

## **A STUDY ON PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT AT RITTAL INDIA PVT LTD, DODBALLAPUR, BANGALORE**

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**Abstract**—The objective of this report is to carry out a detailed study on understanding the training and development of training concepts in organization at RITTAL INDIA PVT LTD. This report provides the findings based on the discussions with the key personnel of RITTAL INDIA. The study was conducted for a period of 8 weeks. The project was undertaken about “A study on professional and organizational development” conducted at RITTAL INDIA help to identify how employee attitude on training helped to improve the transfer of learning. The methodology used for conducting the study was basically on the descriptive research taking a sample size of 100 customers. The primary data was collected through well-structured questionnaire. Secondary data were collected from book, journal, and websites.

**Keywords**—Employee Development, Organizational Culture, Organizational Development, Training, Value.

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### **INTRODUCTION**

Industrial development is utilized as a measuring stick for estimating the degree of monetary turn of events. Every single created nation of the world has profoundly evolved and expanded mechanical division. India has every single vital condition for mechanical turn of events. Alongside immense and differentiated common asset gifts, its enormous populace size gives modest work and gigantic market for made merchandise. India was a mechanically evolved nation before the approach of modern upheaval in Europe. Indian industry was incorporated with its farming, and family unit enterprises were an indispensable piece of the national economy. Indian craftsman and specialists realized how to weave material, make earthenware and bamboo utensils, adornments, and metal products, and to deliver wooden and calfskin items. India was known for transport fabricating as well.

The development of enterprises producing middle of the road products, such as coking coal, concrete, steel, non-ferrous metals, synthetic concoctions, was moderate and capital merchandise ventures were likewise falling significantly behind. The 1948 Industrial Policy Resolution characterized the expansive forms of the modern approach and outlined the job of the State in mechanical advancement both as a businessperson and as a position. The procedure of industrialization began with the starting of the First Five Year Plan and proceeded through progressive Plan periods. New Industrial Policy of 1991 declared a few progression measures and the ensuing Eighth Five Year Plan (1992-1997) stressed privatization, globalization, and advancement for modern development. Significant advancement estimates expelled passage obstructions to speculation, opened exchange, if free access to outside innovation in certain divisions, opened remote direct venture and evacuated boundaries restraining access to capital markets. This made the section of sheet metal creation industry into India

### **REVIEW OF LITERATURE**

1. Kuldeep sing (2000) has selected 84 organizations from business representing all major domestic industries questionnaire has developed by Huselid 1993 are used to study training the objectives of study are to examine the relationship between training and organizational performance which shows that Indian organizations are still not convinced of the fact that investments human resources can result in higher performance.
2. Wagner S 2000 in his study on employees speak out on job training findings of new nationwide study, highlighted employee development programmers or experiencing higher employees' satisfaction with lower turnover rates all to salary and benefits play a role in recruiting and training employees, people are also looking

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for opportunities to learn new things, the challenge of new responsibilities, and the prospects of personal and professional growth.

3. Yadapadithaya (2001) studied the current practices of evaluating training and development programs. In the Indian corporate includes high pressure for increased quality, innovation, productivity acts as a major driving force for the Indian corporate training and development function are related to the measurement and evaluation of training effectiveness.
4. Paquet, Kasl, Weinstein, and Waite, 1987: One study was found by a major corporation that measured change in productivity and ROI of training programs. Corporation's corporate management development and training department, which provides training for employees of corporation's operating subsidiaries, initialed an evaluation programs to prove management training made a business contribution.
5. Bushnell (1990) also created a modification to the Kirkpatrick Model by identifying four-step processes of evaluation. Bushnell's model included evaluation of training from the development through the delivery and impact.
6. Flippo (1984) stated that planned development programmer returns values to the organization in terms of increased productivity, heightened morale, reduced costs, and greater organizational stability and flexibility adapt to changing external requirements. Such programmer according to him help to meet the needs of individuals in their search for work assignments that can add up to life-long careers.
7. Michel Armstrong: training is systematic development of the knowledge, skills and attitude required by an individual to perform adequately a given task or job.
8. Edwin B Flippo, training is the act of increasing knowledge and skills of an employee for doing a job: training indicates the process involved in improving the aptitudes, skills, and abilities of employees to perform specific jobs. Training helps updating old talents and developing new ones, successful candidates placed on the jobs need training to perform their duties effectively.

