

## **A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT OF EMPLOYEES IN FLOFLEX INDUSTRIES LLP, ERODE**

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**Abstract**—The study explores the effectiveness of training and development programs implemented at Floflex Industries LLP at Erode, with a focus on evaluating how these initiatives contribute to employee performance, skill enhancement, and overall organizational productivity. The research aims to assess the arrangement between employee needs and training objectives, identify gaps in the current training strategies, and measure employee satisfaction and retention linked to developmental efforts. Data were collected through structured questionnaires with 170 employees in various departments through a purpose sampling method, supplemented by an analysis of HR records and performance metrics. The research methodology adopted both quantitative and qualitative, involving analytical and statistical tool such as percentage analysis, correlation, ANOVA, chi-square. The findings reveal that while the company has invested in a variety of training programs, the effectiveness largely depends on program relevance, delivery methods, and follow-up support.

**Keywords:** Effectiveness of Training and Development, Employee Performance, Skill Enhancement.

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### **INTRODUCTION**

Training and developments are the part of an organization's subsystem that focuses on improving individual and group of employees. Training and development refer to educational activities within a company created to enhance the knowledge and skills of employees while providing information and instruction on how to better perform specific tasks. Training and development in HRM are two different activities which go hand-in-hand for the overall betterment of the employee. The short term and reactive process is training which is used for operational purpose while the long-term process of development is for executive purpose. Employee training and development are key components of human resource management that focus on improving employees' skills, knowledge, and abilities, ensuring that they are equipped to meet both current and future job demands.

### **STATEMENT OF THE PROBLEM**

Training and development of employee effectiveness refers to business environment, organizations continuously seek to enhance their workforce's skills and capabilities to remain competitive and adapt to changing demands. One of the most common approaches to achieving this is through employee training and development programs.

This research aims to assess the effectiveness of training and development programs for employees, identifying factors that contribute to or hinder their success. The study will explore various aspects, including the design and implementation of training programs, the alignment with organizational goals, employee engagement levels, and the impact on performance and productivity. By evaluating these dimensions, the research will seek to provide insights into how organizations can optimize their training and development efforts to ensure that they lead to tangible improvements in employee skills, motivation, and overall organizational success.

## **OBJECTIVES OF THE STUDY**

1. To understand the training needs of different employee groups.
2. To identify the specific skill gaps and assess employee satisfaction with training programs.
3. To evaluate the impact of training of employees.
4. To analyze the training strategies followed by the organization.
5. To find whether the employees' obligation is recognized by the organization.

## **NEED OF THE STUDY**

The need for this study on the effectiveness of training and development of employees is driven by the increasing recognition of human capital as a critical factor in organizational success.

First, organizations need to ensure that their training programs are aligned with both employee needs and broader business objectives. Understanding which training methods are most effective can help organizations design more relevant, impactful programs that contribute to their strategic goals.

Second, employees are a primary asset of any organization, and their continued development is vital for maintaining a competitive edge. By evaluating the impact of training programs on employee performance, this study will help identify areas where organizations can improve their investment in workforce development, ultimately leading to higher productivity, job satisfaction, and retention rates.

Finally, as organizations face increased pressure to demonstrate return on investment (ROI) for their training expenditures, this study will provide critical data and frameworks for assessing the long-term benefits of training initiatives.

## **SCOPE OF THE STUDY**

The study is focused on the effectiveness of training and development of employees encompasses an evaluation of various training programs, methodologies, and their impact on employee performance and organizational success. It will investigate the different types of training and development initiatives offered by organizations, such as on-the-job training, e-learning, and workshops, and assess their effectiveness in improving skills and knowledge. The study will focus on employee engagement and participation in these programs, exploring factors that influence their involvement and the barriers to effective participation. This research aims to provide insights into how training and development programs can be optimized for maximum benefit, ensuring that they effectively contribute to both individual employee growth and organizational success.

## **HYPOTHESIS OF THE STUDY**

(H<sub>0</sub>): There is no significant correlation between the educational qualification of employees and their participation or performance in the training program.

(H<sub>1</sub>): There is a significant difference in the variable of interest across different working department.

## **RESEARCH METHODOLOGY**

The research adopts the analytical research design to examine the effectiveness of training and development of the employees. This study adopts the quantitative research utilizing both primary and secondary data.

## **SAMPLE SIZE**

The researcher elicits the views and opinion from 170 respondents in the FLOFLEX INDUSTRIES, Erode.

## **SAMPLING METHOD**

The research study has been selected the non-probability sampling method. Under this method the purpose sampling techniques is most feasible of the study and research survey taken from employees of the industry.

## **STATISTICAL TOOLS EMPLOYED**

This research study ensures the percentages analysis for the demographic information of the respondents in the industry. SPSS (Statistical Package of Social Science Studies) application for Correlation analysis to identify the relationship between variables, Chi-square test for hypothesis testing.

