



A Study on Training & Development at Viveja IT Services, Hyderabad

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Abstract:

In today's dynamic and competitive landscape, the strategic importance of training and development (T&D) in fostering organizational growth and individual employee performance cannot be overstated. This paper explores the multifaceted role of T&D initiatives in enhancing employee skills, knowledge, and abilities, ultimately contributing to improved productivity, innovation, and organizational effectiveness. By examining various T&D methodologies, including on-the-job training, off-the-job programs, and technology-enhanced learning, these abstract highlights the critical factors for successful implementation and evaluation of T&D interventions. Furthermore, it underscores the alignment of T&D strategies with organizational goals and the need for continuous adaptation to evolving industry demands and technological advancements. The abstract concludes by emphasizing the long-term benefits of investing in employee development as a key driver of sustainable competitive advantage.

Keywords: *Training, Development, Employee Performance, Organizational Effectiveness, Skills Enhancement, Human Resource Development.*

Introduction:

Training and development are essential components of human resource management that focus on improving the skills, knowledge, and abilities of employees. While the terms are often used interchangeably, there are subtle differences between them. Training refers to the process of providing employees with specific skills and knowledge related to their current job roles. It is typically short-term and focused on improving immediate job performance.

Training programs may include workshops, seminars, on-the-job training, and simulations. Development, on the other hand, is a broader and longer-term process that focuses on preparing employees for future roles and responsibilities. It involves developing their overall potential and preparing them for career

advancement. Development programs may include mentoring, coaching, job rotation, and advanced degree programs. Effective T&D initiatives are a strategic investment, benefiting both the employee and the organization. For employees, it leads to increased job satisfaction, enhanced skills, career progression, and a greater sense of value. For organizations, it results in improved productivity, higher quality work, reduced errors, increased innovation, better employee retention, and a stronger competitive edge

Review of Literature:

A study on training and development on institution of personality development A conceptual framework for training and development at an institution of personality

development should revolve around the idea of holistic individual growth. It should aim to not only enhance technical skills but also foster personal and interpersonal development.

This conceptual framework provides a comprehensive overview of the key aspects of training and development. It highlights the interconnectedness of different elements and emphasizes the importance of a strategic and systematic approach to ensure effective learning and organizational growth. Remember that the specific application of this framework will vary depending on the unique context and needs of each organization.

Objectives of The Study:

1. To study the Improvement of employee skills, do their current jobs better and helps the organization to adopt the changes.
2. To examine the increase in productivity and boost employee morale create a more positive attitude and engaged in work.
3. To investigate the challenges faced by employees during training and development activities.
4. To analyze employee feedback on training programs to identify areas for improvement

Research Questions:

1. How effectively does **Viveja IT Services** manage its **Training outcomes and business success**?
2. What is the impact does Training and development Management on the **business success of Viveja IT Services**?
3. How often does the organization conducts training programs?

Research Methodology:

Research methodology in training and development focuses on the systematic and scientific methods used to investigate, analyze, and evaluate training programs and their effectiveness. Research methodology in training and development also involves the use of various research methods, such as:

- Quantitative research
- Qualitative research
- Mixed methods research

Sample Size:

The appropriate sample size for training and development evaluation studies can vary depending on several factors, including:

- a) Population size
- b) Desired level of confidence
- c) Margin of error
- d) Variability within the population
- e) Research design

Sample Area:

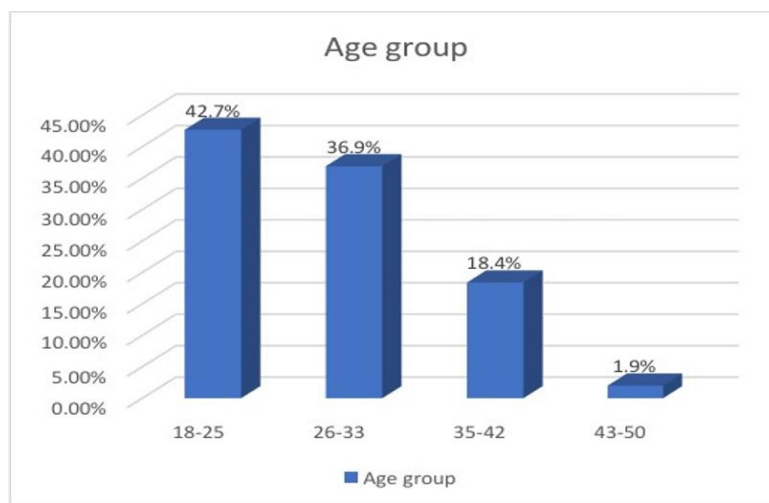
The sample area of the study is **Viveja IT Services, Hyderabad**. The research focuses on Training and development practices for Human Resource Management

