

A STUDY ON TRAINING EFFECTIVENESS IN SKA DAIRY FOODS INDIA PRIVATE LIMITED, SALEM

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Abstract—Training effectiveness is crucial for organizational success, as it enhances employee performance, productivity, and job satisfaction. This study examines the impact of training on employee development and organizational growth. Effective training programs lead to improved job performance, increased productivity, and better decision-making. Organizations that prioritize training effectiveness can gain a competitive advantage, improve employee retention, and drive business success. This research highlights the importance of investing in employee training and development to achieve organizational goals.

Keywords: Training Effectiveness, Employee Performance, Job Satisfaction, Employee Retention, Training and Development.

INTRODUCTION

in today's competitive business landscape, employee training and development play a crucial role in driving organizational success. Effective training programs can enhance employee skills, boost productivity, and improve overall performance. This report aims to evaluate the effectiveness of training programs at SKA Dairy Foods India Private Limited, identifying areas of strength and weakness, and providing recommendations for future improvements.

The report will examine the impact of training on employee performance, job satisfaction, and overall organizational effectiveness. By assessing the effectiveness of training programs, SKA Dairy Foods can refine its training strategies, optimize resources, and achieve its business objectives.

STATEMENT OF THE PROBLEM

A statement of the problem is a clear and concise description of the issue or challenge that needs to be addressed. It typically includes:

1. Description of the problem
2. Impact or consequences of the problem
3. Goals or objectives for solving the problem

"The dairy production facility is experiencing a high rate of product spoilage, resulting in significant financial losses and impacting customer satisfaction. The goal is to identify the root cause of spoilage and implement effective solutions to minimize losses and ensure product quality.

OBJECTIVES OF THE STUDY

The objective of studying SKA Dairy Food Private Limited could be:

- Understanding business operations: Analysing the company's management, production, and distribution processes.
- Assessing financial performance: Evaluating the company's financial health, profitability, and growth.

- Identifying market trends: Examining the dairy industry's trends, competition, and market dynamics.
- Evaluating health and safety practices: Assessing the company's workplace safety, employee well-being, and compliance with regulations.
- Informing business decisions: Providing insights for strategic planning, improvement, or investment decisions.

SCOPE OF THE STUDY

The scope of the study on SKA Dairy Food Private Limited could include:

1. Company overview: History, mission, vision, and values.
2. Industry analysis: Dairy industry trends, competition, and market dynamics.
3. Operational analysis: Production, supply chain, logistics, and quality control.
4. Financial analysis: Financial performance, profitability, and growth.
5. Health and safety practices: Workplace safety, employee well-being, and compliance.
6. Marketing and sales: Strategies, channels, and customer engagement.
7. SWOT analysis: Strengths, weaknesses, opportunities, and threats.

LIMITATION OF THE STUDY

Limitations of a study refer to the constraints or weaknesses that may impact the validity, reliability, or generalizability of the research findings. These can include:

1. Sample size or population limitations
2. Methodological limitations (e.g., data collection methods)
3. Time or resource constraints
4. Limited scope or focus
5. Potential biases or confounding variables "This study is limited to a specific region or sample size, which may not be representative of the entire industry or population."

RESEARCH METHODOLOGY

To conduct research on SKA Dairy Foods India Private Limited, a suitable research methodology could include:

Research Design

1. Case study: In-depth analysis of SKA Dairy Foods' operations, strategies, and performance.
2. Descriptive study: Examining the company's history, products, and market presence.

Data Collection Methods

1. Secondary data: Reviewing existing literature, company reports, and industry publications.
2. Primary data: Conducting surveys or interviews with company representatives, customers, or suppliers.

Data Analysis Methods

1. Qualitative analysis: Analysing Company documents, reports, and industry trends.
2. Quantitative analysis: Examining financial data, market share, and production capacity.

Sampling Methods

1. Purposive sampling: Selecting specific individuals or groups with knowledge about SKA Dairy Foods.

Some potential research questions could be:

1. What factors contribute to SKA Dairy Foods' success in the Indian dairy market.
2. How does the company's certification and quality control measures impact its products and reputation

3. What strategies does SKA Dairy Foods employ to maintain its market presence and competitiveness

By using a combination of these research methods, you can gain a comprehensive understanding of SKA Dairy Foods India Private Limited and its operations.

Sampling Methods

1. Purposive sampling: Selecting specific individuals or groups with knowledge about SKA Dairy Foods, such as company representatives, customers, or suppliers.
2. Convenience sampling: Collecting data from easily accessible sources, such as online reviews or company reports.
3. Snowball sampling: Asking initial participants to recommend others with relevant knowledge or experience.

