

A Study on Evaluation of Training And Development Practices At Bannari Amman Sugars Company

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Abstract- This research assesses the training and development activities at Bannari Amman Sugars Company, a top sugar producer company in India. It used the mixed-methods research approach, where both quantitative and qualitative data collection and analysis procedures were combined. The results show that the training programs run by the company are beneficial in improving employee performance and job satisfaction but still have room for improvement in terms of the design of more customized training programs, more effective evaluation mechanisms, and greater employee participation.

Keywords- Training and Development, Evaluation, Sugar Industry, Bannari Amman Sugars Company, Employee Performance, Job Satisfaction, Organizational Competitiveness.

I. INTRODUCTION

In the fast-changing business scenario of the present, organizations are finding it necessary to invest in their human resources by implementing good training and development processes. The sugar sector, in general, has been challenged by changing market trends, advances in technology, and growing competition. Bannari Amman Sugars Company, one of the major players in the Indian sugar sector, has been active in offering training and development opportunities to its staff. But the impact of these interventions is yet to be academically assessed systematically.

Objectives:

- This objective aims to examine the existing training and development programs, policies, and procedures in Bannari Amman Sugars Company.
- This objective seeks to assess the impact of training and development initiatives on employee performance, skill development, and knowledge acquisition.
- This objective aims to pinpoint areas for improvement in the company's training and development practices and suggest strategies for addressing these gaps and challenges.

II. REVIEW OF LITERATURE

Jehanzeb and Bashir (2020) and DeLisi and Ash (2022)

Moreover, training programs are an effective strategy for increasing employee job satisfaction and loyalty. Studies by Jehanzeb and Bashir show that employees who perceive opportunities for skill development feel more valued, leading to improved morale and reduced turnover rates. This finding is corroborated by DeLisi and Ash, who argue that training helps in building employee trust and commitment to the organization, as employees see their growth as a shared goal with their employer.

Salas (2012)

Training has a direct and measurable impact on employee performance. According to a study by Salas et al., properly designed training programs enhance employee performance by equipping them with the necessary skills to perform tasks efficiently and confidently. This improvement in performance leads to increased productivity, fewer errors, and reduced rework, contributing directly to cost savings for organizations. In sectors like sugar manufacturing, where precision is key, the need for effective training programs is even more pronounced.

Research Methodology

Research approach for the research on the A study of evaluation of training and development practices at Bannari Amman Sugars Company is a quantitative approach. This will enable a thorough understanding of the different development practices provided by Bannari Amman Sugars Company and their effect on the growth of business in Coimbatore. Below are the essential elements of the research approach

Statement of the problem:

In spite of investment in training programs, Bannari Amman Sugars Limited is plagued by low employee participation, skill deficiency, and change resistance. A major problem is the absence of a systematic assessment process to

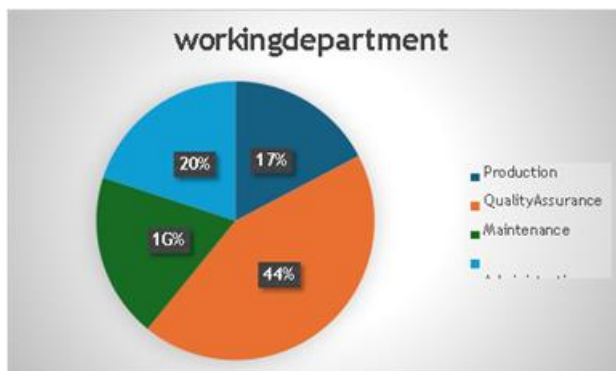
determine training effectiveness in improving skills, productivity, and job satisfaction. Without evaluation, employees might feel that training is not relevant to their work, lowering motivation levels. This research analyzes the training system of the organization, collecting feedback from employees to establish strengths and weaknesses.

Research Gap:

In spite of considerable investments in training and development, Bannari Amman Sugars Limited does not have a formal evaluation system to determine the impact of these programs. There is limited research on training impact in the sugar sector, especially its alignment with organizational objectives, employee participation, and productivity. Previous studies tend to concentrate on training techniques instead of measuring concrete results. Further, there is no adequate analysis of employee attitudes and the applicability of training to job functions. This research bridges these gaps through a systematic analysis of training effectiveness, determining core challenges, and suggesting a data-driven model for ongoing improvement in employee development.

