

A STUDY ON TRAINING AND DEVELOPMENT IN MEERA TEXTILES PVT. LTD., VEDASANDUR, DINDIGUL

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Abstract—This study focuses on evaluating the training and development practices at Meera Textiles Pvt. Ltd., a prominent player in the textile manufacturing industry. The primary objective is to understand how training initiatives enhance employee skills, productivity, and job satisfaction within the organization. Through a combination of surveys, interviews, and company records, the study examines the effectiveness of current training modules, employee participation levels, and the alignment of training programs with organizational goals. It also explores the challenges faced by the HR department in implementing effective development strategies.

Keywords: Training, Development, Employee Performance, Skill Enhancement.

INTRODUCTION

Training and development play a crucial role in enhancing the efficiency and performance of employees in any organization. In today's competitive and fast-changing industrial environment, companies must invest in equipping their workforce with updated knowledge, skills, and techniques. Meera Textiles Pvt. Ltd., a reputed name in the textile manufacturing industry, recognizes the significance of training and development in maintaining its operational excellence and market reputation.

The textile industry, especially in India, is labor-intensive and relies heavily on the capabilities of its human resources. With growing customer demands, technology integration, and global competition, it is essential for companies like Meera Textiles to focus on continuous employee learning and upskilling. Training helps employees adapt to changing production technologies, quality standards, and safety requirements.

Development, on the other hand, is a long-term investment in employee growth, focusing on preparing them for higher responsibilities and future roles. Meera Textiles promotes both vertical and lateral growth by offering development opportunities through workshops, leadership training, mentoring, and job rotations. This contributes to better employee retention and morale.

NEED OF THE STUDY

In the competitive and ever-evolving textile industry, it is essential for companies like Meera Textiles Pvt. Ltd. to ensure that their employees are well-equipped with the latest skills and knowledge. With advancements in technology, modern machinery, and dynamic customer demands, the traditional methods of working are no longer sufficient. Hence, there is a growing need for effective training and development programs to prepare employees for current and future job roles.

Meera Textiles operates in a labor-intensive environment where human efficiency and precision directly impact productivity and quality. Any gap in employee skills or understanding of processes can lead to defects, delays, and increased operational costs. To address such challenges, systematic training helps reduce errors, improve output, and streamline production. Development initiatives further enhance leadership qualities and prepare employees for more responsible roles.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:

To evaluate the effectiveness of existing training and development programs in Meera Textiles Pvt. Ltd. This includes assessing how well the training aligns with job requirements and enhances employee performance.

SECONDARY OBJECTIVES:

- To identify the training needs of employees at various levels within the organization.
- To analyze employee satisfaction and perception towards the training and development initiatives.
- To study the role of training in improving productivity, quality of work, and overall efficiency.
- To recommend strategies for improving the training and development system.

SCOPE OF THE STUDY

The study covers training and development activities for employees working in various departments such as production, quality control, administration, and maintenance within Meera Textiles Pvt. Ltd. It includes an evaluation of different types of training methods used—such as on-the-job training, off-the-job training, technical skill development, and soft skills programs. The scope includes gathering feedback from employees about their experience, satisfaction, and perceived benefits from training programs, and how it has impacted their work performance.

The study also takes into account the views of HR managers and supervisors to understand how training contributes to meeting organizational goals and improving workforce capability. The research focuses on training and development practices carried out during a specific recent time period (e.g., the past 1–2 years), allowing for a relevant and timely analysis of effectiveness.

HYPOTHESIS OF THE STUDY

- H_0 (Null Hypothesis): There is no significant relationship between training and development programs and employee performance in Meera Textiles Pvt. Ltd.
- H_1 (Alternative Hypothesis): There is a significant positive relationship between effective training and development programs and improved employee performance in Meera Textiles Pvt. Ltd.
- H_2 : Training and development activities have a direct impact on employee job satisfaction and motivation.
- H_3 : Employees who undergo regular training show better adaptability to new technologies and work processes compared to those who do not receive training.
- H_4 : A well-structured training program leads to reduced employee turnover and absenteeism in Meera Textiles Pvt. Ltd.