**STATEMENT OF PROBLEM:**

1. In modern day, the Training and Development plays a vital role in any of the present organization. The efficiency and productivity of the firm can be increased considerably with the right training methods. And it is also necessary to understand how simultaneously the training methodology is planned and how the employees transfer this knowledge to the next trainees.
2. Hence the intention of the research is to analysis and evaluates the employee attitude on training and transfer of training processes and practices at RITTAL INDIA PRIVATE LIMITED, BANGALORE.

**OBJECTIVES OF THE STUDY:**

1. To understand the training and transfer of training concepts in organization
2. To study the attitude of employees on various aspects of training at RITTAL INDIA PVT LTD.
3. To ascertain the impact of transfer of learning practices at RITTAL INDIA PVT LTD.
4. To provide valuable recommendations for the organization based on the research findings.
5. To study the changes in behavioral pattern due to training
6. To give suggestion to improve the existing training and development practices.

**SCOPE OF THE STUDY:**

1. This investigation plans to comprehend the present preparing technique and furthermore the necessity for future preparing.
2. Through this investigation we can comprehend the new preparing strategies to be received according to the present worker abilities sets.
3. This investigation additionally centers on how a coach moves his insight to the new student.
4. We can likewise see how genuinely the representatives take the preparation and the coach.

5. We can likewise think of new techniques to move the information.

**LIMITATIONS:**

- Time limitations of the study were only 2 months.
- The study limited to employees of Rittal India Pvt Ltd, Bangalore.

**DATA AND METHODOLOGY:**

**1. Primary data:**

The first knowledge was principally the overall knowledge; in this research work the questionnaire and personal observation is used as method to collect the primary data.

**2. Secondary Data:**

Secondary knowledge is that the knowledge, that were earned indirectly. It's not earned directly from the staff. The sources of secondary knowledge embrace the revealed. It means that that already exists. revealed documents and different such forms of data the public document like books, manuscripts, reports, records, papers and magazines were for secondary knowledge assortment.

**3. Data assortment tools:**

The instrumentation that is needed for the information assortment is form. The Resource is that the respondents to answer the question that selection instead of asking them to write down own. The form as well as twenty queries that was necessary to gather knowledge from the staff.

**EMPIRICAL RESULT:**

**TABLE 1: ORGANIZATION CONSIDERS TRAINING AS AN INTEGRAL A PART OF ORGANIZATIONAL STRATEGY**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	30	30
2	Agreed	69	69
3	Neither agreed nor disagreed	1	1
4	Disagreed	0	0
5	Strongly disagreed	0	0
	Total	100	100

From the top of the graph, out of 100 percent of the respondents, 69 percent of the respondents agreed that the company had training policies that were applicable to all staff. 30 per cent of staff strongly agreed that the company had training policies that were applicable to all staff, 0 per cent disagreed that the company had training policies that were applicable to all staff, 1 per cent did not agree or disagree that the company had training policies that were applicable to all staff and 0 per cent of employees were strongly opposed.

**TABLE 2: WHETHER OR NOT RESPONDENTS HAVE ATTENDED A MINIMUM OF 3 TRAININGS WITHIN THE LAST ONE YEAR**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	31	31
2	Agreed	66	66
3	Neither agreed nor disagreed	2	2
4	Disagreed	1	1
5	Strongly disagreed	0	0
	Total	100	100

Out of 100 percent of respondents, 31 percent of respondents strongly agreed that they had attended at least three training sessions in the last one year, 1 percent of respondents disagreed that they had attended at least three training sessions in the last one year, 24 percent of respondents accepted that they had attended at least three training sessions in the last one year, 66 percent of respondents agreed.

**TABLE 3: RITTAL HAS TRAINING POLICIES THAT'S APPLICABLE FOR ALL THE EMPLOYEES.**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	32	32
2	Agreed	64	64
3	Neither agreed nor disagreed	3	13
4	Disagreed	1	1
5	Strongly Disagreed	0	0
	Total	100	100

From the on diagram out of 100% respondents 32% of respondents firmly concurred that Rittal has preparing strategies that is relevant for all the workers, 64% of the respondents concurred that Rittal has preparing arrangements that is material for all the employees, 3% of the respondents did neither concurred nor differ that Rittal has preparing approaches that is pertinent for all the representatives, and 1% of the respondents differ that Rittal has preparing strategies that is appropriate for all the representatives, 0% of the respondents emphatically differ that Rittal has training strategies that is pertinent for all the representatives.

