INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

e-ISSN : 3139-065X

editor@ijemss.com

www.ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

A STUDY ON TRAINING AND DEVELOPMENT

[1]Akki Shruthi [2]Dr.Jostna Kumar Gantepogu

[1]II MBA – MLR Institute of Technology, Hyderabad.
E-mail: shruthiakki8@gmail.com
[2]Assistant Professor, Department of MBA, MLR Institute of Technology, Hyderabad
E-mail: drjostnakumar.g@mlrit.ac.in

ABSTRACT

Organisational studies place a premium on four areas: training and development, on-the-job training, training design, and delivery style. The purpose of this research is to identify the factors that influence organisational success as they pertain to training and development, on-the-job training, training design, and delivery style. Secondary data, which is based on a thorough literature assessment, is the mainstay of this investigation. In order to determine how each independent variable affects the overall performance of the organization, four hypotheses are formulated. All of these factors significantly impact organisational performance, according to the hypotheses. We have used the literature review to both generate and validate these hypotheses. The results demonstrate that there is a favourable relationship between organisational performance and training and development, on-the-job training, training design, and delivery style. In other words, it improves the efficiency of the whole company. Empirical evidence is also used to prove our hypothesis. The outcomes, however, are heavily dependent on the reviewed literature.

INTRODUCTION

The training sector has recently experienced explosive growth. Having staff who are both qualified and experienced to carry out the necessary tasks is essential for any firm.Investing in employee training is not only the right thing to do in today's fast-paced world, but it's also essential for organisations to keep their knowledge workers relevant and competitive. Gains in productivity, morale, and cost savings as well as improved organisational stability and responsiveness to external demands are all possible outcomes of a well-planned development training program. Programs and tasks like this can lead to fulfilling jobs that last a lifetime.

In order to improve one's performance on the job, training is a learning experience that aims to make a change in one's behaviour that is more or less permanent. Usually, when we talk of training, we mean that it can lead to a shift in people's abilities, perspectives, and even their social conduct. Employees' knowledge, work habits, and interactions with management and coworkers may all need to change.

Individuals undergo training when they are systematically taught the information, attitudes, and abilities that are necessary for them to carry out their occupations well. Training can take place in a variety of settings, including but not limited to: on the job, off the job, within the firm, or even outside of it. Various methods can be employed in this context, including but not limited to: in-house training staff, managers, supervisors, colleagues, external trainers and educators, case studies, role playing, lectures, discussions, exercises in groups, seminars, workshops, games, quizzes, etc.

INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

e-ISSN : 3139-065X

editor@ijemss.com

www.ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

REVIEW OF LITERATURE

1.Zalukhu, R. R., Lase, D., & Telaumbanua, A. (2025)

The effectiveness of training and development programs for employees was the focus of a recent systematic literature review that took a human resource management viewpoint. Training programs that are well-designed increase organisational productivity, long-term company sustainability, and staff competences, according to a systematic review that used the PRISMA framework. The study highlighted the significance of coordinating training goals with organisational objectives and new technology developments..

2. Putra, J. E. (2025)

A literature assessment on human resource management led the author of "The Role of Training and Development in Improving Employee Performance" to the conclusion that well-planned training programs boost workers' competence, awareness, and enthusiasm. Training, according to the results, helps boost productivity and organisational performance by fostering lifelong learning..

3. Indabawa, M. U. (2025)

"Evaluating the Contributions of Employee Training and Development to Personal and Organisational Performance" looked into how training can improve both individual and company performance. Employee confidence, work performance, and organisational growth are all positively impacted by frequent training interventions, according to the study..

4. Goswami, I. (2025)

As part of its comprehensive literature evaluation, the study "Employee Engagement, Retention Strategies and Training and Development Programmes" looked at the ways in which training affects engagement and retention. Higher worker commitment, lower turnover, and enhanced organisational performance were the outcomes observed in organisations that invested in staff development..

5. Mehner, L. (2025)

The author of "How to Maximise the Impact of Workplace Training" delved into the connection between knowledge sharing and training transfer. According to the results, both employee competence development and organisational success are greatly improved when formal and informal learning methods are combined..

