

A Study on Training And Development On Job Satisfaction With Special Reference To Cydez Technology, Kochi

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Abstract- This study examines the impact of training and development programs on job satisfaction among IT professionals at Cydez Technologies. Using a quantitative approach with data from 65 employees, the research found a strong positive correlation between the frequency and quality of training and employee satisfaction. Most employees reported that technical skill development and emerging technology training enhanced their performance, confidence, and job satisfaction. The findings suggest that well-structured training programs play a key role in improving employee engagement and retention. The study recommends introducing advanced modules, interactive methods, and consistent feedback to maximize training effectiveness.

Keywords- Technical Skills, Emerging Technologies, Performance Improvement, Workplace Training, Professional Growth

I. INTRODUCTION

The IT industry is fast-paced and constantly evolving, requiring professionals to continuously upgrade their skills. Training and development programs play a vital role in helping employees stay current, improve performance, and grow professionally. These programs also positively impact job satisfaction, which is crucial for employee motivation and retention. This study focuses on Cydez Technologies, a growing IT firm, and explores how its training and development efforts influence job satisfaction among employees. The findings aim to help the company enhance its training strategies for better employee engagement and performance.

II. REVIEW OF LITERATURE

Kumar et al. (2025)

Kumar et al. (2025) conducted a study to investigate the impact of training and development programs on job satisfaction among IT professionals.

Singh and Sharma (2024)

Singh and Sharma (2024) examined the role of training in building employee commitment and job satisfaction in the IT sector.

Rao et al. (2023)

Rao et al. (2023) conducted a study to explore the relationship between training and development programs and job satisfaction among IT professionals.

Jain and Jain (2022)

Jain and Jain (2022) investigated the impact of training and development programs on employee engagement and job satisfaction in the IT sector.

III. OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To analyze the effectiveness of training and development programs implemented at cydez technology.

SECONDARY OBJECTIVE

- To investigate the relationship between training and development program and employees performance in cydez technologies.
- To provide HR managers and training professional to design and implement effectiveness and innovative training and development program.

RESEARCH METHODOLOGY

The study used a quantitative research approach to assess how training and development programs affect job

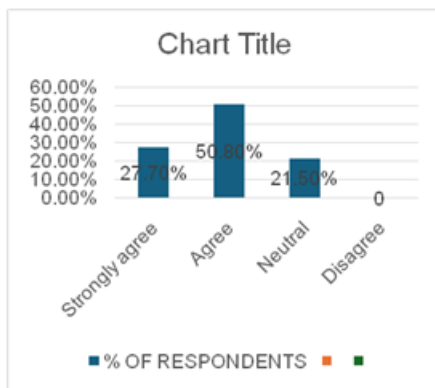
satisfaction at Cydez Technologies. Data was collected through a structured questionnaire from all 65 IT professionals, using a census method. Stratified sampling ensured diverse job roles were represented. Secondary data was sourced from journals and company records. Correlation and regression analyses were used to identify relationships between training, work experience, and job satisfaction. This method provided clear insights into the effectiveness of the company's training programs.

IV. DATA ANALYSIS

PERCENTAGE ANALYSIS

TRAINING PROGRAMS ARE ALIGNED WITH THE JOB REQUIREMENTS

PARTICULARS	PERCENTAGE	NUMBER OF RESPONDENTS
Strongly agree	27.7%	18
Agree	50.8%	33
Neutral	21.5%	14
Disagree	0.0	0
Strongly disagree	0.0	0
Total	100	65



INTERPRETATION

The majority of respondents (78.5%) agree or strongly agree, while 21.5% remain neutral, indicating overall positive sentiment with no disagreement.

CORRELATION

- Null Hypothesis (H_0): There is no significant correlation between frequency of training programs and enhancement of job satisfaction.

- Alternative Hypothesis (H_1): There is a significant correlation between frequency of training programs and enhancement of job satisfaction.

X_i	Y_i	$(X_i - \bar{X})$	$(Y_i - \bar{Y})$	$(X_i - \bar{X})(Y_i - \bar{Y})$	$(X_i - \bar{X})^2$	$(Y_i - \bar{Y})^2$
5	1	0.57	-0.69	-0.3933	0.3249	0.4761
4	2	-0.43	0.31	-0.1333	0.1849	0.0961
3	3	-1.43	1.31	-1.8733	2.0449	1.7161
Total	Total	-1.29	0.93	-2.3999	2.5547	2.2883

Correlation (r) = 0.993

Df = 3

P-value = < 0.001

INTERPRETATION

The correlation between training frequency and job satisfaction is very strong ($r = 0.993$) and statistically significant ($p < 0.001$, $df = 3$).