**TABLE 4: STAFF HAD DISCUSSION TOGETHER WITH YOUR MANAGER RELATING TO DISTINGUISHING YOUR TRAINING DESIRES FOR THIS YEAR.**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	34	34
2	Agreed	57	57
3	Neither agreed nor disagreed	8	8
4	Disagreed	1	1
5	Strongly disagreed	0	0
	Total	100	100

From the on top of graph out of 100% respondents 57% of the respondents agreed that staff had discussion together with your manager relating to distinguishing your training desires for this year ,34% of the respondents strongly agreed that staff had discussion together with your manager relating to distinguishing your training desires for this year, 1% of the respondents disagreed that staff had discussion with your manager relating to distinguishing your training desires for this year, 8% of the respondent neither agreed nor disagreed that staff had discussion together with your manager relating to distinguishing your training desires for this year and 0% of the respondents powerfully disagreed that staff had discussion with your manager relating to distinguishing your training desires for this year.

**TABLE 5: AT RITTAL THEY FOLLOW A SCIENTIFIC METHOD OF CONDUCTING TRAININGS.**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	33	33
2	Agreed	59	59
3	Neither agreed nor disagreed	7	7
4	Disagreed	1	1
5	Strongly disagreed	0	0
	Total	100	100

From the on top of graph out of 100% of respondents 59% of the respondents agreed that at Rittal they followed a scientific method of conducting training., 33% of the respondents strongly agreed that at Rittal they followed a scientific method of conducting training., 1% of the respondents disagreed that at Rittal they followed a scientific method of conducting training, 0% of the respondents were strongly disagreed that at Rittal they followed a scientific method of conducting training. And none of the respondents neither united nor disagreed that at Rittal they followed a scientific method of conducting training.

**TABLE 6: THE TRAINING WAYS USED THROUGHOUT THE TRAINING WERE EFFECTIVE TO GRASP THE TOPIC**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	29	29
2	Agreed	64	64
3	Neither agreed nor disagreed	5	5
4	Disagreed	1	1
5	Strongly disagreed	1	1
	Total	100	100

From the on top of graph out of 100% of respondents 64% of the respondents were agreed that the training ways used throughout the training were effective to grasp the topic,29% of the respondents were strongly agreed that the training ways used throughout the training were effective to grasp the topic, 5% of the respondents were neither agreed nor disagreed that the training ways used throughout the training were effective to grasp the topic ,1% of the respondents were strongly disagreed that the training ways used throughout the training were effective to grasp the topic , and none of the respondents were disagreed that the training ways used throughout the training were effective to grasp the topic

**TABLE 7: THERE IS A 2 WAY COMMUNICATION BETWEEN THE TRAINER AND ALSO THE PARTICIPANT**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	29	29
2	Agreed	62	62
3	Neither agreed nor disagreed	9	9
4	Disagreed	0	0
5	Strongly disagreed	0	0
	Total	100	100

From the on top of graph out of 100% respondents 62% of the respondents were agreed that there was a 2 way communication between the trainer and also the participant ,29% of the respondents were strongly agreed that there was a 2 way communication between the trainer and also the participant , 9% of the respondents were neither agreed nor disagreed that there's a 2 way communication between the trainer and also the participant, 0% of the respondents were disagreed that there's a 2 way communication between the trainer and also the participant and none the respondents were strongly disagreed that there was a 2 way communication between the trainer and also the participant.

**TABLE 8: TRAINING HELPED YOU IN DISTINGUISHING THE WAYS THAT TO BOOST YOUR PERFORMANCE**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	34	34
2	Agreed	54	54
3	Neither agreed nor disagreed	10	10

4	Disagreed	2	2
5	Strongly disagreed	0	0
	Total	100	100

From the on top of table out of 100% respondents 54% of respondents were agreed that training helped you in distinguishing the ways that to boost your performance, 34% of the respondents were strongly agreed that training helped you in distinguishing the ways that to boost your performance, 10% of the respondents were neither agreed nor disagreed that training helped you in distinguishing the ways that to boost your performance, 2% of the respondents were disagreed that training helped you in distinguishing the ways that to boost your performance and 0% of the respondents were powerfully disagreed that training helped you in distinguishing the ways that to boost your performance.