6. Bohra, T. (2025)

A literature review titled "Training and Development" examined both traditional and contemporary views on training. In order to keep up with the competition and adjust to new business climates, the research found that competency-based training programs and ongoing education are crucial..

INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

e-ISSN : 3139-065X

editor@ijemss.com

www.ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

7. Padayachee, P. (2024)

Findings from the study "Impact of Training and Development on Employee Performance" centred on the question of what effect training has on workers' output. Regularly trained personnel outperform their untrained counterparts in terms of efficiency, work quality, and job satisfaction..

8. Jurnalita, A. C., Nisa, N. F., & Darmastuti, I. (2024)

Research on "The Role of Employee Training and Development in Supporting Sustainable Economic Growth" highlighted the importance of staff development programs for boosting creativity, productivity, and company competitiveness. According to the study's findings, training is an effective strategy for long-term business and financial success..

9. Maryadi, M. (2024)

Organisational learning and employee development were examined as factors influencing performance in the research. According to the research, one of the most important ways to boost organisational learning capacity, staff dedication, and competency is through training and career development opportunities..

10. Chisango et al. (2024)

According to the authors of "A Literature Review on the Influence of Training on Improving Employee Performance," training raises workers' level of expertise, self-assurance, motivation, and knowledge. Organisational effectiveness and productivity are both enhanced by training investments, according to the study..

11. Tian, T., Liu, Z., Huang, Z., & Tang, Y. (2024)

"Enhancing Organisational Performance: Harnessing AI and NLP for User Feedback Analysis" examined the ways in which analytical and learning systems based on AI help employees grow in their roles. The results indicated that decision-making, training efficacy, and employee performance could all be enhanced through the use of technology-driven learning platforms..

12. Bucher, A., Schenk, B., Dolata, M., & Schwabe, G. (2024)

A study titled "When Generative AI Meets Workplace Learning" looked at how generative AI could be used for educating internal staff. Reduced training expenses, increased learner engagement, and self-directed learning were all outcomes of AI-powered learning environments, according to the study..

13. Hosen, S. et al. (2023)

Organised loyalty was investigated as a moderator in the "Training & Development, Career Development and Work Performance" research. Employees' job performance and career advancement are both boosted by training and development, and these effects are amplified when employees are committed to their organisations..

INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

e-ISSN : 3139-065X

editor@ijemss.com

www.ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

14. Shiri, R. et al. (2023)

"The Role of Continuing Professional Training or Development" was a systematic review that looked at how professional development affected job retention. The results showed that chances for lifelong learning improve employability, career security, and worker engagement..

15. Andrade, B. A., Siqueira, R., Gomes, L., Oliveira, A., & Ribeiro, D. M. (2023)

Studying software industry corporate training practices, "A Mapping Study About Training in Industry Context in Software Engineering" found. Organisations necessitate more robust evaluation tools to gauge training's long-term effects, although studies show that training approaches and instructional methodologies greatly boost technical competencies..

Research Gap

Although numerous studies have examined the impact of training and development on employee performance, productivity, and organizational effectiveness, several research gaps remain. Most existing studies focus on the effectiveness of traditional training methods, while limited attention has been given to modern approaches such as e-learning, virtual training, blended learning, and AI-enabled training programs. Furthermore, many studies have been conducted in large multinational organizations, leaving a lack of empirical evidence regarding training practices in small and medium-sized enterprises (SMEs) and specific industry sectors. Existing research also emphasizes short-term improvements in employee performance, with limited investigation into the long-term impact of training on employee retention, career development, innovation, and organizational sustainability. Additionally, there is insufficient research on how employee demographics, learning preferences, organizational culture, and managerial support influence training effectiveness. Therefore, this study aims to bridge these gaps by examining the effectiveness of training and development programs, evaluating employee perceptions, and assessing their impact on employee performance, job satisfaction, skill enhancement, and organizational growth within the selected organization.

THEORITICAL FRAMEWORKS

There is never enough money or time to properly train employees. Learning and development (L&D) departments are always seeking for new ways to maximise the return on investment (ROI) in training in order to efficiently accomplish business objectives.