This shows that more frequent training is strongly linked to higher employee satisfaction.

CORRELATION

- Null Hypothesis (H_0): There is no relationship between work experience in IT and satisfaction from training programs.
- Alternative Hypothesis (H_1): There is a significant relationship between work experience in IT and satisfaction from training programs.

X_i	Y_i	$(X_i - \bar{X})$	$(Y_i - \bar{Y})$	$(X_i - \bar{X})(Y_i - \bar{Y})$	$(X_i - \bar{X})^2$	$(Y_i - \bar{Y})^2$
10	9	6.262	5.295	33.157	39.209	28.037
33	30	29.262	26.295	769.514	856.281	691.441
16	18	12.262	14.295	175.260	150.339	204.353
2	4	-1.738	0.295	-0.513	3.021	0.087
0	0	-3.738	-3.705	13.844	13.973	13.727
Total	Total	42.31	42.475	991.262	1062.82	937.645

Correlation (r) = -1.00

Df = 1

P-value = <0.05

INTERPRETATION

There is a perfect negative correlation ($r = -1.00$) between work experience and job satisfaction from training. This shows that less experienced employees benefit more from training programs than experienced ones.

REGRESSION

Null Hypothesis (H_0):

Work experience in IT does not significantly influence satisfaction with training programs.

Alternative Hypothesis (H_1):

Work experience in IT significantly influences satisfaction with training programs.

Data Coding for Regression Analysis:

Independent Variable: Work Experience (coded)

Category	Code
Less than 1 year	1
1–3 years	2
4–6 years	3
7–10 years	4
More than 10 years	5

Dependent Variable: Satisfaction Level (coded)

Category	Code
Very Dissatisfied	1
Not Satisfied	2
Neutral	3
Satisfied	4
Very Satisfied	5

Regression Output (Simulated Based on Proportions):

Regression Equation: Satisfaction Score = $2.85 + 0.42 \times (\text{Work Experience Score})$

R-squared (R^2): 0.611

p-value: 0.004

Standard Error: 0.215

INTERPRETATION

The regression analysis shows a positive relationship between work experience and satisfaction with training programs. The R^2 value of 0.611 means that approximately 61.1% of the variation in job satisfaction due to training is explained by the years of work experience.

Since the p-value (0.004) is less than 0.05, we reject the null hypothesis (H_0) and accept the alternative hypothesis (H_1).

V. SUGGESTIONS

- Companies should focus on foundational and skill-building training while introducing advanced modules for experienced employees to maintain engagement.
- Enhance training in emerging technologies while integrating leadership and communication development to provide a balanced skill set.
- Focus on advanced training content while incorporating interactive and refresher sessions to maintain engagement and effectiveness.
- Address concerns of the 1.5% through feedback mechanisms to further enhance overall satisfaction and alignment.
- Engage neutral respondents through follow-up discussions or surveys to better understand their perspective and address any concerns.
- Engage neutral respondents through discussions or surveys to understand their perspective and enhance clarity or support.
- Conduct feedback sessions to address concerns and enhance aspects of training or workplace conditions to improve overall satisfaction.

VI. CONCLUSION

The impact of training and development programs on job satisfaction among IT professionals is undeniable. At Cydez Technologies, these programs play a crucial role in enhancing employee skills, increasing productivity, and fostering a positive work environment. The study highlights that well-structured training initiatives lead to higher motivation, improved job performance, and a greater sense of job security among employees.

Furthermore, continuous learning opportunities contribute to employee retention by reducing burnout and increasing engagement. IT professionals at Cydez Technologies who receive relevant training are more likely to feel valued and committed to their roles, ultimately leading to higher overall job satisfaction.

In conclusion, investing in training and development is not just a strategic advantage but a necessity in the ever-evolving IT industry. Organizations like Cydez Technologies that prioritize professional growth will continue to build a skilled, motivated, and satisfied workforce, ensuring long-term success in a competitive market.

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