

A STUDY ON TRAINING AND DEVELOPMENT AT TEXTUS INFO SOLUTIONS

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I. INTRODUCTION

Training teaches specialised abilities for a purpose. Training improves an employee's job skills. Training involves learning pre-programmed habits. Training programmes used to focus more on improving job performance. Mechanics, machine operators, and other skilled personnel from the operational levels used to make up the majority of the trainees. When supervision issues became worse, the decision was made to educate supervisors to provide better supervision.

Management development refers to any actions and programs that, when acknowledged and managed, significantly alter an individual's ability to carry out his assignment more effectively and, by doing so, significantly raise his likelihood of receiving other assignments in the future. Despite the need for certain training, management development is the overall development of managerial personnel's ability to meet current and future needs. Management development is to improve present managers' performance and prepare for a future growth in managers to fulfil organisational demands.

II. NEED FOR THE STUDY

A training programme is essential to handle the particular difficulties faced by an organisation due to new manufacturing techniques, design modifications, competitiveness needs, and economic reasons. Individual changes, promotions, carrier innovations, job and employee changes, and company volume. Effectiveness is the ultimate aim of business training. The objectives show staff training is needed.

OBJECTIVES OF THE STUDY

This study aims to assess the training courses offered by Textus Info Solutions Ltd. The study's goals are listed below.

1. To research the organization's existing training initiatives.
2. To evaluate the process currently used at India Bulls Ltd. for designing and carrying out training programs.
3. To assess the management training programs.
4. To determine and recommend actions to enhance the training programs

III. HYPOTHESIS

H0: there is no significant relation between training, development and performance of employee

H1: there is significant relation between training, development and performance of employee

IV. 1.5 SCOPE OF THE STUDY

Training and development programmes being used at Textus Info Solutions Hyderabad are discussed in depth in this project, along with the feedback I was able to get from various workers.

The following elements may be used to describe the range of training and development. .
Accurate assessment of workers' performance based on their input Employee growth via different training and development initiatives.

V. METHODOLOGY

A planned and purposeful descriptive inquiry is conducted to accomplish the research's goal. When projecting outcomes or figuring out the link between two or more variables, descriptive studies are useful in identifying the percentage of the population that has acted in a specific way.

SAMPLE DESIGN

The researcher's approach would use to choose an item for the sample is known as the sample design.

Data collection method

Data comes from primary and secondary sources. The primary phase in research is data collecting. Data must be appropriately analysed and created to undertake good research. Primary and secondary data sources are essential for data collection.

Primary data:

Data is gathered by administering the questionnaire directly to respondents and by engaging them in personal conversations to learn both sides of the story.

Secondary data:

This information was gathered from the personal department's records, manuals, and brochures.

Analysis is done using percentages.

SAMPLE SIZE : 60 employees of textus info

a. LIMITATIONS OF THE STUDY

1. The survey sample size is limited to 60 individuals. The findings may not be widely applicable or reliable.
2. Survey findings assume respondents supplied correct information. Information that may be incomplete or inaccurate, factual mistakes, or misunderstandings of terminology and idioms are important to consider.
3. The study's only area of attention is the training program.
4. Only Hyderabad Branch data are used for analysis; there is no regional or geographic representation of the data.

VI. REVIEW OF LITERATURE

Sri Ranga Laxmi (2024) The research seeks to understand WIPRO's staff development programmes. The organisation needs competent workers to accept new technologies and resources.

Abdul Rahman Beydoun (2023) This paper evaluates the literature on training and development, which are fundamental HRM activities and a major expense for organisations. Training and development assist organisations achieve competitive advantage, are essential to innovation and global concerns, operate continually as the company does.

Tarrah Whitehead (2022) Organisational sustainability depends on training and development. This white paper examines experiential learning-supported human capital training and development. Organisations may assist training and development by assessing training requirements and understanding employee development needs. Development, Human Capital, Training Needs Assessment, Experiential learning.

John Gana (2022) To close the knowledge and skills gap caused by the dynamic workplace, employees must be trained and developed. Training and development equips workers with the skills they need to do their jobs well.

Mohamed Hamed AL-Rawah (2022) Most companies have suffered from poor staff training and development. Oman Air's personnel performance during the COVID-19 epidemic was investigated for this reason

Ramya Krishna (2022) This study measures “the impact of training and development attributes on organisational productivity.” Reliability Test, Exploratory Factor Analysis, and Multiple Linear Regression are used to reduce 12 training and development statements into two components for 328 respondents from 5 Chennai IT businesses.

