

A Study On Employee Training And Development Programs At Good Man Pharma, Thirubuvanai

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Abstract- *In the modern competitive business environment, organizations are increasingly focusing on employee development to enhance productivity, efficiency, and job satisfaction. Training and development programs have emerged as a vital tool for improving workforce competency and achieving organizational excellence. The research explores how structured training programs, skill enhancement workshops, and continuous learning initiatives contribute to employee growth and organizational success. It also assesses employees' perceptions of training relevance, frequency, and applicability to their job roles. By understanding the relationship between training, motivation, and productivity, the study identifies gaps in the current system and provides suggestions for improvement. This study highlights that well-planned and effectively executed training programs not only improve technical and behavioral competencies but also foster commitment and satisfaction among employees.*

Keywords- Development Programs, Employee Motivation, Employee Training, Human Resource Development, Organisational Productivity and Skill Enhancement.

I. INTRODUCTION

Human Resource Management (HRM) has evolved as a critical function in every organization, particularly in industries where employee knowledge, skills, and efficiency directly influence productivity and organizational growth. Among the many HR functions, training and development plays a vital role in enhancing workforce performance and ensuring that employees are competent in performing their duties. Training is not merely a process of transferring knowledge but also a strategic tool for aligning employees' skills with organizational goals. In the current competitive environment, especially in the pharmaceutical sector, continuous training and skill development are necessary for companies to remain innovative and compliant with industry standards.

Models like the ADDIE model (Analysis, Design, Development, Implementation, and Evaluation) and Kirkpatrick's four-level evaluation model provide a structured

approach to understanding the effectiveness of training programs. These models highlight how organizations can identify training needs, design effective programs, implement them efficiently, and finally, evaluate outcomes for continuous improvement.

II. OBJECTIVES

- To study the effectiveness of training programs in improving employee performance.
- To analyze employee satisfaction towards training methods adopted.

III. REVIEW OF LITERATURE

Modern Employee Upskilling Approaches (2024):

Williams, K., & Torres, M. (2024), This study explored modern approaches to employee development with a focus on blended learning and continuous upskilling. The authors highlighted that combining digital and face-to-face training enhances flexibility and learning outcomes. The research found that ongoing upskilling improves adaptability in rapidly changing work environments.

Training Enhances Workforce Loyalty (2023):

Choudhary, S., & Singh, V. (2023), The research examined the role of employee training and development in talent retention within Indian manufacturing firms. Findings revealed that structured training enhances employee engagement and loyalty. The study emphasized that training opportunities lead to reduced attrition and better career development.

Employee Productivity Through Training (2022):

Nair, S., & Menon, A. (2022), The researchers analyzed the role of training and development in enhancing employee productivity in Indian service industries. The study found a strong positive correlation between continuous

training and improved work efficiency. It highlighted that training enhances service quality and customer satisfaction.

Training Enhances Career Satisfaction (2022):

Nguyen, T. H., & Do, H. T. (2022), This research explored training and development practices and their impact on employee retention in the service industry. The findings indicated that comprehensive training programs improve Employees' confidence and career satisfaction.

Employee Development Boosts Productivity (2021):

Deshmukh, A., & Iyer, P. (2021), The study analyzed training and development as a strategic HR practice in the Indian automobile sector. It found that continuous employee development leads to innovation and higher productivity. The authors emphasized aligning HR development with corporate strategy.

Training Improves Workforce Commitment (2021):

Ali, A., & Khan, M. (2021), The study focused on the role of employee training in enhancing organizational commitment. Results showed that effective training increases employees' loyalty and sense of belonging. It also helps in reducing turnover and improving morale. The authors emphasized that organizations offering continuous learning gain higher commitment levels.

Technology-Based Training Effectiveness (2020):

Rao, M., & Patel, N. (2020), This research explored training and development practices and their impact on employee retention in the service industry. The findings indicated that comprehensive training programs improve employees' confidence and career satisfaction. It demonstrated a direct link between learning opportunities and reduced turnover intentions. The authors recommended continuous evaluation of training effectiveness.

IV. RESEARCH METHODOLOGY

A. Research Design:

This study uses a descriptive research design.

B. Data Collection:

- **Primary Data:**

It includes data gathered through structured questionnaires and surveys focusing on employee training

and development programs and making it highly reliable for analysis.

- **Secondary Data:**

Academic journals, organizational reports, and case studies.

C. Sampling Method:

- Population: Total Employees - 150
- Sample Size: Employees - 120

D. Statistical Tools:

- Correlation
- ANOVA

V. DATA ANALYSIS AND INTERPRETATION

1) CORRELATION: Training and Development Vs. Employee's Job

Aim: To evaluate the impact of Training and Development and Employee's Job.

HYPOTHESIS:

1 NULL HYPOTHESIS (H₀): There is no significant relationship between training and development and employee's job.

2 ALTERNATIVE HYPOTHESIS (H₁): There is a significant relationship between training and development and employee's job.

Correlation

Correlations			
		Training and development teach the technique of performing a job to employees	Kind of training and development program provided is provided in your organization
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).			

INTERPRETATION:

Since the P value is .016 is less than .05, H0 Null Hypothesis is rejected and H1 Alternative Hypothesis is accepted.

INFERENCE:

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.

2) ANOVA: Years of Experience Vs. Training and Development of Employees

Aim: To determine if there is a significance difference between years of experience and training and development of employees.

HYPOTHESIS:

- 1 **NULL HYPOTHESIS (H0):** There is no significant relationship between years of experience and training and development of employees.
- 2 **ALTERNATIVE HYPOTHESIS (H1):** There is a significant relationship between years of experience and training and development of employees.

ANOVA					
Training and Development enhance the productivity and performance of employees as well as the organization					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	3.033	3	1.011	.724	.539
Within Groups	161.892	116	1.396		
Total	164.925	119			

INTERPRETATION:

Homogeneity of variances is more than 0.05 from the above Chart, it is observed that the significance level is higher than 0.05, H1 Alternative Hypothesis is rejected and H0 Null Hypothesis is accepted.

INFERENCE:

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.

VI. FINDINGS

• CORRELATION STATISTIC:

Since the P value is .016 is less than .05, H0 Null Hypothesis is rejected and H1 Alternative Hypothesis is accepted. 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.

• ANOVA STATISTIC:

Homogeneity of variances is more than 0.05 from the above Chart, it is observed that the significance level is higher than 0.05, H1 Alternative Hypothesis is rejected and H0 Null Hypothesis is accepted. 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.

VII. SUGGESTIONS

- To Implement Kirkpatrick's Four-Level Evaluation Model (Reaction, Learning, Behavior, and Results) to assess training outcomes scientifically.
- To provide skill – based, interactive, and practical training modules.
- Introduce regular feedback and satisfaction surveys after each training.

VIII. CONCLUSION

The study concludes that GoodMan Pharma has implemented an effective and structured training and development system that significantly contributes to improved employee performance, enhanced technical skills, and adherence to industry standards. Employees expressed high satisfaction with the relevance and delivery of the training programs, viewing them not only as job requirements but also as opportunities for personal and professional growth. While the existing technical training is strong, the research highlights the need to broaden future programs to include soft skills, stress management, and leadership development to create a more capable and motivated workforce. Overall, continuous improvement in training practices will enable GoodMan Pharma to build a high-performing, adaptable, and future-ready workforce aligned with organizational goals.

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