

Research on the Development and Training Programs of Regenta Wire Industries

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ABSTRACT

The purpose of this article is to do conceptual research on the benefits of employee development and training programmes and to provide those findings. According to this research, there are benefits not just for individuals but also for companies. The global economy of the present day makes it difficult for businesses to maintain their position as market leaders. Companies that are aiming to gain a competitive advantage over their competitors should prioritise investing in employee development and training programmes. The productivity of a company's most valuable resource—its employees—is directly proportional to that company's likelihood of either success or failure. Because of this, companies invest a significant amount of money in various training and development programmes for their staff members. In addition, companies should place a focus on the workers' knowledge, skills, and overall competency while designing their training programmes. There is a great deal of discussion among industry professionals and academics over the effects that training opportunities have, not just on workers but also on businesses.

Keywords : *benefiting, development, competency, organizational, occupations, purpose*

INTRODUCTION

Training is a crucial component of human resource development. After being hired for various positions inside an organization, employees must be given the appropriate instruction before they can begin working there. In many businesses, an employee must complete an intensive training program before integrating into a team environment with friendly colleagues. There is a concentration on the three critical facets of competency: knowledge, beliefs, and experiences. Its purpose is to better prepare workers for the occupations they now have or will hold in the future. The only way for individuals or organizations to remain relevant and accomplish what they set out to do is to continue to develop and adapt. The development of the company's human resources should be at the top of the list for every management in the present day. The most important aspect of human resource development is employee education and development. In the sector of human resource management, training is a crucial characteristic that is very necessary.

REVIEW OF LITERATURE

Training and development focus on educating its participants on new ideas and techniques. Learning and development is an essential component of human resource management (HRM) since it increases output at the personal, team, and organizational levels, ultimately benefiting the whole. According to

to paraphrase Bhanu Chopra, training and development are crucial in today's fast-paced, ever-evolving business world. Companies often overlook developmental training. When it does become organized, it is usually because of the dogged efforts of the HR department. However, there is an enormous benefit in providing employees with enough opportunities for training and advancement. Through training, workers may hone their existing skills and pick up new ones. Development and training are essential to every business because they assist employees in doing their jobs now and in the future.

Any company that wants to survive in today's economy must consider bridging the skills gap. It is impossible to shield education completely from the pressures of ideas, even if it is always based on a handbook of information. In most cases, it is influenced by a shared set of norms and values that outline a society's fundamental beliefs and expectations and its primary goals and methods for achieving those goals.

STUDY STRUCTURE AND APPROACH

THE IMPORTANCE OF THE STUDY:

- They contribute to an increase in overall productivity in the workplace.
- Increase your productivity by working more diligently.
- Reduce the number of employees that leave your company each year.
- Raise the bar for the quality of the training.

OBJECTIVES OF THE STUDY INCLUDE:

This research is being carried out so that we may better understand the many opportunities for professional growth and development that are now accessible to us. The research staff's opinions on the utility and efficiency of the training courses that are accessible to them are revealed by an assessment of such programs. On top of that, it would assist the organization in designing a more efficient training curriculum.

WHAT WE HOPE TO ACCOMPLISH WITH THIS STUDY

- To get insight into employees' perspectives on professional growth and development
- Please find out how satisfied workers were with the learning and growth opportunities provided to them.
- To assess the group's training requirements.
- To provide helpful suggestions for executive planning and implementation.

The research has limitations.

- Because employees have a variety of schedules, it might be challenging to collect accurate statistics.
- It became difficult to obtain the essential data due to the senior management of the firm's busy schedules.
- The amount of time allotted for data collection was insufficient, which meant that this was the primary limitation.

Source Of data:

Both Main Data and Secondary Research are utilized as sources in the process of data collection.

- Source Of data: Primary data are distinguished by their unique quality as a result of the fact that they are compiled for the very first time. The questionnaire method was used to collect significant pieces of information.
- Secondary Research: Information Obtained From External Collected sources are data obtained from secondary sources such as corporate websites and historical financial details.

Random Sample:

The sample size for the survey is calculated based on the responses of 110 individuals.

METHODS AND TECHNIQUES USED IN STATISTICS:

Method of Sampling Based on Randomization

STATISTICAL RESEARCH RESOURCES:

The Method of Percentage.