## **LIMITATIONS OF THE STUDY**

- The study may not cover the effectiveness of training and development of employee performance and productivity.
- The study may not rely the employee satisfaction and engagement of the company.
- Employees continuous learning helps employees stay abreast of technological advancements and industry shifts.

## **COMPANY PROFILE**

FLOFLEX INDUSTRIES, is the HSAW & HDPE pipe manufacturing & Premium Corrosion protection Coating. The company's inception in 2018 was resultant of the need of a competitive and secure source which could fulfill the steel pipe requirements of the flagship company of the water supply & sewages projects involving steel pipes. The plant currently offers Longitudinally-cum-Circumferentially Welded Carbon Steel Pipes, with diameters ranging from 458 mm to 4000 mm and in thicknesses ranging from 5 mm to 30 mm. For HDPE from 20mm to 400mm with various pressure rating. Over the years the company has created a technical niche for itself in pipe manufacturing and in design, development & manufacture of built-up structures and competes with the very best in this field. Satisfied clientele has ensured repeat orders and the Company is well and truly on systematic and planned growth path. Turnover of the company have swelled and so have the company's bottom-line, which is only a reflection of the professional approach towards all spheres of business management in its area of expertise. Floflex industries believes the quality is in built process, success of which is directly proportional to the attitude which the work force possesses. Continual technical training and availability of and access to the latest technology, has ensured that all involved in the engineering and manufacturing process remain focused that the product is manufactured with highest quality standards and in strict accordance to the client specifications / codes. It is located in the financially capital of TAMILNADU, Erode, the plant is located at 20 kms from Erode, in the well-developed in PERUNDURAI SIPCOT Industrial Belt. The manufacturing facilities of the company have been accredited with ISO 9001 – 2015 certification from AQC.

## **DATA ANALYSIS AND INTERPRETATION**

### **CORRELATION BETWEEN DESIGNATION AND WORK EFFICIENCY**

<b>Correlations</b>			
		Designation	Work Efficiency
Designation	Pearson Correlation	1	.929**
	Sig. (2-tailed)		.000
	N	170	170
Work Efficiency	Pearson Correlation	.929**	1
	Sig. (2-tailed)	.000	
	N	170	170
<b>Source:</b> Primary data Correlation is significant at the 0.01 level (2-tailed).			

The Pearson correlation of F-value 0.929 with a p-value = 0.000 indicates a very positive relationship. With strong, statistically significant N = 170, this high correlation suggests a high F-value, confirming strong model significance. Thus, the null hypothesis is rejected and accepts the alternative hypothesis, concluding that designation significantly influences work efficiency.

**ANOVA BETWEEN EDUCATION QUALIFICATION AND THEORY AND PRACTICAL LEARNING**

ANOVA					
Educational Qualification					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	154.148	4	38.537	153.570	.000
Within Groups	41.405	165	.251		
Total	195.553	169			

**Source:** Primary data

The ANOVA result shows an F-value of 153.570 and a p-value of 0.000, indicating a highly significant difference. Since the p-value < 0.01, the null hypothesis is rejected and concludes that education qualification significantly affects the variable being analyzed.

**FINDINGS**

- It is found that the majority of the respondents under the category of male respondents of 112.
- It is found that the respondent group is fairly well-educated, with the 85 majority of respondents has completed UG degree.
- It is observed that the 51 respondents belong to Administration and Sales departments either have larger team sizes or higher engagement levels in the survey compared to other departments.
- It is observed that the 88 majority of respondents fall within the lower to mid-level salary ranges.
- It is observed that the 76 majority of respondents of machine operators are highly involved in production department.
- It is observed the F-value 0.929 with a p-value = 0.000 indicates a very positive relationship. Thus, the null hypothesis is rejected and accepts the alternative hypothesis, concluding that designation significantly influences.
- It is observed the F-value of 153.570 and a p-value of 0.000, indicating a highly significant difference. Since, the null hypothesis is rejected and concludes that education qualification significantly affects.
- It is observed the F-value = 0.852 with a p-value = 0.000 indicates a strong, statistically significant positive relationship. Hence, the null hypothesis is rejected and concludes that salary significantly influences.

**SUGGESTIONS**

- Industry should make efforts to improve the training program is realistic, helpful and based on the industrial strategy. Industry is focus on identifying the area where training needs have actually generated. On the basis of industrial strategy training program should be operated.
- There needs to be improvisation in technology. Industry needs to update themselves with changing technology. Updating with the technology is important to enhance productivity and performance.
- Salary structure should be revised at regular intervals to satisfy employees.

**CONCLUSION**

The study on effectiveness of training and development at Floflex Industries LLP reveals that structured and well-implemented training programs play a crucial role in enhancing employee performance, satisfaction, and overall productivity. The majority of employees expressed positive feedback regarding relevance of the training.

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