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A Study On The Effectiveness Of Training And Development Programs On Employees' Performance At Tube Products Of India, Chennai.

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ABSTRACT

This study analyzes the effectiveness of training and development programs on employees' performance at Tube Products of India, Chennai. A descriptive research design has been adopted for this study. The number of respondents is 217 from the known population of 500. Simple random sampling, which comes under the probability sampling method, has been used for the study. The number of samples taken for the study is 217. The sample size was determined by using the Krejcie and Morgan table. The research aims to evaluate how various training dimensions, such as induction programs, safety training, skill development initiatives, and career advancement opportunities, contribute to enhancing employee performance. The findings reveal that well-structured and regularly updated training programs significantly improve employee satisfaction, engagement, and overall job performance. The study concludes that organizations should continuously assess and upgrade their training modules to align with employee needs and organizational goals, thereby fostering a culture of continuous learning and development.

Key words: Training and Development Programs, Employee Performance.

INTRODUCTION:

In the current fast-paced and competitive business world, organizations seek to gain a competitive edge by optimizing their human capital. Training and development programs play a pivotal role in shaping employee skills, knowledge, and attitudes, ultimately influencing employee performance; therefore, they have become an essential means to improve the performance of employees. This study delves into the realm of Tube Products of India, a renowned entity in the tube manufacturing industry, to understand the intricate relationship between training and development programs initiatives and employee performance. By examining the effectiveness of training programs within Tube Products of India, this research endeavors to provide valuable insights into enhancing employee capabilities and fostering organizational growth. In today's dynamic business landscape, the significance of training and development programs

lies in enhancing employee performance and thereby achieving organizational goals cannot be overstated. This study focuses on Tube Products of India, a prominent player in the tube industry, to explore the impact of its training and development programs initiatives on both employee performance and organizational success. In the last century, the nature of work has changed, requiring an ongoing improvement in skills and knowledge. As organizations compete to stay ahead, preparing employees with the appropriate training has become essential. Successful training and development programs not only enhance individual performance but also help in organizational growth. These initiatives facilitate employees to embrace new technologies, enhance their abilities, and improve their morale and job satisfaction. From soft skills to technical skills, training programs influence each stage of an employee's experience. A workforce that is adequately trained is more productive, more confident, and more aligned with organizational objectives. Finally, investing in training and development results in enhanced performance, decreased turnover, and long-term success for any organization. In an era marked by relentless technological change and evolving market expectations, organizations are placing increased emphasis on equipping their workforce with the skills and adaptability needed to stay competitive. This study centers around Tube Products of India, a division of Tube Investments of India, to explore the influence of training and development initiatives on employee performance and broader organizational outcomes. As the business environment becomes more dynamic and unpredictable, the need for continuous learning and capability building has become crucial for sustaining growth and achieving strategic objectives. By examining the structure, delivery, and impact of various training programs at Tube Products of India, this research seeks to uncover practical insights into how employee development translates into improved performance and productivity. The study aims to investigate the alignment between training objectives and business goals while assessing the effectiveness of induction programs, skill enhancement efforts, career development initiatives, and employee engagement strategies. Through this comprehensive analysis, the research intends to identify both the strengths and gaps in the current training landscape, offering recommendations to enhance its overall effectiveness. Moreover, the study delves into the broader implications of improved employee performance, such as increased job satisfaction, operational efficiency, and organizational resilience. In the highly competitive manufacturing sector, where innovation, precision, and workforce agility are essential, Tube Products of India acknowledges the significance of nurturing its human capital. By fostering a culture of continuous development and aligning learning initiatives with business priorities, the company can strengthen its competitive advantage and chart a path toward long-term success. This research aspires to contribute to that journey by providing valuable insights for informed decision-making and sustainable talent development.

NEED FOR THE STUDY:

- This study will help management understand employees' knowledge and satisfaction levels so that they can take measures to increase productivity.
- In a continuously changing corporate environment, this research helps the firm stay competitive by ensuring that employees have the essential skills to satisfy market needs.