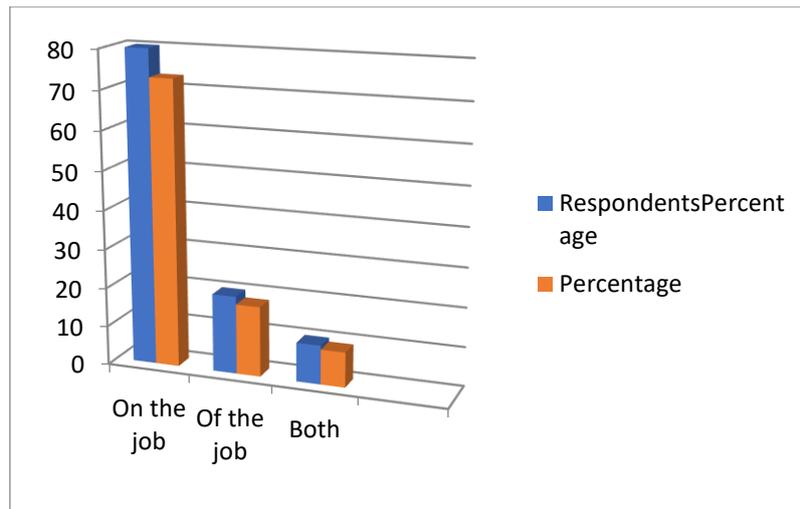
Analysis Of Data & INTERPRETATION

Which kind of physical preparation do you find most effective?

TABLE- 1: The responses of the sample population concerning their opinions. When it comes to training methods, which do you like the most?

S.no	Respondents	Percentage
On the job	80	73
Of the job	20	18
Both	10	9

CHART- 1: Diagrammatic representation of the distribution of the opinions of the sample respondents. The question that was asked was, "Which kind of training technique do you prefer?"



Explanation.

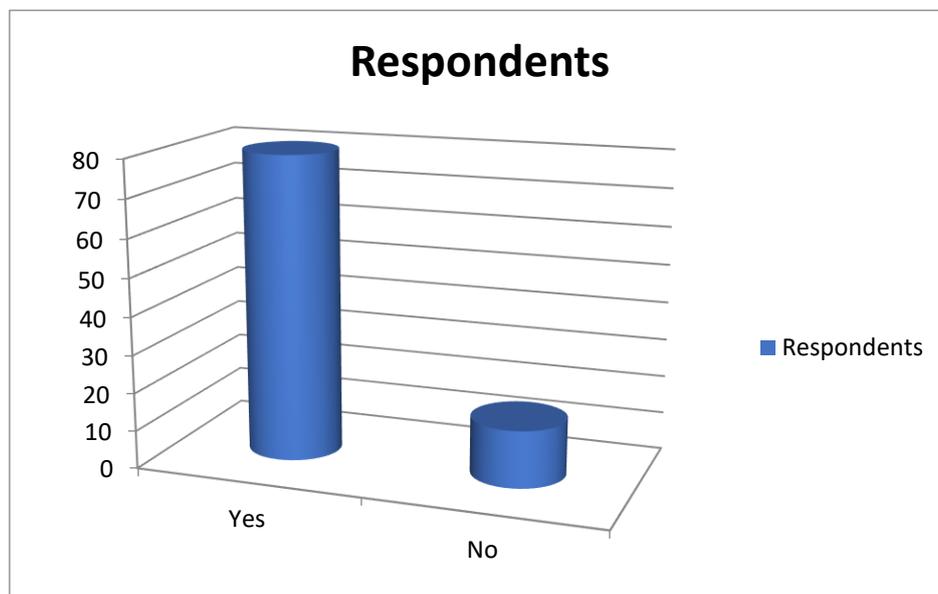
73% of workers say they prefer being on the job, while 18% say they prefer being off the job, and 9% prefer doing both.

The firm has highly qualified instructors on hand for the course, right?

TABLE- 2: How do respondents in the sampling feel about the company's provision of highly qualified trainers again for training initiative?

Response	Respondents	Percentage
Yes	80	84%
No	15	16%

CHART- 2: A schematic illustration of the percentage of responders that agree or disagree that the firm provides qualified instructors for the training course.



Explanation.

As seen in the chart above, most workers (84%) believe that their firm provides a valuable training program. Only 16% of employees provide positive feedback. The vast majority of employees provide positive feedback.

Research results

- Most workers (73%) believe both in-class and outside-of-class training are equally valuable.
- In a recent survey, 84% of workers said their employer was an excellent place to further their professional development via training opportunities.

CONCLUSION

Regenta Wire Industries is a respected company. The quantity of output increased continuously over the years. Training and development are considered essential to the success of any business. The company has used it to help fill the skills gap and future-proof its workforce. There is little doubt that these training courses improve workers' abilities, efficiency, output, and prospects for advancement.

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