**TABLE 9: THE TRAININGS THAT WERE PROVIDED ENCOMPASS A POSITIVE IMPACT ON YOUR CAREER PATH.**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	23	23
2	Agreed	63	63
3	Neither agreed nor disagreed	12	12
4	Disagreed	2	2
5	Strongly disagreed	0	0
	Total	100	100

From the on top of graph out of 100% respondents 63% of respondents were agreed that the trainings that were provided encompasses a positive impact on their career path, 23% of the respondents were strongly agreed that the trainings that were provided encompasses a positive impact on their career path, 2% of the respondents were disagreed that the trainings that were provided encompasses a positive impact on your career path, 12% of the respondents were neither agreed nor disagreed that the trainings that were provided encompasses a positive impact on your career path and 0% of the respondents were powerfully disagreed that the trainings that were provided encompasses a positive impact on your career path.

**TABLE 10: THE TRAINERS KNOWN HAVE CONDUCTED TRAINING IN EFFECTIVE MANNER SO AS TO REALIZE THE LEARNING OBJECTIVES**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	30	30
2	Agreed	55	55
3	Neither agreed nor disagreed	15	15
4	Disagreed	0	0
5	Strongly disagreed	0	0
	Total	100	100

From the on top of table out of 100% Of respondents 55% of the respondents were agreed that the Trainers known had conducted training in effective manner so as to realize the learning objectives, 30% of the respondents were strongly agreed that the Trainers known had conducted training in effective manner so as to realize the learning the training the learning objectives, 0% of the respondents were disagreed that the Trainers known had conducted training in effective manner so as to realize the learning objectives, 15% of the respondents were neither agreed nor disagreed that the Trainers known had conducted training in effective manner so as to realize the learning the training the learning objectives and none of the respondents were powerfully disagreed that the Trainers known had conducted training in effective manner so as to realize the learning objectives.

**TABLE 11: THE CORPORATE GOT SUFFICIENT TIME TO PERFORM WHEN THE TRAINING.**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	27	27
2	Agreed	63	63
3	Neither agreed nor disagreed	10	10
4	Disagreed	0	0
5	Strongly disagreed	0	0
	Total	100	100

From the on top of graph out of 100% of respondents 63% of the respondents were agreed that the corporate got sufficient time to perform when the training , 27% of the respondents were strongly agreed that the corporate got sufficient time to perform when the training, 0% of the respondents were disagreed that the corporate got sufficient time to perform when the training, 10% of the respondents were neither agreed nor disagreed that the corporate got sufficient time to perform when the training and 0% of the respondents were powerfully disagreed that the corporate got sufficient time to perform when the training.

**TABLE 12: EFFECTIVE TRAINING HAS SUPPORTED IN MOTIVATING EMPLOYEES AND DEVELOPING RIGHT PERSPECTIVE AT WORKPLACE**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	28	28
2	Agreed	65	65
3	Neither agreed nor disagreed	7	7
4	Disagreed	0	0
5	Strongly disagreed	0	0
	Total	100	100

From the on top of graph out of 100% of respondents 65% of respondents were agreed that Effective training had supported in motivating employees and developing right perspective at work, 28% of the respondents were strongly agreed that that Effective training had supported in motivating employees and developing right perspective at work, 7% of the respondents were neither agreed nor disagreed that that Effective training had supported in motivating employees and developing right perspective at work, 0% of the respondents were disagreed that that Effective training had supported in motivating employees and developing right perspective at work and none of the respondents were strongly disagreed that Effective training had supported in motivating employees and developing right perspective at work.

**TABLE 13: EMPLOYEES WERE READY TO CONNECT HE'S BEING PROVIDED, TOGETHER WITH YOUR JOB**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	27	27
2	Agreed	65	65
3	Neither agreed nor disagreed	8	8
4	Disagreed	0	0
5	Strongly disagreed	0	0
	Total	100	100

From the on top of graph out of 100% of respondents 65% of the respondents were agreed that staff were ready to connect the training that's being provided ,with your job, 27% of the respondents were disagreed that staff were ready to connect

the training that's being provided with your job, 8% of the respondents were neither agreed nor disagreed that employees were ready to connect the training that's being provided ,with your job, 0% of the respondents were strongly disagreed that employees were ready to connect the training that's being provided ,with your job and 0% of the respondents were strongly agreed that employees were ready to connect the coaching that's being provided ,with your job.