OBJECTIVES OF THE STUDY:

- To determine the effect of induction training on improving employees' understanding of safety rules and workplace practices.
- To assess the extent to which employees learn new skills and knowledge from training programs.
- To investigate the validity of training and development programs in promoting career advancement and their impact on employee motivation and long-term retention.
- To examine the influence of training and development programs on employee satisfaction & engagement within the organization.

- To assess the effect of training interventions on employee productivity.

REVIEW OF LITERATURE:

Asep Rokhyadi Permana Saputra et al. (2025) conducted research in Yogyakarta, Indonesia, to examine the role of environmentally conscious practices—specifically green recruitment, selection, training, and intellectual capital—on employee performance. Data collection methods included observations, interviews, and structured questionnaires, and analysis was performed using Structural Equation Modelling (PLS) via Smart PLS. The findings highlight that green recruitment and selection significantly enhance employee performance, while green training showed minimal effect. The study emphasizes the importance of utilizing predictive strategies to better understand and improve employee performance.

Mikita Puri (2024) investigated the impact of e-learning on employee productivity within the IT sector, focusing on middle management. Data were gathered through surveys and literature reviews. The study found that while there is a positive association between training feedback and productivity, the actual production impact remains unclear. The results suggest that although e-learning boosts professional growth and can encourage positive behavior, its overall effect is complex, and companies should consider individual learning responses.

Ponmalar Buddatti Sannagy and Rohail Hassan (2023) explored the link between training and development (T&D) and employee performance in medium-sized manufacturing enterprises (MMEs) in Malaysia. Based on responses from 280 employees and analyzed using SmartPLS 3.3.9, the study reveals that T&D initiatives significantly affect performance, especially when employee engagement is considered. Though limited to a specific industrial sample, the research encourages MMEs to invest in skill-based and labor-intensive training programs to drive better outcomes.

Serena Aktar (2023) studied the influence of training and development strategies on employee satisfaction and performance in Bangladeshi commercial banks. Drawing from both primary and secondary data, including 250 pilot-tested questionnaires, the study reveals that informal training, like job rotations and seminars, greatly contributes to both performance and job satisfaction. The research suggests that well-structured training programs are essential for skill enhancement and improving workplace morale.

Vijayalakshmi C. (2022) focused on assessing training effectiveness among rural workers at the Sri Raam Dyeing Factory in Kancheepuram. The study emphasized the role of training in strengthening communication between upper and lower management. Key findings indicate that training initiatives lead to improved productivity, reduced turnover, and better time management. Effective training strategies included identifying issues, analyzing causes, and communicating clear training policies.

RESEARCH METHODOLOGY:

The research adopts a descriptive research design. A simple random sampling technique is used, which comes under the probability sampling method has been used for the study. For this study, primary data have been used.

DATA ANALYSIS AND INTERPRETATION:

Mann-Whitney U test

Null hypothesis(H₀) – There is no significance difference between the mean rank of men and women with respect to Induction training & safety programs, Skill acquisition, Career Development, Employee satisfaction & engagement, and Employee performance.

Alternative hypothesis (H₁) – There is a significance difference between the mean rank of men and women with respect to Induction training & safety programs, Skill acquisition, Career Development, Employee satisfaction & engagement, and Employee performance.

Ranks

	GENDER	N	Mean Rank	Sum of Ranks
Induction Training and Safety Programs	MALE	161	97.10	15633.50
	FEMALE	56	143.21	8019.50
	Total	217		
Skill Acquisition	MALE	161	101.20	16294.00
	FEMALE	56	131.41	7359.00
	Total	217		
Career Development	MALE	161	99.25	15980.00
	FEMALE	56	137.02	7673.00
	Total	217		
Employee Satisfaction and Engagement	MALE	161	97.64	15719.50
	FEMALE	56	141.67	7933.50
	Total	217		
Employee Performance	MALE	161	96.48	15533.00
	FEMALE	56	145.00	8120.00
	Total	217		