Sampling Frame

1. Company employees: Employees from various departments, such as production, marketing, or quality control.
2. Customers: Consumers who have purchased SKA Dairy Foods' products.
3. Suppliers: Farmers or vendors who supply milk or other ingredients to the company.

Sample Size

The sample size would depend on the research objectives, design, and methodology. A larger sample size can provide more accurate and reliable results, but may also increase the complexity and cost of the research.

If you have specific questions or need further clarification on sampling methods, feel free to ask!

Collection data

Collection for researching SKA Dairy Foods India Private Limited could involve:

Primary Data Collection

1. Surveys: Online or offline questionnaires to gather information from customers, employees, or suppliers.
2. Interviews: In-depth discussions with company representatives, industry experts, or customers.
3. Observations: On-site observations of company operations, production processes, or quality control measures.

Primary Data

Primary data is information collected first hand for a specific research purpose. It is original and unprocessed, providing new insights directly relevant to the researcher's questions or objectives. Secondary Data With a definitive target of the examination, the optional information is in like way used. The data for optional information are amounted to from different Internet battles, Research articles, magazine, Newspapers, and so forth,

SATISTICAL TOOLS

Simple percentage analysis

Chi-square investigation

DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE TEST

NULL HYPOTHESIS

HO: There is no significance relationship between experience in years and opinion about quality of service.

ALTERNATIVE HYPOTHESIS

H1: There is a significance relationship between experience in years and opinion about quality of service.

EXPERIENCE IN YEARS * OPINION ABOUT QUALITY OF SERVICE**Chi-Square Tests**

| | Value | Df | Asymp.sig.(2-SIDED) |
|------------------------------|---------|----|---------------------|
| Pearson Chi-Square | 1.956E2 | 9 | .000 |
| Likelihood Ratio | 185.718 | 9 | .000 |
| Linear-by-Linear Association | 90.867 | 1 | .000 |
| N of Valid Cases | 120 | | |

a. 6 cells (37.5%) have expected count less than 5. The minimum expected count is 1.40.

Result

There is no significant difference between experience in years and opinion about quality of service.

FINDINGS

Here are some potential findings related to training effectiveness in an organization:

Positive Findings

1. Increased productivity: Training led to improved job performance and productivity.
2. Enhanced skills: Employees acquired new skills and knowledge.
3. Improved employee engagement: Training boosted employee motivation and engagement.
4. Better decision-making: Employees made more informed decisions after training.
5. Reduced errors: Training minimized mistakes and errors.

Areas for Improvement

1. Training relevance: Some employees felt training wasn't relevant to their job roles.
2. Training duration: Some employees suggested shorter or longer training sessions.
3. Practical application: Employees wanted more opportunities to apply new skills.
4. Feedback mechanisms: Regular feedback mechanisms can enhance training effectiveness.

RECOMMENDATIONS

1. Tailor training: Customize training programs to specific job roles and needs.
2. Provide ongoing support: Offer ongoing coaching and support.
3. Evaluate training: Regularly assess training effectiveness.

These findings can help organizations refine training programs, enhance employee performance, and drive business growth.

Here are some potential suggestions for improving training effectiveness in an organization like SKA Dairy Foods India Private Limited:

Suggestions

1. Tailor training programs: Customize training to specific job roles and needs.
2. Use interactive training methods: Incorporate engaging and interactive training methods.
3. Provide ongoing support: Offer coaching and support after training.
4. Evaluate training effectiveness: Regularly assess training impact.
5. Involve stakeholders: Engage stakeholders in training design and delivery.

6. Use technology: Leverage technology for flexible and accessible training.
7. Focus on practical application: Emphasize applying new skills and knowledge.
8. Recognize and reward: Recognize and reward employees who apply new skills.

Implementation Ideas

1. Conduct needs assessment: Identify specific training needs.
2. Develop customized training plans: Create tailored training plans.
3. Use blended learning approaches: Combine different training methods.
4. Monitor progress: Track employee progress and provide feedback.

CONCLUSION

Effective training is crucial for organizational success, enhancing employee performance, productivity, and overall business growth. By investing in tailored training programs, providing ongoing support, and evaluating training effectiveness, SKA Dairy Foods can:

1. Improve employee skills and knowledge
2. Boost productivity and efficiency
3. Enhance employee engagement and motivation
4. Drive business growth and competitiveness

By prioritizing training effectiveness, SKA Dairy Foods can achieve its business objectives, stay competitive, and thrive in the industry.

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