

# Impact of Employment Training And Development In Employees Day To Day Work In Indo Shell Cast Private Limited Coimbatore

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**Abstract-** *This study examines the impact of employee training and development on day-to-day work performance at Indo Shell Private Cast Limited, Coimbatore. In the face of rapid technological change and growing competition, training has become a strategic tool for enhancing workforce efficiency and professional growth. Using a census method, data was collected from all 65 employees across various roles to assess the outcomes of different training types, including on-the-job, off-the-job, and internal sessions. Findings reveal a strong link between training and improved job readiness, skill development, and confidence, with experienced employees reporting notable gains in technical and strategic areas, while newer employees highlighted increased adaptability. Despite positive feedback, the study identifies challenges such as limited session frequency, lack of expert trainers, and insufficient post-training evaluations. Employees expressed a need for more targeted programs, including advanced technical skills and personal effectiveness workshops. The research recommends a more structured and role-specific training approach, supported by regular feedback and improved trainer quality, to maximize effectiveness and drive both individual and organizational growth.*

**Keywords-** Employee Training, Development, Job Performance, Skill Enhancement, Career Growth, Organizational Development.

## I. INTRODUCTION

The background of the study on the impact of employment training and development on employees' day-to-day work at Indo Shell Cast Pvt. Ltd. focuses on understanding how the company's training programs influence the productivity, performance, and job satisfaction of its workforce. Indo Shell Cast Pvt. Ltd., a prominent player in the manufacturing and casting industry, has recognized the crucial role of employee training in maintaining high operational standards and achieving organizational goals. The company invests in a variety of training initiatives, including technical skill development, on-the-job training, soft skills

enhancement, and leadership programs, all aimed at improving employees' capabilities. This study seeks to explore how these training efforts contribute to the efficiency and effectiveness of employees in their daily tasks, ensuring smoother operations, reduced errors, and enhanced collaboration. By evaluating the outcomes of these training programs, the study aims to identify areas of success and potential challenges, while also offering recommendations for improving training practices to further impact employees' work performance positively.

Employee training and development play a crucial role in enhancing workforce productivity, efficiency, and job satisfaction. In today's competitive business environment, organizations invest in continuous learning programs to improve employees' skills, adaptability, and overall performance. Effective training not only helps employees master job-specific tasks but also fosters innovation, problem-solving abilities, and teamwork, leading to better decision-making and higher organizational success.

Studies show that well-trained employees tend to be more engaged, confident, and motivated, reducing turnover rates and workplace errors. On-the-job training, workshops, online courses, and leadership programs enable employees to stay updated with industry trends and technological advancements. Moreover, training programs help in bridging skill gaps, ensuring employees can handle daily tasks efficiently and contribute to long-term business goals.

Despite its benefits, challenges such as high costs, resistance to change, and ineffective training methods can impact training outcomes. Hence, organizations must design tailored development programs that align with employee needs and business objectives. By analyzing the impact of training on daily work performance, this study aims to assess how structured learning initiatives contribute to employee efficiency, job satisfaction, and overall organizational growth.

## II. REVIEW OF LITERATURE

Karthik R (2012) Training objectives tell the trainee that what is expected out of him at the end of the training program. Training objectives are of great significance from a number of stakeholder perspectives; Trainer, trainee, designer, evaluator

Kalaiselvan and Naachimuthu (2011) Training cost and business benefits are drawn on X and Y axis respectively. Four quadrants were identified to highlight (I) strategic (Lower training cost and higher business benefits), (ii) Payback (Higher training cost and higher business benefits) (iii) Think (Lower training cost and lower business benefits) (iv) Drop (Higher training cost and higher business benefits).

Bates and Davis (2010) Usefulness of training program is possible only when the trainee is able to practice the theoretical aspects learned in training program in actual work environment. They highlighted the use of role playing, cases, simulation, mediated exercises, and computer-based learning to provide exposure to a current and relevant body of knowledge and real-world situations.