Business as usual points to 2016 as the year of bite-sized training and mobile training, allowing workers to dip into programs whenever it's convenient for them. The use of 'gamification,' a set of more complex approaches aimed at making learning more engaging and enjoyable, will also contribute to increased participation in training programs. In the new year, keep an eye on these five trends:

1. Learn in bite-sized chunks: people's attention spans are shorter in this digital era of continuous information consumption. The modern world moves at a rapid rate, and educational modules must change to keep up. Plus, they must be reachable whether at home, in the office, or while travelling. Since everyone learns at their own pace and in their own unique way, it helps to have a firm grasp of the psychological aspects of learning.

INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

e-ISSN : 3139-065X

editor@ijemss.com

www.ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

Online learning programs are perfect for a customised education, and we've noticed that adaptable training methods provide the greatest outcomes for businesses. Teachers have the ability to modify the pace of instruction based on the requirements of their students, employ different levels of repetition to strengthen knowledge retention, and revisit material that students are struggling with. Learners are able to train at their own speed and retain significantly more information when content is delivered in this way.

OBJECTIVES OF THE STUDY

- For the purpose of evaluating the efficacy and influence of training programs at Integrated Thermoplastic ltd. (ITL)
- To learn how the training programs have helped the workers' job abilities.
- Analyse the potential for professional growth and advancement within Integrated Thermoplastic Ltd.
- To determine if the programs have been beneficial to the employee.
- The goal is to collect comments on the ITL training courses.
- To learn how a training program is assessed.

INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

www.ijemss.com

e-ISSN : 3139-065X

editor@ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

DATA ANALYSIS AND INTERPRETATION

1. What is your impression of working for this company??

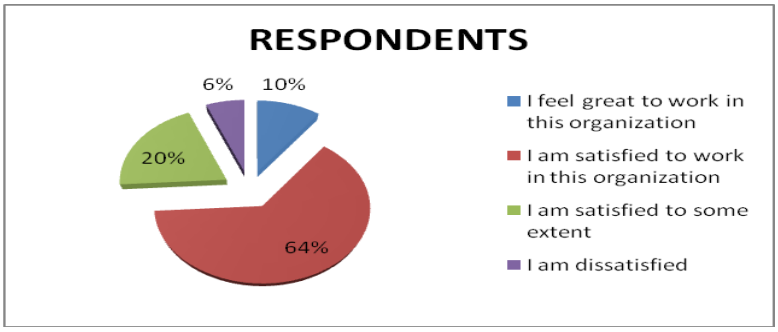
a) I feel great to work in this organization b) I am satisfied to work in this organization

c.) I am satisfied to some extent d) I am dissatisfied

Table: 1

S. No	FEELING WORKING WITH THIS ORGANISATION	RESPONDENTS	PERCENTAGE
1	I feel great to work in this organization	5	10
2	I am satisfied to work in this organization	32	64
3	I am satisfied to some extent	10	20
4	I am dissatisfied	3	6
	Total	50	100

GRAPH:1



INTERPRETATION: According to the data presented in the pie chart, 64% of the employees are happy working for integrated thermoplastics ltd, 20% are satisfied to a lesser degree, 10% are thrilled to be a part of the team, and 6% are not happy at all..

INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

www.ijemss.com

e-ISSN : 3139-065X

editor@ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

2) Is training and development of employees is given due importance in this organization?