III. ANALYSIS AND INTERPRETATION

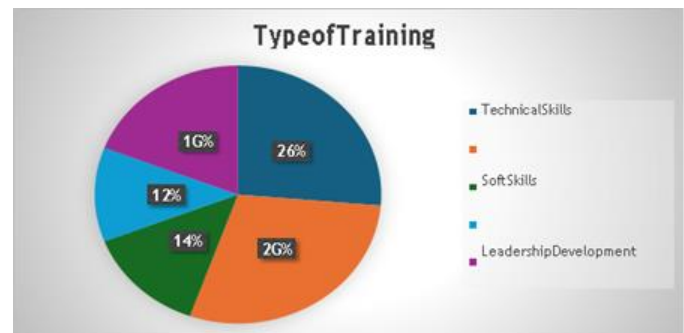
| Working Department | Frequency | Percent |
|--------------------|------------|--------------|
| Production | 19 | 17.3 |
| Quality Assurance | 48 | 43.6 |
| Maintenance | 21 | 19.1 |
| Administration | 22 | 20.0 |
| Total | 110 | 100.0 |



INTERPRETATION:

It shows that most respondents are from Quality Assurance (43.6%), followed by Administration (20.0%), Maintenance (19.1%), and Production (17.3%).

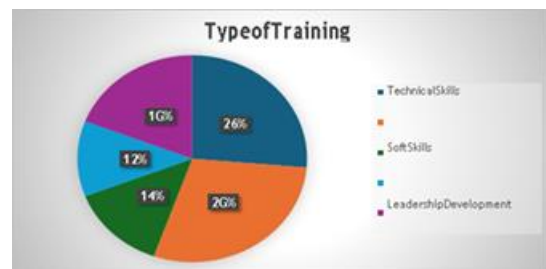
| Type of Training | Frequency | Percent |
|---------------------------------------|------------|--------------|
| Technical Skills | 29 | 26.4 |
| Soft Skills | 32 | 29.1 |
| Leadership Development | 15 | 13.6 |
| Compliance and Safety Training | 13 | 11.8 |
| Environmental Sustainability Training | 21 | 19.1 |
| Total | 110 | 100.0 |



INTERPRETATION:

It shows most respondents received Soft Skills training (29.1%), followed by Technical Skills (26.4%) and Environmental Sustainability (19.1%), with Leadership Development (13.6%) and Compliance & Safety (11.8%) being the least attended.

| Is Training Beneficial for | Frequency | Percent |
|----------------------------|------------|--------------|
| Production | 40 | 36.4 |
| Quality Assurance | 36 | 32.7 |
| Maintenance | 17 | 15.5 |
| Administration | 17 | 15.5 |
| Total | 110 | 100.0 |



Interpretation:

It shows most respondents find training most beneficial for Production (36.4%), followed by Quality Assurance (32.7%), with Maintenance and Administration equally lowest at 15.5% each.

Findings and Suggestions Findings

- The majority of the respondent's department were quality assurance (43.6%)
- The majority of the respondent's attended training in classroom (35.5%)
- The majority of the respondent's said that training were beneficial in production (36.4%)

IV. SUGGESTIONS

Training and development by Bannari Amman Sugars improve employees' skills, productivity, and operational effectiveness through systematic programs within departments. They emphasize technical competencies, quality control, safety, and management. In spite of issues such as time management and availability of resources, on-the-job training and participative approaches can enhance participation. Putting emphasis on systematically designed programs contributes to increasing job satisfaction and retaining industry competitiveness.

V. CONCLUSION

The training effectiveness study conducted at Bannari Amman Sugars identifies the importance of systematic programs towards enhancing skills, productivity, and job satisfaction. Though training increased confidence and cohesiveness, issues such as content, scheduling, and availability of resources remained. To maximize impact, the organization needs to enhance content, increase trainer effectiveness, embrace interactive techniques, and synchronize training needs with industry requirements.

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