Giangreco, Sebastiano, and Peccei (2009), The key determinants of overall satisfaction with training (OST) are perceived training efficiency (PTE) and Perceived usefulness of training (PUT).

Chih, Li and Lee (2008) Training program is dependent on the following parameters for its success

(I) perceived value of leaning program (ii) attitude to teacher (iii) response to learning conditions (iv) desire to learn: the degree to which trainees really want to learn and do well.

Stavrou et al., (2004) The main goal of training is to provide, obtain and improve the necessary skills in order to help organizations achieve their goals and create competitive advantage by adding value to their key resources – I. Managers.

Cushway (2004) His research findings pointed that training is concerned with equipping one's responsibilities to the required standard in their job and is concerned with giving individuals the necessary knowledge, skills and experience to enable them to take greater and more demanding roles and responsibilities.

Tan, Hall and Boyce (2003) Companies are making huge investment on training programs to prepare them for future needs. The researchers and practitioners have constantly

emphasized on the importance of training due to its role and investment

Hashim (2001) in a survey identified the practices to training providers for evaluating training programs. The results showed that training providers use different evaluation methods that include trainee's feedback, observation, interview, performance analyses, and training reaction forms. However, the most used method was the training reaction forms as clients require them

### OBJECTIVES OF THE STUDY

#### *primary objectives*

To study the impact of training and development among the employees

#### *Secondary objectives*

- To analyze the current training and development programs
- To identify the gaps and challenges in the existing training and development programs
- To analyze the training methods and tools used in the organization
- To analyze employee participation in training programs

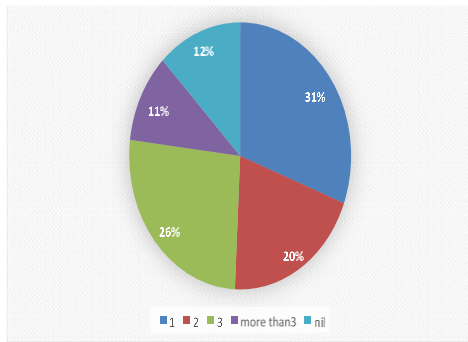
### RESEARCH METHODOLOGY

The type of research used in this study is a descriptive research design, which is suitable for analyzing and interpreting the current scenario without manipulating any variables. A census approach was adopted, covering all 65 employees from the Indo Shell Private Cast Limited division, ensuring complete data representation and eliminating the need for sampling. The core focus of the study is to understand how employee training and development influence routine tasks, work performance, and overall operational efficiency in daily job execution. Primary data was collected through structured questionnaires distributed among the employees to gather firsthand information on their training experiences and its practical impact. Additionally, secondary data was obtained from company records, training manuals, HR documents, and other internal sources to support and validate the primary findings. The descriptive method allowed the researcher to systematically organize, interpret, and present the data to gain meaningful insights into the effectiveness of training initiatives in enhancing employees' day-to-day work.

### III. DATA ANALYSIS

#### Percentage Analysis

From the below chart shows that 31% employees received 1 safety training program in a year, 26% received 3 safety training programs in a year, 20% received 2 training programs in a year and 11% received more than 3 safety training program and 12% not received any training programs



#### Cross Tabulation

Training Type	Half Yearly	Quarterly	Yearly	Monthly	All the Above	Total
External Training	2	3	5	4	3	17
Internal Training	6	3	2	5	2	18
Off the Job Training	6	2	4	3	8	23
On the Job Training	5	1	3	2	6	17
Total	19	9	14	14	19	65

The table shows the distribution of different types of training across various time intervals. Off the-job training has the highest total (23), followed by internal training (18) and on-the-job training (17). External training has the lowest total (17). Among the time intervals, "All the Above" and "Half Yearly" have the highest numbers (19 each), indicating that training is commonly scheduled across multiple periods or every six months. Quarterly training is the least frequent (9). Overall, the total number of training instances recorded is 65, showing a balanced mix of training types across different time schedules

#### Anova

*Test of association between employment training and development in your job performance and perceived gaps in the training programs*

Null Hypothesis ( $H_0$ ): There is no significant difference in job performance impact among the different perceived training gaps.