Sampling Technique:

A sampling technique is a method used to select a subset of individuals, items, or data points (called a sample) from a larger group (called the population) to make inferences about the whole population without examining every member. Sampling is crucial in research, statistics, and data analysis because it saves time, cost, and effort while still providing reliable insights—if done correctly

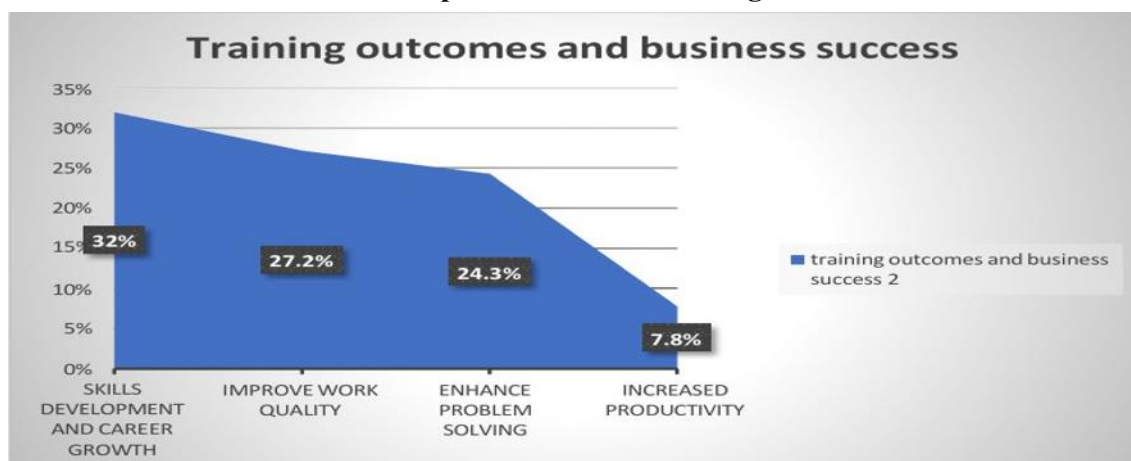
Data Analysis:**Table 1: Demographic Information for Age Groups**

Response	No of response	Percentage
18-25	42.7	42.7%
26-33	36.9	36.9%
34-42	18.4	18.4%
43-50	2	2%

Graph 1: Bar Chart showing**Interpretation:**

The bar graph titled "Age group" presents the distribution of individuals across four distinct age categories. The 18-25 age group represents the largest segment, accounting for 42.7% of the total. Following this, the 26-33 age group

constitutes the second-largest portion at 36.9%. The 35-42 age group represents a smaller segment, making up 18.4% of the distribution. Finally, the 43-50 age group comprises the smallest fraction, with only 1.9% of the individuals falling into this category.

Graph 2: Bar Chart showing

Interpretation:

The area chart titled "Training outcomes and business success" illustrates the perceived impact of training on various aspects of business success. The most significant reported outcome of training is "Skills development and career growth" indicated by 32%.

Following this, 27.2% believe training leads to an "Improvement in work quality" "Enhanced problem-solving" is identified as an outcome by 24.3% of respondents. The least attributed outcome of training in this depiction is "Increased productivity" with only 7.8% associating it with the training received. This visualization suggests that training is primarily seen as beneficial for individual development and work quality, with a lesser perceived impact on direct productivity increases.

Findings:

- The largest group of respondents (42.7%) falls within the 18-25 age range.
- A majority of the respondents (55.3%) identified their current status as students.
- Quarterly training programs are the most frequently conducted by organizations (33.7%).

Suggestions:

1. Tailor content: Consider the age distribution (majority 18-33) when designing training materials and delivery.
2. Student-friendly approaches: If a large portion are students, explore learning methods that resonate with this demographic.
3. Optimize training frequency: While quarterly is common, assess if this aligns with learning needs and retention.
4. Recognize trainer satisfaction: Maintain or enhance trainer quality and delivery to keep satisfaction high.

5. Address time constraints: Design shorter, more focused training modules to overcome the "too much time" barrier

Conclusion:

The survey clearly indicates that employee training and development play a vital role in improving performance, satisfaction, and organizational growth. A majority of respondents are young adults, primarily students and employees, showing the growing interest of the younger workforce in career advancement through training.

The data highlights that most training sessions are conducted quarterly, with classroom training being the most preferred method. Satisfaction levels with trainers are generally high, though barriers like insufficient time and limited management support hinder effective implementation

Organizations can measure training effectiveness using performance metrics and feedback. Technology is seen as crucial for flexible and cost-effective learning. Most agree that training enhances professional relationships and employee retention.

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