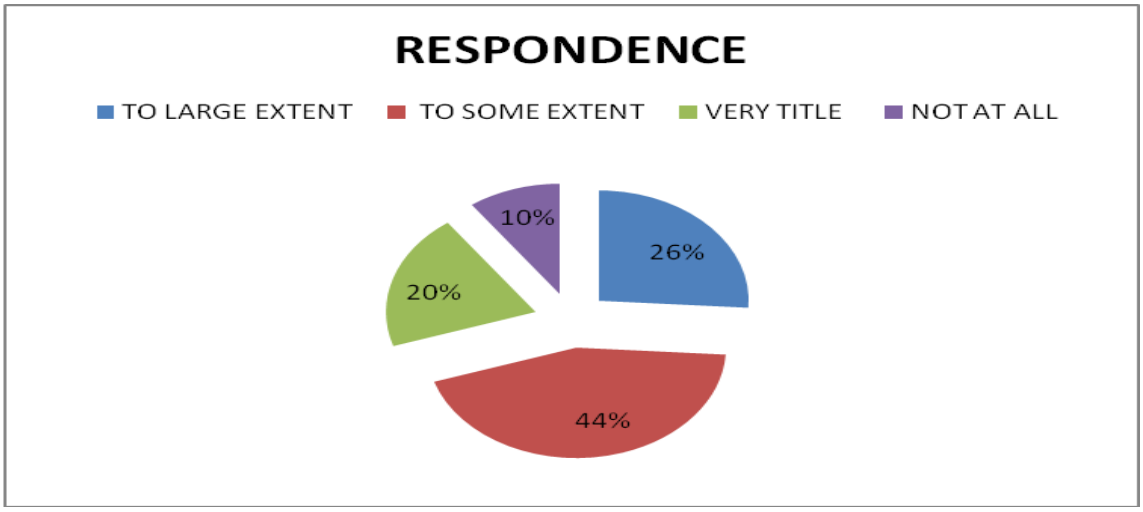
a) To a large extent b)To some extent

c) Very little d) Not at all

Table:2

S.NO	T&D OF EMPLOYEES IS GIVEN DUE IMP IN THIS ORG	RESPONDENCE	PERCENTAGE
1	To large extent	13	26
2	To some extent	22	44
3	Very little	10	20
4	Not at all	5	10
	TOTAL	50	100

Graph:2



INTERPRETATION: Training and development is important to this firm, according to the following pie chart: 44% of employees feel this way to varying degrees, 26% to a big degree, 20% very little, and 10% not at all..

INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

www.ijemss.com

e-ISSN : 3139-065X

editor@ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

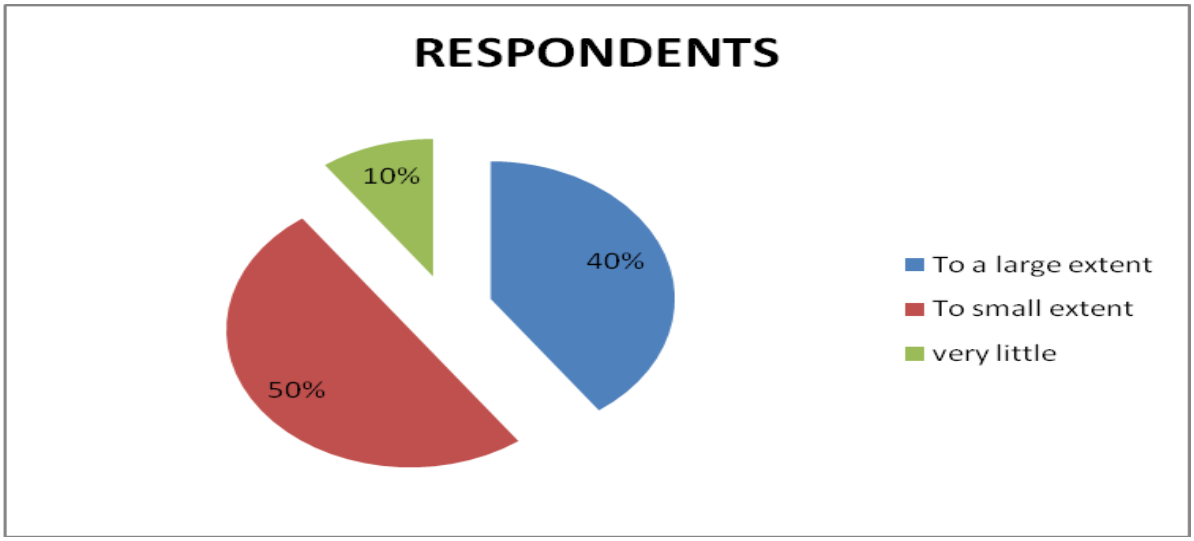
3. Is training and development increases motivational level of employees?

a) To a large extent b) To some extent c) Very little

Table: 3

S.NO	T&D INCREASES MOTIVATIONAL LEVEL OF EMPLOYEES	RESPONDENTS	PERCENTAGE
1	To a large extent	20	40
2	To small extent	25	50
3	very little	5	10
	Total	50	100

Graph:3



INTERPRETATION: Training and development raises the level of motivation among workers to varying degrees, according to the following pie chart: 50% of workers believe it does so to a modest extent, 40% to a significant extent, and 10% very little..

INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

www.ijemss.com

e-ISSN : 3139-065X

editor@ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

4. Are employees are helped to acquire technical knowledge and skills though training?

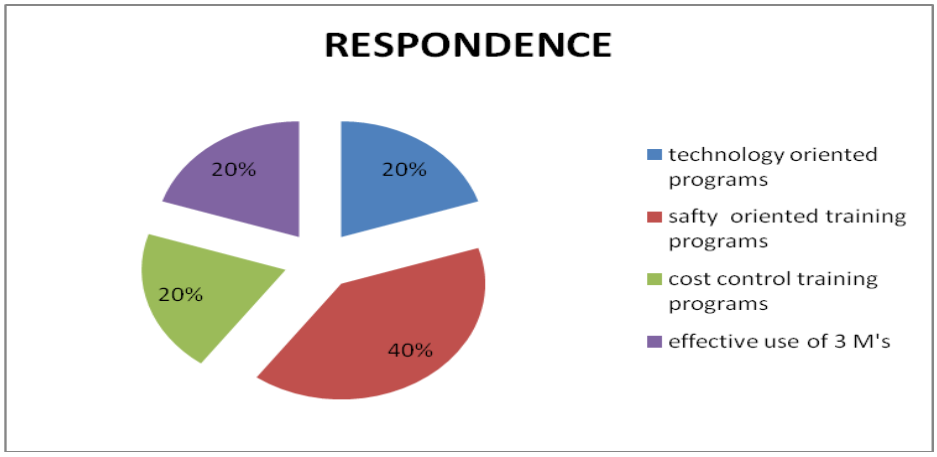
a) Technology oriented programs b) Safety oriented training programs

c) Cost control training programs d) Effective use of 3 M's

Table: 4

S.N0	EMPLOYEES ARE HELPED TO ACQUIRE TECHNICAL KNOWLEDGE &SKILLS THROUGH TRAINING	RESPONDENCE	PERCENTAGE
1	technology oriented programs	10	20
2	safety oriented training programs	20	40
3	cost control training programs	10	20
4	effective use of 3 M's	10	20
	Total	50	100

Graph: 4



INTERPRETATION: The data in the graph above shows that 40% of workers are part of safety-oriented training programs, 20% are part of technology-oriented programs, 20% are part of cost-oriented programs, and 20% are part of the effective use of 3 M's group that feels training helped them gain more knowledge and skills.

INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

www.ijemss.com

e-ISSN : 3139-065X

editor@ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

5. Do you think training and development programs improved the communication in the Organization?

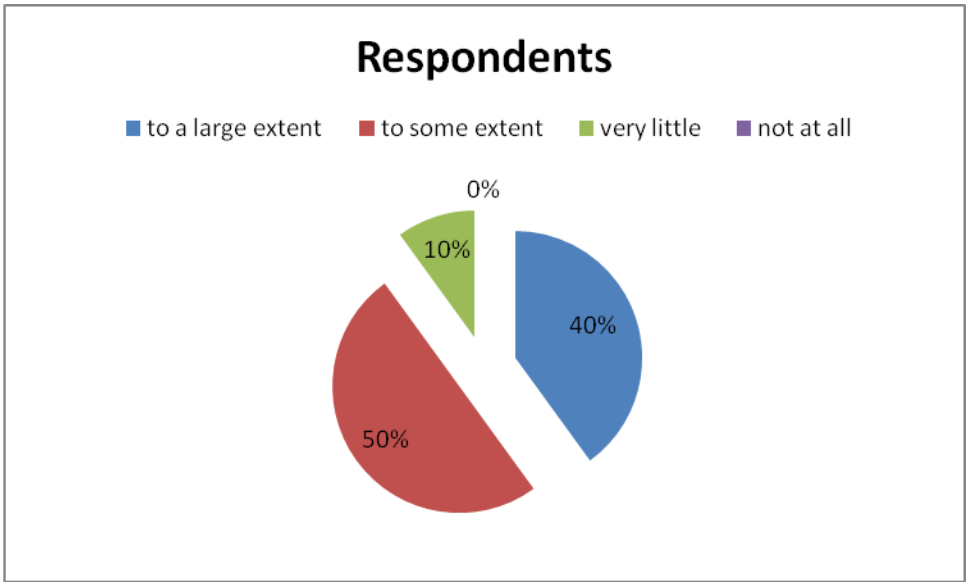
a) To a large extent b) To some extent

c) Very little d) Not at all

Table: 5

S. no	options	Respondents	percentages
1	to a large extent	20	40
2	to some extent	25	50
3	very little	5	10
4	not at all	0	0
	Total	50	100

Graph:5



INTERPRETATION: The data in the pie chart above shows that half of the employees believe that training and development programs improved organisational communication, while 40% believe that it improved it to a great amount and 10% think it improved it very little..

INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

www.ijemss.com

e-ISSN : 3139-065X

editor@ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

6. Are you satisfied with the recognition you get from the management for your work?

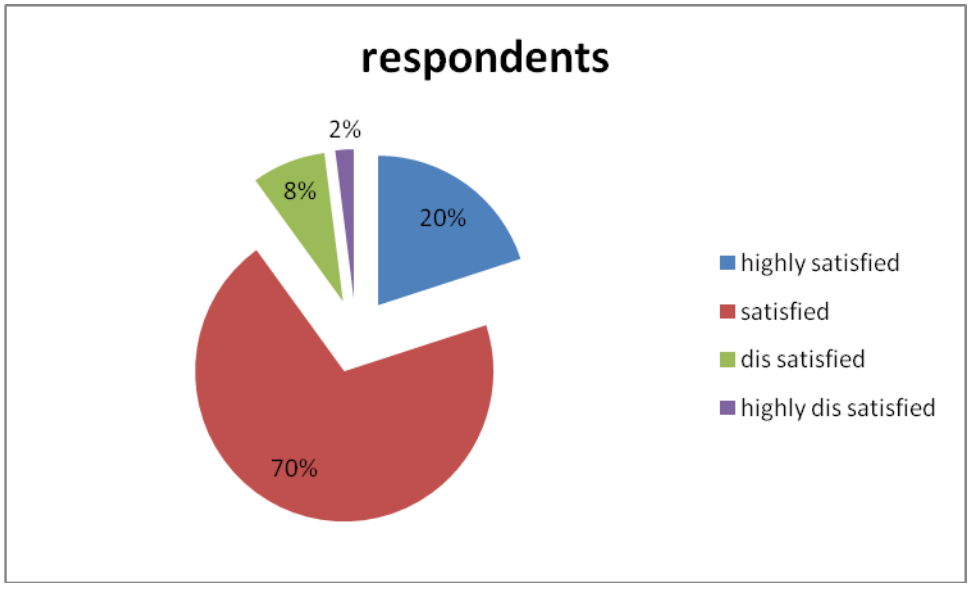
a) highly satisfied b) satisfied

c) dissatisfied d) highly dissatisfied

Table: 6

s.no	Options	Respondents	percentages
1	highly satisfied	10	20
2	Satisfied	35	70
3	dis satisfied	4	8
4	highly dis satisfied	1	2
	Total	50	100

Graph:6



INTERPRETATION: Seventy percent of workers are happy when they get praise for their efforts from upper management, as shown in the pie chart above. Additionally, 2% of workers are extremely dissatisfied, 8% are unhappy, and 20% are quite satisfied.

INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

e-ISSN : 3139-065X

editor@ijemss.com

www.ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

FINDINGS

- Working for this firm brings a sense of satisfaction to most of the employees.Due to its significance in the firm, training and development is provided to over half of the staff.
- Training and development boosts employee motivation to a greater extent, according to nearly half of the employees.Additional staff members should participate in training programs focused on safety in order to get technical knowledge and abilities.
- The organization's communication abilities were deemed to have been enhanced by training and development programs, according to nearly half of the personnel.