Nechirwan Burhan Ismael (2021) This research examines how training and development affect organisational performance. A qualitative questionnaire focuses quality rather than quantity to obtain research data.

Musmuliadi Kamaruding (2021) This work aims to assist human management scholars comprehend training and development. Organisations should prioritise training and development to maximise employee potential.

R. Anbu Ranjith Kumar (2021) The study project named ‘Effectiveness of Training and Development’ seeks to examine the opinions and attitudes of ASHOK LEYLAND LTD. workers regarding the company's training services.

VII. DATA ANALYSIS

14.Are you satisfied with the senior cooperation towards training program?

Description	No of Respondents	Percentage
Highly Satisfied	22	22%
Satisfied	53	53%
Neutral	14	14%
Dissatisfied	6	6%
Highly Dissatisfied	5	5%

Total	100	100%
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Interpretation: From the above organisation survey about senior cooperation towards training program,22% employees highly satisfied with senior cooperation towards training program,53% employees satisfied with senior cooperation towards training program,14% employees are neutral with senior cooperation towards training program,6% employees are dissatisfied with senior cooperation towards training program and 5% employees are highly dissatisfied with senior cooperation towards training program.

15.Are you satisfied with the career growth point of view?

Description	No of Respondents	Percentage
Highly Satisfied	21	21%
Satisfied	50	50%
Neutral	16	16%
Dissatisfied	7	7%
Highly Dissatisfied	6	6%
Total	100	100%

Interpretation: From the above organisation survey about career point of view,21% employees highly satisfied with career point of view,50% employees satisfied with career point of view,16% employees are neutral with career point of view,7% employees are dissatisfied with career point of view and 6% employees are highly dissatisfied with career point of view.

HYPOTHESIS TESTING:

H0: there is no significant relation between training, development and performance of employee

H1: there is significant relation between training, development and performance of employee

Knowledge Improvement:	T&D	Employee performance
Training Attendance:	90	39

Employee-Employer Relationship:	59	65
Motivation Increase:	81	55
Training as Organizational Strategy	70	89
Avg	75.1	62

INTERPRETATION

Null Hypothesis

From the above analysis the test of hypothesis H_0 , there is no significant relationship between training and development and employee performance average are 62% and 75.1%. The difference between two is 13.1%.

So, Null hypothesis is Rejected

Alternative Hypothesis

From the above analysis the test of hypothesis H_1 , there is significant relationship between training and development and employee performance average are 62% and 75.1%. The difference between two is 13.1%.

So, Alternative hypothesis is Accepted

VIII. FINDINGS

1. 85% employees are 20-30 years' age group; 9% employees are 30-40 years' age group 6% employees are 40-50 years' age group.
2. 52% of the male employees and 48% of the female employees.
3. 69% employees are 0-1 year of experience, 19% employees are 2-3 years of experience, 12% employees are 4-5 years of experience.
4. 22% employees are hr, 33% employees are finance, 23% are marketing 4% employees are quality analyst and 18% employees are developer.

IX. SUGGESTIONS

1. Conduct detailed needs assessments to identify skills gaps and training requirements within the organisation. Use surveys, interviews, and performance data to customise training to fill these gaps.
2. Customised Training Programmes: Coordinate training with corporate objectives and employee development ambitions. Mix in-person seminars, online courses, and on-the-job training for diverse learning styles.

3. Leverage Technology: Offer flexible and accessible training using e-learning platforms and digital technologies. Add simulations, quizzes, and virtual reality to boost interest and retention.

4. Encourage staff to seek continual education and professional development to promote a culture of continuous learning. Offer seminars, certificates, and mentoring.

X. CONCLUSION

Organisational success and employee happiness need effective training and development. These programmes provide workers the skills and information they need to succeed, encouraging creativity and constant development. Well-structured training programmes boost productivity, motivation, and job satisfaction, which boosts retention and engagement. Organisations may identify and nurture future leaders to ensure a strong succession pipeline by investing in development. Training helps the company adapt to technical and market changes, keeping it competitive. In conclusion, strategic training and development empowers people and promotes organisational success by building an informed, talented, and motivated workforce ready to face current and future problems.

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