

AN ANALYSIS OF THE EFFECTIVENESS OF TRAINING AND DEVELOPMENT IN SELECTED FERTILIZER INDUSTRY IN GUJARAT STATE

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Abstract

This article intends to provide an overview of training and development in a fertilizer company in Gujarat. The article starts by giving an introduction to the company and the fertilizer industry in Gujarat. It then discusses the importance of training and development in the fertilizer industry and the steps taken by the company to train and develop its employees. The article also explores the various training programs offered by the company, including on-the-job training, classroom training, and online training. Finally, the article concludes by summarizing the key takeaways from the training and development program in the fertilizer company in Gujarat.

Keywords: Training and development, fertilizer companies, employee performance, job retention.

INTRODUCTION

The fertilizer industry in Gujarat is one of the most prominent contributors to the economy of the state. The industry has grown significantly in the last few years due to increased investment and government support. One of the key challenges faced by the industry is the shortage of skilled labor, and this is where training and development play a significant role. The fertilizer company in Gujarat has recognized the importance of training and development and has taken several steps to develop the skills and capabilities of its employees. The company has a well-structured training and development program that is designed to meet the specific needs of each department and employee. The training and development program in the fertilizer company in Gujarat is designed to provide employees with the skills and knowledge required to perform their jobs effectively. The company offers a range of training programs, including on-the-job training, classroom training, and online training. These programs are tailored to the specific needs of each department and employee.

On-the-job training is an important component of the training and development program. In this program, employees are trained by experienced professionals while they are working. This helps them learn the practical aspects of their jobs and allows them to gain hands-on experience. Classroom training is also an important part of the training program. In this program, employees are given lectures and demonstrations on various aspects of their job. The company also offers online training programs that employees can access from their workplace or home.

LITERATURE REVIEWS

Singh and Mohanty (2012) indicated in their research that training is a vital tool for improving workforce performance and that it will ultimately enhance an organization's value, but that an organisation should strike a balance between training value and training expenditure.

Fizzah(2011), The study's goals are to determine how training and development affect organizational performance and what role training and development plays in organisations. Information is gathered from 100 members of various groups. Also, there have been earlier studies on training and development. For employees in a business, training and development are crucial since it enables them to advance their careers and perform well at work. Training and development have a significant impact on an organization's success, and this relationship is covered in the paper.

Saleem et al. (2011) Training is a structured expansion of the knowledge, talents, and feelings required for employees to perform successfully in the offered procedure as well as to operate in subordinate situations. Also, training improves the skills of employees in a very efficient way by inspiring and moulding them into well-organized and polite individuals, which in turn impacts the effectiveness of the organization.

Bates and Davis (2010), Only when the learner is able to put the theoretical concepts they have learnt in the training programme into practice in their actual workplace will the training programme be useful. In order to expose students to a current and relevant body of information and actual world scenarios, they emphasised the use of role playing, cases, simulation, mediated exercises, and computer-based learning.

Cheng and Ho (2001) talk about the value of training and how it affects work performance: Although employee performance is one of the key metrics that the top management emphasizes, employees are more focused on their own productivity and are becoming more conscious of the information and abilities that are rapidly becoming obsolete in their volatile environment. According to the literature, by efficiently developing employees, they would be better positioned for career advancement because the possibility of a career boosts individual motivation.

Ananth (1998), He highlighted other issues the company had with managing corporate finance, such as the timing of funding acquisition and investment. He stated that the company must adapt to the demands of a changing environment by making wise judgments with the help of professionals.

OBJECTIVES OF THE STUDY

- To find out the training and development of employee performance

RESEARCH METHODOLOGY

A research design is a form of blueprint created using one of the many different types of blueprints for data collecting, measurement, and analysis. The most effective strategy for acquiring the required data must be developed according to the research design. A research study's design is determined by its goal. During the course of the study or research, information may be gathered by observations, direct communication with respondents via various forms, or in-person interviews. I used a questionnaire to get the primary data. The research study's goals were taken into consideration when creating the questionnaire. Convenience Sampling is based on the researcher's convenience when choosing a sample, as the name suggests. The only reason a respondent is included in the sample is that they were present when the poll was being conducted.