**TABLE 14: WORKER MANAGER SUPPORTS YOU IN CONTINUOUS WORK IMPROVEMENT BY PROVIDING SUFFICIENT FEEDBACKS RELATING TO YOUR PERFORMANCE**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	32	32
2	Agreed	58	58
3	Neither agreed nor disagreed	9	9
4	Disagreed	1	1
5	Strongly disagreed	0	0
	Total	100	100

From the on top of graph 58% of the respondents were agreed that worker manager supports you in continuous work improvement by providing sufficient feedbacks relating to your performance, 32% of the respondents were strongly agreed that worker manager supports you in continuous work improvement by providing sufficient feedbacks relating to your performance, 9% of the respondents were neither agreed nor disagreed that worker manager supports you in continuous work improvement by providing sufficient feedbacks relating to your performance, 1% of the respondents were disagreed that worker manager supports you in continuous work improvement by providing sufficient feedbacks relating to your performance, and 0% of the respondents were strongly disagreed that worker manager supports you in continuous work improvement by providing sufficient feedbacks relating to your performance.

**TABLE 15: THE TRAININGS FEEDBACKS WERE COMPLETELY ANALYZED SO AS TO ENHANCE ANY TRAINING**

<i>Sl.No.</i>	<i>Particulars</i>	<i>No. of respondents</i>	<i>% of respondents</i>
1	Strongly agreed	28	28
2	Agreed	61	61
3	Neither agreed nor disagreed	9	9
4	Disagreed	2	2
5	Strongly disagreed	0	0
	Total	100	100

From the on top of table out of 100% of respondents a 28% of the respondents were strongly agreed that the trainings feedbacks were completely analysed so as to enhance any trainings, 61% of the respondents were united that the trainings feedbacks were completely analysed so as to enhance any trainings, 9% of the respondents were neither agreed nor disagreed that the trainings feedbacks were completely analysed so as to enhance any trainings, 0% of the respondents were strongly disagreed that the trainings feedbacks were completely analysed so as to enhance any training, and 2% of the respondents were disagreed that the trainings feedbacks were completely analysed so as to enhance any trainings

## **FINDINGS**

- 69% of the respondents were agreed, and 0% of the respondents were strongly disagreed that RITTAL organization considers training as an integral part of organizational strategy.
- 66% of the respondents were strongly agreed and 2% of the respondents were neither agreed nor disagreed that employee have attended at least three trainings in the last 1 year.
- 64% of the respondents were agreed and 0% of the respondents were strongly disagreed that Rittal has training policies that is applicable for all the employees.



- 57% of the respondents were agreed and 0% of the respondents were strongly disagreed that employee had discussion with your manager regarding identifying your training needs for the current year.
- 59% of the respondents were agreed and 0% of the respondents were strongly disagreed that At Rittal they follow a systematic process of conducting trainings.
- 64% of the respondents were agreed that and 1% of the respondents were disagreed that the training methods used during the training were effective to understand the subject.
- 62% of the respondents were agreed that and 0% of the respondents were strongly disagreed that there is a two-way communication between the trainer and the participant.
- 54% of the respondents were agreed that and 2% of the respondents were strongly disagreed that the Training helped you in identifying the ways to improve your performance.
- 9 62% of the respondents were agreed that and 0% of the respondents were strongly disagreed that he trainings that you received were relevant to the market scenario.
- 55% of the respondents were agreed that and 0% of the respondents were strongly disagreed that the trainings that were provided has a positive impact on your career path.
- 63% of the respondents were agreed that and 10% of the respondents were strongly disagreed and strongly disagreed that Trainers identified have conducted training in effective manner to achieve the learning objectives.
- 65% of the respondents were agreed that and 0% of the respondents were strongly disagreed that the effective training has supported in motivating employees and developing right attitude at workplace.
- 65% of the respondents were agreed that and 27% of the respondents were strongly agreed that the employees were able to connect the training that is being provided, with your job.
- 58% of the respondents were agreed that and 0% of the respondents were strongly disagreed that the employee manager supports you in continuous work improvement by providing sufficient feedbacks regarding your performance.
- 61% of the respondents were strongly agreed that and 0% of the respondents were disagreed that the training feedbacks were thoroughly analyzed to improve further trainings.

## **CONCLUSION**

The employee's attitude on preparing and move of that learning is a significant device in the association. The successful preparing will build the powerful execution of representatives. The examination offers the chance to think about the representative disposition on preparing which conveys inside the association.

By this present worker's attitude on preparing and move of learning can improve the representatives' resolve, get information about where they really need and came to know whether the representatives can ready to build their exhibition through this preparation programs.

It assisted with getting top to bottom information about the field by the significant recommendations of the scientist the organization get advantage by actualizing the equivalent.

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