RESEARCH DESIGN

The research design for the study on "Training and Development in Meera Textiles Pvt. Ltd." is descriptive in nature, aiming to systematically examine the current training and development practices within the organization. This design helps in understanding the perceptions, effectiveness, and outcomes of training initiatives from the perspective of both employees and management. It involves collecting both qualitative and quantitative data through surveys and interviews, allowing for a comprehensive analysis of the training programs. The research focuses on identifying gaps, measuring employee satisfaction, and evaluating the impact of training on performance and productivity, thus offering insights for future improvements in the company's training strategy.

RESEARCH METHODOLOGY

The research methodology for the study on "Training and Development in Meera Textiles Pvt. Ltd." involves a systematic approach to gather, analyze, and interpret data related to the effectiveness of training programs within the organization. A descriptive research design is used to understand employee perceptions and the impact of training on their performance.

METHODS OF DATA COLLECTION

Primary Data Collection:

Primary data was gathered directly from employees and HR personnel using structured questionnaires and personal interviews, which helped capture firsthand insights about their training experiences, satisfaction levels, and perceived impact on performance.

Secondary Data Collection:

Secondary data was obtained from company training manuals, annual reports, employee handbooks, previous research studies, and relevant literature available in journals and online sources. This combination of data sources provided a balanced and reliable foundation for analysis and interpretation.

ANALYTICAL TOOLS FOR THE STUDY

- Percentage analysis
- Chi- square
- Correlation

PERIOD OF THE STUDY

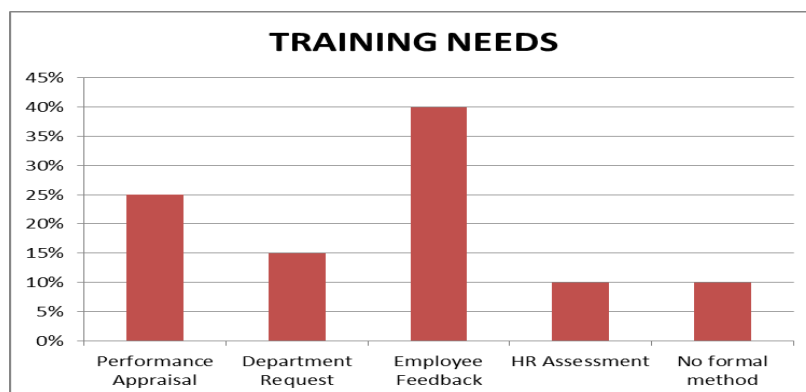
The study was done in the period of 4 months from 02-01-2025 to 30-04-2025.

LIMITATION OF THE STUDY

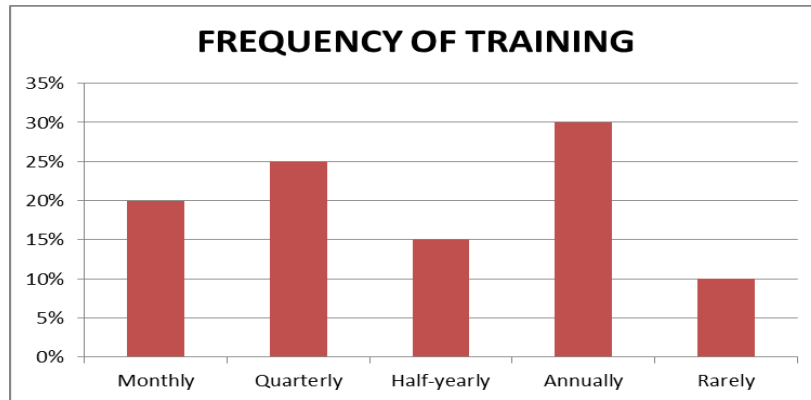
- The study was conducted on a limited number of employees due to time and resource constraints, which may not fully represent the views of the entire workforce.
- The study was carried out over a short period, which restricted in-depth analysis and limited the ability to observe long-term impacts of training programs.
- Some responses may be biased due to fear of employer reaction or a tendency to provide socially desirable answers, affecting the accuracy of primary data.
- Complete access to internal training records, budgets, or confidential HR data was restricted, limiting the depth of the secondary data analysis.
- The study focused only on the Madurai unit of Meera Textiles Pvt. Ltd., which may not reflect the training practices and outcomes in other branches or locations.

