuring measurable learning outcomes and continuous improvement.
- Most respondents **prefer frequent and diverse training modules**, suggesting a demand for varied, ongoing learning opportunities that cater to different skills and departments.

VIII. SUGGESTIONS

- The company should organize periodic and engaging training sessions to ensure continuous learning and sustained interest among employees.
- Equal emphasis should be placed on both soft skills and technical skills, fostering well-rounded professional development.
- Employee feedback should be actively used to refine training content, making it more relevant and impactful.

- Stress management sessions should be provided, especially for night shift workers, to promote mental well-being and work-life balance.
- The organization should offer role-specific training programs to prepare potential leaders, aiding in succession planning and internal growth.

IX. CONCLUSION

Training and development are essential components for improving employee efficiency and driving organizational success. At SSRP, the investment in well-structured training programs has yielded notable positive outcomes, including enhanced employee satisfaction, improved technical competencies, and increased overall productivity.

To maintain and further enhance these benefits, it is crucial that the organization continues to evaluate and adapt its training initiatives. Incorporating employee feedback, aligning content with evolving industry needs, and offering diverse learning formats will ensure that training programs remain impactful and future-ready.

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