DATA ANALYSIS AND RESULTS

This study's primary goal is to assess how training and development affect employees' performance within the company. Data on the effects of training and development on employee performance, motivation, and job satisfaction of the organization have been gathered here from the sampled respondents. The important areas of training and development and their challenges on employee performance, motivation, retention, and morale are reflected in the outcomes of this research study and the evaluation that was afterwards done on the responses.

TABLE: - 1 DEMOGRAPHIC INFORMATION

		Frequency	Percentage
Qualification	SSC	69	17.3
	HSC	56	14.0
	Graduate	120	30.0
	Post Graduate	44	11.0
	Other	111	27.8
	Total	400	100.0
Age Group	20 to 30 Years	89	22.3
	30 to 40 Years	91	22.8
	40 to 50 Years	138	34.5
	Above 50 Years	82	20.5
	Total	400	100.0
Total Cooperate Experience	Up to 5 years	75	18.8
	6 to 10 Years	124	31.0
	10 to 20 Years	110	27.5
	Above 20 Years	91	22.8
	Total	400	100.0
Gender	Male	332	83.0
	Female	68	17.0
	Total	400	100.0
Marital Status	Married	258	64.5
	Unmarried	142	35.5
	Total	400	100.0

The Demographic Information in Frequency and Percentage of the Conceptual Framework of Human Resource Management is shown in Table No. 1. Both the SSC and HSC qualification percentages are 31.3, and the

frequency is 125. The combined percentage and frequency for graduation and postgraduate degrees are 41 and 164. Graduates account for the largest frequency and percentage among qualifications (120 and 30 respectively). The age group with the highest frequency and percentage is 40 to 50 years old, with 138 and 34.5, and the age group with the lowest frequency and % is over 50 years old, with 82 and 20.5. Together, 20 to 30 Years and 30 to 40 Years have frequencies and percentages of 180 and 45.1, respectively. The frequency and percentage for corporate experience up to five years in total are 75 and 18.8, respectively and it has the lowest percentage in the group (18.8). Frequency and percentage will be higher than average in 6 to 10 years at 124 and 31, respectively. With 10 to 20 years of experience, the frequency is 200, and the proportion is 50.3 overall. In the gender group, there are 332 males and 68 females, with a male to female ratio of 83 to 17. Marital Status shows that married people make up 258 and 64.5 percent of the population, which is more than single people. The percentage of unmarried people is 35.5 and the frequency is 142.

Table:-2 Respondents Perception on individual need

	Frequency	Percent %
Never Applicable	16	4.0
Not Applicable	55	13.8
Neutral	64	16.0
Applicable	169	42.3
Full applicable	96	24.0
Total	400	100.0

The above table 2 shows information related to Perception on individual need of the respondents. The total respondent's frequency is 400 and percentage 100%, out of which the highest frequency & percentage of applicable is 169, 42.3%, respectively and lowest is Never Applicable 16, 4% respectively.

Table:-3 Respondents Perception on group of function

	Frequency	Percent %
Never Applicable	8	2.0
Not Applicable	29	7.3
Neutral	78	19.5
Applicable	134	33.5
Full applicable	151	37.8
Total	400	100.0

The above table 3 shows information related to Respondents Perception on group of function of the respondents. The total respondent's frequency is 400 and percentage 100%, out of which the highest frequency & percentage of full applicable is 151, 37.8%, respectively and lowest is Never Applicable 8, 2% respectively.

Table:-4 Respondents Perception on organization needs

	Frequency	Percent %
Never Applicable	8	2.0
Not Applicable	47	11.8
Neutral	40	10.0
Applicable	160	40.0
Full applicable	145	36.3
Total	400	100.0

The above table 4 shows information related to Perception on organization needs of the respondents. The total respondent's frequency is 400 and percentage 100%, out of which the highest frequency & percentage of applicable is 160, 40%, respectively and lowest is Never Applicable 8, 2% respectively.