DATA ANALYSIS AND INTERPRETATION

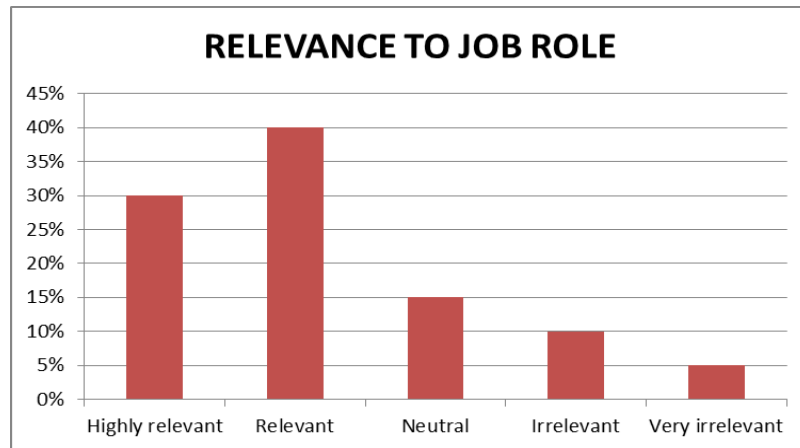
THE TABLE SHOWING THE METHOD OF IDENTIFYING TRAINING NEEDS OF RESPONDENTS



THE TABLE SHOWING THE FREQUENCY OF TRAINING SESSIONS OF RESPONDENTS



THE TABLE SHOWING THE RELEVANCE OF TRAINING TO JOB ROLE OF RESPONDENTS



CORRELATION

TABLE SHOWS THE EDUCATIONAL QUALIFICATION AND DID THE TRAINING IMPROVE SKILLS

Educational Qualification	Training Improvement in Skills
Educational Qualification Pearson Correlation (r)	1
Sig. (2-tailed)	—
N	30
Training Improvement in Skills Pearson Correlation (r)	0.623
Sig. (2-tailed)	0.001
N	30

CHI-SQUARE**THE TABLE SHOWS THE GENDER AND RELEVANCE OF TRAINING TO JOB ROLE****Observed Frequency**

SL.NO	Relevance of Training to Job Role	Male	Female	Total
1	Highly relevant	20	10	30
2	Relevant	5	4	9
3	Neutral	3	2	5
4	Irrelevant	2	0	2
5	Very irrelevant	0	0	0
Total			46	

Expected Frequency

SL.NO	Relevance of Training to Job Role	Male (Expected)	Female (Expected)	Total
1	Highly relevant	15.65	14.35	30
2	Relevant	4.35	4.65	9
3	Neutral	2.17	2.83	5
4	Irrelevant	1.30	0.70	2
5	Very irrelevant	0.52	0.48	0
Total	30	16	46	

SUGGESTIONS

- **Tailored Training Programs:** Given the positive correlation between educational qualifications and skill improvement, it would be beneficial to tailor training programs according to the educational background of employees. For instance, more advanced training could be offered to employees with higher qualifications to challenge and further enhance their skill sets.
- **Regular Training Evaluations:** To better understand how different educational qualifications influence skill improvement, the company should consider conducting periodic evaluations and surveys after training programs. This could help identify if more advanced educational levels correlate with greater skill retention and improvement.
- **Encourage Participation in Advanced Training:** Employees with higher qualifications may benefit more from advanced or specialized training. The company should encourage these employees to participate in such programs, ensuring they get the most value from training and remain engaged in skill development.
- **Focus on Inclusive Training for All Educational Levels:** While higher qualifications show a stronger correlation with improved skills providing foundational training for those with lower qualifications ensures all employees can benefit.

CONCLUSION

The analysis of the relationship between educational qualification and improvement in skills due to training reveals a statistically significant moderate positive correlation. This indicates that employees with higher educational qualifications are more likely to benefit from training programs in terms of skill enhancement. It suggests that educational background plays a key role in how effectively employees absorb and apply the training they receive. Therefore, organizations like Meera Textiles Pvt. Ltd. can enhance the overall impact of their training initiatives by aligning them more closely with the educational levels of their workforce, ensuring maximum participation, engagement, and skill development across all categories of employees.

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