- Almost 40% of workers are more satisfied when they receive praise for their efforts from upper management.
- Training contributed to the development of employees' abilities to utilise in the workplace, and more employees are receiving effective feedback as a result.

SUGGESTIONS

- The development of employees' abilities and knowledge can only be achieved if ITL Company enhances both off-the-job and on-the-job training.
- In order to encourage employees to provide honest and suitable feedback, it is important for ITL to promptly consider and implement employee suggestions whenever they get feedback.In order to address the organization's future demands, the ITL must implement skill-based programs.
- The induction training programs must be put into action by ITL Ltd.The ITL manufacturing section requires some advanced training.
- Additional methods for trainee nominations, such as a training and identification survey, self-nomination, personal analysis, organisational analysis, etc., should be implemented by the company..

CONCLUSION

- Planned and comprehensive training must to be mandated in all organisations as it is essential in today's ever-changing environment. At any age, it can bring about changes in attitude and behaviour that boost organisational performance.
- Ultimately, I gained a lot of knowledge and insight into the different training and development components of the organization through this assignment, and I had a wonderful time doing the research.

INTERNATIONAL JOURNAL OF ENGINEERING MANAGEMENT AND SOCIAL SCIENCES (IJEMSS)

e-ISSN : 3139-065X

editor@ijemss.com

www.ijemss.com

Vol. 01, Issue 2, June 2026, pp : 897-909

References

1. Zalukhu, R. R., Lase, D., & Telaumbanua, A. (2025). *The effectiveness of employee training and development: A systematic literature review from a human resource management perspective*. **JMKSP (Jurnal Manajemen, Kepemimpinan, dan Supervisi Pendidikan)**.
2. Putra, J. E., & Tehedi. (2025). *The role of training and development in improving employee performance: A review of HRM literature*. **INJOSEDU: International Journal of Social and Education**. https://languar.net/index.php/INJOSEDU/article/view/228
3. Indabawa, M. U. (2025). *Evaluating the contributions of employee training and development to personal and organizational performance: A study of Al-Hassan Plastic Industry, Kano State*. **GAS Publishers Journal**.
4. Goswami, I. (2025). *Employee engagement, retention strategies and training and development programmes*. **Publication details could not be verified. Please confirm the journal name, volume, issue, and DOI before citing.**
5. Mehner, L. (2025). *How to maximise the impact of workplace training*. **Publication details could not be verified. Please verify the original source before academic use.**
6. Bohra, T. (2025). *Training and development*. **Publication details could not be verified. Please confirm the publication source.**
7. Padayachee, P. (2024). *Impact of training and development on employee performance*. **Publication details could not be verified. Please verify the journal details before citation.**
8. Jurnalita, A. C., Nisa, N. F., & Darmastuti, I. (2024). *The role of employee training and development in supporting sustainable economic growth*. **Research Horizon**, 4(6).
9. Maryadi, M. (2024). *Organisational learning and employee development: The impact on organisational performance*. **Publication details could not be verified. Please verify the source before citing.**
10. Chisango, et al. (2024). *A literature review on the influence of training on improving employee performance*. **Publication details could not be verified. Please confirm the complete citation.**
11. Tian, T., Liu, Z., Huang, Z., & Tang, Y. (2024). *Enhancing organisational performance: Harnessing AI and NLP for user feedback analysis*. **Publication details require verification before academic citation.**
12. Bucher, A., Schenk, B., Dolata, M., & Schwabe, G. (2024). *When generative AI meets workplace learning*. **Publication details require verification before academic citation.**
13. Hosen, S., et al. (2023). *Training and development, career development and work performance: The moderating role of organisational loyalty*. **Publication details require verification before academic citation.**
14. Shiri, R., et al. (2023). *The role of continuing professional training or development: A systematic review*. **Publication details require verification before academic citation.**
15. Andrade, B. A., Siqueira, R., Gomes, L., Oliveira, A., & Ribeiro, D. M. (2023). *A mapping study about training in industry context in software engineering*. **Publication details require verification before academic citation.**