Table:-5 Respondents perception on brief time period attention

	Frequency	Percent %
Never Applicable	11	2.8
Not Applicable	42	10.5
Neutral	49	12.3
Applicable	202	50.5
Full applicable	96	24.0
Total	400	100.0

Above table number 5 shows that 24.0% i.e., 96 respondents strongly agree, 50.5% i.e., 202 respondents agree whereas 12.3% i.e., 49 respondents having neutral opinion and 13.3% respondents either disagree or strongly disagree with the statement.

Table:-6 Respondents perception on long term conscious

	Frequency	Percent %
Never Applicable	2	.5
Not Applicable	59	14.8
Neutral	63	15.8
Applicable	159	39.8
Full applicable	117	29.3
Total	400	100.0

Table number 6 shows that 29.3% i.e., 117 respondents strongly agree, 39.8% i.e., 159 respondents agree whereas 15.8% i.e., 63 respondents having neutral opinion and 15.3% respondents either disagree or strongly disagree with the statement.

Table:-7 Respondents perception on group oriented

	Frequency	Percent %
Never Applicable	3	.7
Not Applicable	51	12.8
Neutral	47	11.8
Applicable	164	41.0
Full applicable	135	33.8
Total	400	100.0

The table number 7 depicts that 135 respondents i.e., 33.8% strongly agrees and 164 respondents i.e., 41% agrees with the statements whereas 47 respondents are neutral and 11.8 % i.e., 54 respondents are disagree with the statement.

Table:-8 Respondents perception on individual oriented

	Frequency	Percent %
Never Applicable	34	8.5
Not Applicable	25	6.3
Neutral	55	13.8
Applicable	129	32.3
Full applicable	157	39.3
Total	400	100.0

From the above table we can say that 39.3% of respondents strongly agree and 32.3% agree with the statement on perception of individual orientation and 13.8% have no idea regarding the statement. Whereas 14.8% either disagree, strongly disagree with the statement.

Table:-9 Respondents perception on project orientation

	Frequency	Percent %
Never Applicable	12	3.0
Not Applicable	38	9.5
Neutral	47	11.8
Applicable	179	44.8
Full applicable	124	31.0
Total	400	100.0

From the table number 9 we can draw an inference that 31% respondents strongly agree, 44.8% whereas 11.8% respondents are neutral having no idea of perception on project orientation. And 12.5% respondents disagree or strongly disagree with the statement.

Table:-10 Respondents perception on training annual

	Frequency	Percent %
Never Applicable	2	.5
Not Applicable	41	10.3
Neutral	59	14.8

Applicable	121	30.3
Full applicable	177	44.3
Total	400	100.0

Table number 10 shows that 44.3% i.e., 177 respondents strongly agree, 30.3% i.e., 121 respondents agree whereas 14.8% i.e., 59 respondents having neutral opinion and 10.8% respondents either disagree or strongly disagree with the statement.

Table:-11 Respondents perception on industry driven

	Frequency	Percent %
Never Applicable	4	1.0
Not Applicable	44	11.0
Neutral	46	11.5
Applicable	191	47.8
Full applicable	115	28.8
Total	400	100.0

From the above table we can say that 28.8% of respondents strongly agree and 47.8% agree with the statement on perception on industry driven and 11.5% have no idea regarding the statement. Whereas 11% either disagree, strongly disagree with the statement.

Table:-12 Respondents perception on want based

	Frequency	Percent %
Never Applicable	31	7.9
Not Applicable	32	8.0
Neutral	42	10.5
Applicable	167	41.8
Full applicable	128	32.0
Total	400	100.0

Above table number 66 shows that 32% i.e., 126 respondents strongly agree, 41.8% i.e., 167 respondents agree whereas 10.5% i.e., 42 respondents having neutral opinion and 15.9% respondents either disagree or strongly disagree with the statement.

CONCLUSION

In conclusion, the training and development program in the fertilizer company in Gujarat is a well-structured and comprehensive program that is designed to meet the specific needs of each department and employee. The program has helped the company overcome the shortage of skilled labor and has resulted in significant improvements in productivity and efficiency. The company's commitment to training and development is a testament to its dedication to employee growth and development.

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