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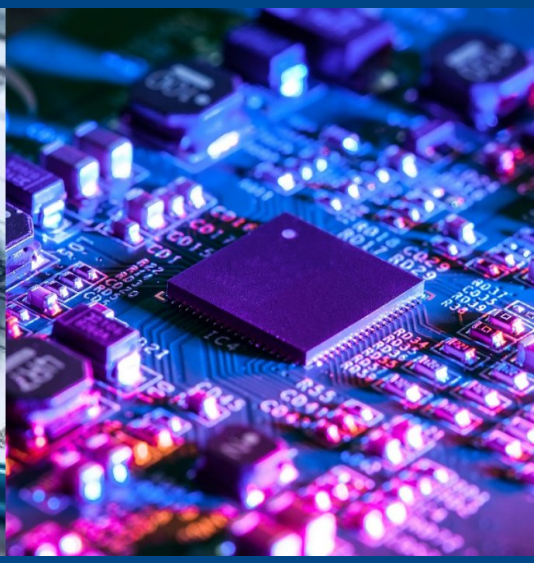

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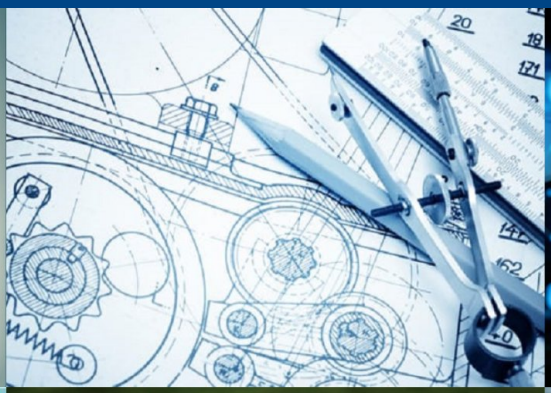

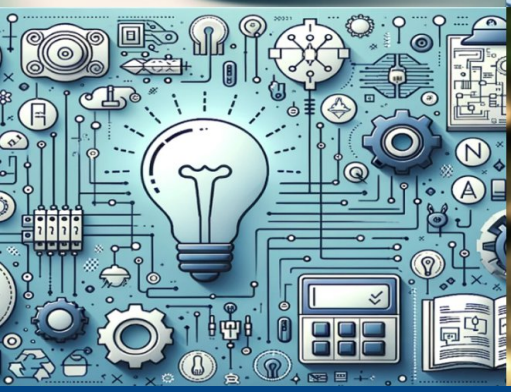

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A Study on the Effectiveness of Training and Development Practicesat NVH India Auto Parts Pvt Ltd

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ABSTRACT: Training and development have become critical functions in modern organizations, as they directly influence employee performance, productivity, and overall organizational effectiveness. However, ineffective training methods and lack of systematic evaluation can reduce the impact of these programs, making it challenging for organizations to achieve desired outcomes. This study examines the effectiveness of training and development practices and their influence on employee performance, skills, and engagement.A quantitative research approach with a descriptive research design was adopted, utilizing both primary and secondary data sources. Primary data was collected from 100 employees through a structured questionnaire. Statistical tools such as regression, correlation, and ANOVA were used to analyze the relationships between training practices, employee performance, and engagement levels.The findings indicate that training practices have a significant impact on training effectiveness. A moderate positive relationship was observed between job performance and productivity, while technical skills were found to be positively associated with employee confidence.

KEYWORDS: Training and Development, Employee Performance, Training Effectiveness, Skill Development, Employee Engagement, Productivity.

I. INTRODUCTION

In today's competitive and rapidly evolving business environment, organizations must continuously enhance employee skills and competencies to sustain growth and remain competitive. Training and development programs play a vital role in improving employee knowledge, enhancing performance, and increasing productivity. These programs enable employees to adapt to technological advancements, improve efficiency, and contribute effectively to organizational objectives.Despite their importance, the effectiveness of training programs depends on several factors such as training methods, trainer competence, and relevance of content. Traditional training approaches may not adequately address the dynamic needs of employees, leading to reduced engagement and performance. Therefore, it is essential to evaluate training practices to ensure alignment with both employee requirements and organizational goals. This study aims to analyze the effectiveness of training and development practices and examine their impact on employee performance, productivity, and engagement. It also explores the relationship between training practices and key performance indicators to provide insights for improving training effectiveness.

OBJECTIVES OF THE STUDY

- To examine the existing training and development practices.
- To evaluate the effectiveness of training programs in enhancing employee skills.
- To analyze the impact of training and development on employee performance.
- To suggest measures to improve the training and development practices in the organization.

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II. REVIEW OF LITERATURE

A study by Sharma (2021) highlighted that structured training programs significantly improve employee productivity and job satisfaction in manufacturing industries. Kumar and Rao (2022) emphasized the importance of digital andtechnical skill training to enhance employee adaptability in acompetitive business environment. According to Mehta (2023), continuous learning and development programs positively influence employee engagement and overall performance outcomes. Research by Singh and Verma (2024) on training practices in the automobile sector showed that effective training improvestechnical competency and organizational efficiency. A study conducted at TVS Motors Pvt. Ltd. by Prasad and Harikumar (2025) concluded that systematic training programs enhance employee skills and overall productivity. Patel (2025) stated that aligning training programs with business goals strengthens workforce capability and supports long-term organizational growth.