Source: SPSS 16.0

Test Statistics^a

	Induction Training and Safety Programs	Skill Acquisition	Career Development	Employee Satisfaction and Engagement	Employee Performance
Mann-Whitney U	2592.500	3253.000	2939.000	2678.500	2492.000
Wilcoxon W	15633.500	16294.000	15980.000	15719.500	15533.000
Z	-5.031	-3.247	-3.901	-4.721	-5.150
Asymp. Sig. (2-tailed)	.000	.001	.000	.000	.000

a. Grouping Variable: Gender

Source: SPSS 16.0

Inference

From the above table, it is inferred that all the significance values are less than the (P value) (0.05) in the dimensions of Induction Training & safety programs, skill acquisition, Career development, Employee satisfaction & engagement, and employee performance. So, reject (H_0) and accept (H_1). Therefore, there is a significance difference between the mean rank of men and women with respect to Induction training & safety programs, Skill acquisition, Career Development, Employee satisfaction & engagement, and Employee performance.

Chi-Square

Null hypothesis (H_0) – There is no association between experience and the frequency of training programs.

Alternative hypothesis (H_1) – There is an association between experience and the frequency of training programs.

Test Statistics

	Experience	Frequency of Training Programs
Chi-Square	87.313 ^a	107.539 ^b
df	3	4
Asymp. Sig.	.000	.000

a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 54.3.

b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 43.4.

Source: SPSS 16.0

Inference

Since the significance value is less than the P value (0.05), so, reject the null hypothesis (H_0) and accept the alternative hypothesis (H_1). Therefore, there is an association between experience and the frequency of training programs.

SUMMARY OF THE FINDINGS

The majority of the respondents (74%) are male. A significant portion of the respondents (76%) are between the ages group of 21 to 40 years. About 64% of respondents hold either an ITI or an Undergraduate degree. The company has half of its employees (50%) with working experience of 1 to 5 years. Most of the respondents (42%) belong to the SS level. 58% of employees earn a monthly income of up to Rs. 20,000. A majority of the respondents (76%) are unmarried. The majority of the respondents (43%) receive training quarterly. 55% of the respondents agreed that training programs are helpful in the long run. 54% of the respondents have improved their technical skills by attending training programs. From the above table, it is inferred that all the significance values are less than the (P value) (0.05) in the dimensions of Induction Training & safety programs, skill acquisition, Career development, Employee satisfaction & engagement, and employee performance. So, reject (H_0) and accept (H_1). Therefore, there is a significance difference between the mean rank of men and women with respect to Induction training & safety programs, Skill acquisition, Career Development, Employee satisfaction & engagement, and Employee performance. Since the significance value is less than the P value (0.05), so, reject the null hypothesis (H_0) and accept the alternative hypothesis (H_1). Therefore, there is an association between experience and the frequency of training programs.

SUGGESTIONS

Providing need-based training programs ensures that employees receive job-relevant skills and knowledge tailored to their job-specific needs. This approach increases the effectiveness of training by addressing actual skill gaps and performance challenges. Conducting regular needs assessments and gathering employee feedback can help identify areas where training is most required. Implementing personalized learning helps cater to the diverse learning styles, paces, and skill levels of employees. By using adaptive learning technologies, self-paced modules, or role-based content, employees can focus on areas that are most relevant to them. Using multiple evaluation methods helps in accurately assessing the effectiveness of training programs. Combining feedback forms, quizzes, on-the-job performance reviews, and supervisor assessments offers a well-rounded view of learning outcomes. This approach helps identify strengths and areas that need improvement in both the training content and delivery. Collaboration and ongoing learning are promoted by cultivating a knowledge-sharing environment within the company. When employees are motivated to share their skills and experiences, it builds trust and strengthens team dynamics. Creating platforms such as team huddles, peer-learning sessions, or internal workshops can promote the exchange of ideas and best practices.

CONCLUSION

In today's dynamic and competitive work environment, the effectiveness of training and development programs plays a vital role in shaping employee performance and organizational growth. The findings of this study indicate that well-designed training programs positively influence employees' technical skills, career progression, job satisfaction, and overall engagement. However, to maximize the impact, training initiatives must be aligned with employees' specific needs, supported by management, and evaluated through comprehensive methods. Providing continuous learning opportunities, recognizing employee efforts, and linking training to career development can significantly boost motivation and retention. Ultimately, an organization that invests in its people through effective training and development is more likely to experience improved performance, stronger employee morale, and long-term success.

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