Alternative Hypothesis ( $H_1$ ): There is a significant difference in job performance impact among the different perceived training gaps.

Category	Count	Sum	Average	Variance
Inadequate Trainer Expertise	4	22	5.5	4.75
Insufficient Frequency or Duration	4	22	5.5	1.25
Lack of Relevance to Job Requirement	4	25	6.25	8.1875
Limited Average Topics	4	12	3.0	2.0
Others	4	19	4.75	6.6875

Source of Variation	Sum of Squares (SS)	Degrees of Freedom (df)	Mean Square (MS)	Statistic	value
Between Groups	55.6	3	18.53	4.91	0.0132
Within Groups	60.4	16	3.78	-	-
Total	116.0	19	-	-	-

The analysis conducted in the study reveals that there is a statistically significant difference in the impact of training and development across different employee groups at Indo Shell Cast Private Limited. The F-value obtained is 4.91 with a corresponding p-value of 0.0132, which is less than the standard significance level of 0.05. This indicates that the differences observed in the group means are not due to chance, and the training programs affect the groups differently. The "between groups" variance (55.6) is notably higher than the "within groups" variance (60.4), further supporting this conclusion. These results highlight the importance of customizing training methods according to the specific needs of various employee groups to enhance the overall effectiveness and ensure consistent performance improvements across the organization.

#### IV. SUGGESTIONS

The study aims to critically assess and improve the effectiveness of employee training and development programs at Indo Shell Private Cast Limited by identifying key areas that influence day-to-day employee performance. A central focus is on addressing the issue of insufficient training duration, which can be tackled through extended training sessions, periodic refresher courses, and modular training structures that allow employees to absorb knowledge in a phased and more effective manner. Furthermore, the research emphasizes the importance of strengthening the connection between training programs and job performance. This can be achieved by customizing training content to match specific job roles, incorporating practical, hands-on learning experiences, and using performance-based evaluations that assess real-time skill application. The study also investigates how training programs can be made more inclusive and accessible to employees from varying demographic backgrounds, including differences in age, gender, experience level, and educational background. Ensuring equitable access to training helps organizations foster a learning culture that supports all employees. Another goal is to align training initiatives with specific job responsibilities and organizational performance metrics, which increases the relevance and impact of the training provided. The study further identifies a need for additional technical skills training and suggests implementing these programs to enhance employees' efficiency in performing specialized tasks. Given that many employees already perceive a positive link between formal training and career development, it is important for the organization to continue strengthening this alignment to encourage motivation and long-term growth. To ensure that the knowledge gained is effectively applied in the workplace, the research recommends introducing structured post-training evaluations and follow-up support. Lastly, the study explores whether the training delivered is practically applicable to employees' day-to-day job functions, and it seeks to bridge any existing gaps by making training more role-specific and performance-oriented. By addressing these aspects, the study contributes to creating a strategic framework for training and development that promotes continuous employee improvement and organizational success.

#### V. CONCLUSION

The study on The Impact of Employees' Training and Development on Employees' Day-to-Day Work at Indo Shell Cast Private Limited highlights the significant role of training programs in enhancing employee performance, productivity, and job satisfaction. The findings reveal that structured training initiatives improve employees' skills, efficiency, and

adaptability to workplace challenges. Employees who receive regular training demonstrate higher productivity, reduced errors, and better decision-making abilities, contributing to overall operational efficiency. Training programs also play a crucial role in skill enhancement, enabling employees to perform tasks with greater accuracy and confidence. Additionally, continuous learning opportunities boost employee morale, motivation, and job satisfaction, leading to higher engagement and retention rates. Investing in training and development is not just an HR initiative but a strategic approach to business growth. By incorporating advanced learning techniques, personalized programs, and regular feedback mechanisms, Indo Shell Cast Private Limited can further strengthen its workforce. A strong training culture ensures long-term sustainability, competitive advantage, and a highly skilled workforce, ultimately driving organizational success.

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