III. METHODOLOGY

This study adopts a quantitative research approach to evaluate the effectiveness of training and development practices. Primary data was collected from 100 employees using a structured questionnaire, which included questions related to training practices, employee performance, skill development, and engagement. Demographic variables such as age, experience, and department were also included to provide comprehensive insights. Statistical tools such as regression analysis, correlation analysis, and ANOVA were used for data analysis. Regression analysis was applied to determine the impact of training practices on effectiveness, correlation analysis was used to identify relationships between variables, and ANOVA was used to compare training effectiveness across different experience levels.

DATA ANALYSIS AND INTERPRETATION

REGRESSION:

H0: Training practices have no significant impact on training effectiveness

H1: There is a significant association between training practices and training effectiveness

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.516[a]	.266	.227	6.45538

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1418.603	5	283.721	6.808	.000[b]
	Residual	3917.157	94	41.672		
	Total	5335.760	99			

Interpretation:

The regression analysis shows a moderate relationship between training practices and training effectiveness($R = 0.516$). The ANOVA results reveal that the model is statistically significant ($F = 6.808$, $p = 0.000 < 0.05$). Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted.

This implies that training practices have a significant impact on training effectiveness.

CORRELATION:

I. Trainer Effectiveness and Employee Engagement

H0: There is no significant relationship between trainer effectiveness and employee engagement.

H1: There is a significant association between trainer effectiveness and employee engagement.

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Correlations

			Trainers are k2wledgeable and effective	Training methods used are engaging
Spearman's rho	Trainers are k2wledgeable and effective	Correlation Coefficient	1.000	.560**
		Sig. (2-tailed)	.	.000
		N	100	100
	Training methods used are engaging	Correlation Coefficient	.560**	1.000
		Sig. (2-tailed)	.000	.
		N	100	100

Spearman's correlation = 0.560
Sig. (p-value) = 0.000

Interpretation:
There is a moderate to strong positive relationship between trainer effectiveness and employee engagement. The result is statistically significant. Reject H0 and accept H1 - effective trainers increase employee engagement.

II. Technical Skills and Confidence

H0: There is no significant relationship between technical skills and confidence
H1: There is a significant association between technical skills and confidence

Correlations

			Training enhances my technical skills	Training improves my confidence at work
Spearman's rho	Training enhances my technical skills	Correlation Coefficient	1.000	.443**
		Sig. (2-tailed)	.	.000
		N	100	100
	Training improves my confidence at work	Correlation Coefficient	.443**	1.000
		Sig. (2-tailed)	.000	.
		N	100	100

Spearman's Correlation = 0.443
Sig. (p-value) = 0.000

Interpretation:
There is a moderate positive relationship between technical skills and confidence at work. Since $p < 0.01$, the result is statistically significant.
Reject H0 and accept H1 - better technical skills are associated with higher confidence.

III.Performance and Productivity

H0: There is no significant relationship between performance and productivity
H1: There is a significant association between performance and productivity

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Correlations

			Training improves my job performance	Training increases my productivity
Spearman's rho	Training improves my job performance	Correlation Coefficient	1.000	.489**
		Sig. (2-tailed)	.	.000
		N	100	100
	Training increases my productivity	Correlation Coefficient	.489**	1.000
		Sig. (2-tailed)	.000	.
		N	100	100

Spearman's correlation = 0.489
Sig. (p-value) = 0.000
N = 100

Interpretation:
There is a moderate positive relationship between job performance and productivity. Since the p-value (0.000) is less than 0.01, the result is statistically significant. Reject H0 and accept H1 - better performance leads to more productivity

ANOVA

H0: There is no significant relationship between training effectiveness across different level of experience
H1: There is a significant association between training effectiveness across different level of experience

ANOVA

Dependent_Variable

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	38.617	3	12.872	.233	.873
Within Groups	5297.143	96	55.179		
Total	5335.760	99			

Sig. (p-value) = 0.873

Interpretation:
Since p > 0.05, there is no significant difference in training effectiveness across different experience levels.
Fail to reject H0 - work experience does not significantly affect training effectiveness.

IV. FINDINGS

- A significant number of respondents attend training programs regularly, highlighting active participation.
- The primary purpose of training reported by employees is skill enhancement (35%), followed by knowledge improvement and performance development.
- A large majority (85%) agree that training programs improve their technical skills and job-related competencies.
- Most respondents (73%) felt that the effectiveness of trainers significantly influences learning outcomes and engagement.
- A considerable number of employees regularly apply the knowledge gained from training in their day-to-day work.
- Overall, 43.6% of respondents are satisfied with the overall training experience and its contribution to performance improvement.

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V. CONCLUSIONS

The study clearly establishes that training and development practices play a vital role in enhancing employee performance, skills, and overall productivity. Effective training programs not only improve technical and soft skills but also boost employee confidence and engagement. The findings demonstrate that employees who actively participate in training show better performance outcomes and are more satisfied with their roles, proving the importance of structured training initiatives. Moreover, organizations that invest in well-designed training programs benefit from higher employee retention, improved job performance, and a more skilled workforce. Therefore, continuous and targeted training initiatives are essential for both individual career growth and organizational success.

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