

International Journal of
Engineering Research and Science & Technology



ISSN:2319-5991

www.ijerst.org

E-mail: editor@ijerst.org or ijerst.editor@gmail.com

A STUDY ON “TRAINING AND DEVELOPMENT – SUMEGA TECHNOLOGIES” HYDERABAD

¹Ch.Niveditha, II MBA Student , Department of MBA ,Malla Reddy Engineering College
(Autonomous) Hyderabad, Email: choudarapuniveditha@gmail.com

²Ms.T. Manju Usha Sree, Assistant professor, Department of MBA ,Malla Reddy Engineering
College (Autonomous) Hyderabad, email: kmanjuushasree@gmail.com

ABSTRACT

There is a strong correlation between training and development and improvement in worker competence, organisational productivity, and employee performance on all fronts. In contrast to development, which focusses on preparing individuals for future roles & responsibilities, training is the systematic process of developing workers' capabilities, knowledge, and behaviour in order to meet the requirements of the specific job at hand. Through their combination, they constitute a strategic investment that not only contributes to the success of the organisation also to the growth of the individual.

The most successful training programs are those that are structured to encourage technological advancements, address specific skill shortages, and adapt to changing market conditions. The following are some examples of the types of programs that fall under this category :workshops, e-learning modules, mentoring sessions, simulations, and on-the-job training. In contrast, development programs have a significant focus on the development of leadership skills, professional promotion, and long-term capacity building.

KEY WORDS : Training, Development, Job satisfaction ,On-the Job Training, Off-the Job Training.

INTRODUCTION

Training and development are critical to the growth and success of any company. In today's competitive business environment ,companies must continually adjust to the ever-changing market trends, customer demands, and technological advancements. One of the greatest ways to achieve this is to invest in

employees' skills and knowledge via well thought-out T&D initiatives. These to improve individual skills while also aligning employee performance with business

Training is the process of enhancing employees' abilities, know-how, and skills to do certain tasks. It is a quick learning approach that focusses on urgent problems, such as improving customer service or learning new software. Development, on the other hand, is a broader concept that emphasises long-term advancement and prepares employees for duties and obligations in the future. It often includes mentoring, leadership programs, and professional education. The importance of T&D cannot be overstated. Effective training leads to improved employee performance, increased job satisfaction, and higher retention rates. Additionally, it fosters innovation inside the organisation, boosts output, and reduces errors. From a strategic perspective, T&D contribute to the establishment of a strong corporate culture and employees equipped to handle novel challenges.

Investigating the methods, effectiveness, and impacts of T&D on employee and organisational performance is the aim of this study. By understanding best practice and common challenges, the research will provide valuable insights into how companies may enhance their training initiatives for sustained success. Given that human capital is one of a company's most valuable assets, investing in continuous learning and development is essential for maintaining a competitive edge and achieving long-term success.

REVIEW OF LITERATURE

In the year 2025, Saleh, Muhammad

Yusuf

Taking into consideration the JACK non-governmental organisation (NGO) located in Parwan, Afghanistan, this study investigates the significant part that training and development (T&D) plays in enhancing the performance and productivity (P&P) of workers. To remain competitive in today's highly competitive global economy, businesses and nonprofit organisations have a responsibility to ensure that their staff possess relevant and up-to-date skills.

In the year 2025, Mansor, Farah Ahlami Training is an essential component of human resource management, and it is absolutely necessary in order to make the most of the utilisation of human resources. Training may take place in a number of settings, both within and outside of the firm, and people are the most valuable asset that an organization has. The body of literature that provided support for this conceptual study article contribute to an increase in the researchers' understanding of the specific gap in their area. The year 2024's Pujianto Surahman The purpose of this study is to evaluate the extent to which human resource development and training may enhance creative output and productivity in multi-national organisations. This research makes use of a qualitative technique to investigate past research and theoretical frameworks about employee development efforts. This is accomplished via a survey of the existing literature and research conducted in libraries.

It is the year 2024. This research investigates the value of training and development activities in the context of organisational strategy, focussing on the ways in which these programs increase worker performance and skill sets with its findings. In order to study the significant influence that these activities have on the performance of individual workers as well as the overall success of the company, it conducts a complete literature review.

The year 2024's Laxmi Sri Ranga The major

purpose of the research is to get an understanding of the staff training and development activities that WIPRO has implemented. It is necessary for

Company to adopt new resource and technology, which necessitates the hiring of employees with equal levels of expertise.

Company to adopt new resources and technology, which necessitates the hiring of employees with equal levels of expertise.

Prajapati Ajay, the year 2023 The purpose of this research is to investigate the relationship between employee training and development and production. Due to the competitive and fast-paced nature of the modern corporate climate, the word "training" has become more popular. The human capital of an organisation may be utilised to differentiate between excellent companies and other organisations that are remarkable. Companies that make intelligent investments in the education and growth of their human resource soft endeavours in the near term as well.

The year 2023's Patidar Vaishnavi Within the context of today's fast-paced and competitive industry, the phrase "training" has become more ubiquitous. Human capital is the defining characteristic that differentiates a good company from a great one. When companies make significant expenditures in the training and development of their human resources, they often reap benefits that are both immediate and long-term in nature. The purpose of this study is to provide a summary of the research that has been conducted on the significance of training and development for the productivity of workers.

In the year 2023, Beydoun, Abdul Rahman In this study, the body of research on training and development, which are considered to be key activities in human resource management, is investigated. Furthermore, they constitute a significant amount of the expenses incurred by an organization and constitute an essential investment. Training and development are vital

for keeping up with worldwide worries and innovation, and most importantly, they operate continually as the company does. Along with helping organisations achieve a competitive advantage, training and development are also crucial for keeping up with global problems.

SCOPE OF THE STUDY

The scope of this study on training and development encompasses the evaluation of training programs and their effectiveness in enhancing employee performance and organizational productivity. It covers various types of training methods, including on-the-job training, off-the-job training, workshops, and e-learning.

OBJECTIVES:

- To promote leadership development and succession planning.
- To evaluate training effectiveness for continuous improvement.
- To support employee engagement and retention through career growth opportunities.
- To improve organizational performance via targeted training initiatives.

DATA SOURCES

Primary data: Information is obtained by giving respondents the questionnaire in person and having in-person discussions with them to hear both sides of the issue.

Secondary Data

The records, manuals, and brochures of the personal department were the sources of this information.

RESEARCH METHODOLOGY

In order to investigate the efficacy of training and development as a routine organizational procedure, this study uses a descriptive research approach. Employees and HR specialists from various departments will be the target of surveys

and interviews used to gather primary data. Academic journals, industrial reports, and organizational records will be the sources of secondary data. To find trends, assess training results, and suggest ways to improve, the survey approach will be used.

STATISTICAL TOOLS

Employees, supervisors, managers, and assistant officers make up the sample unit. Sampling

To administer the poll, the respondents were contacted directly.

method: easy sampling and random sampling.

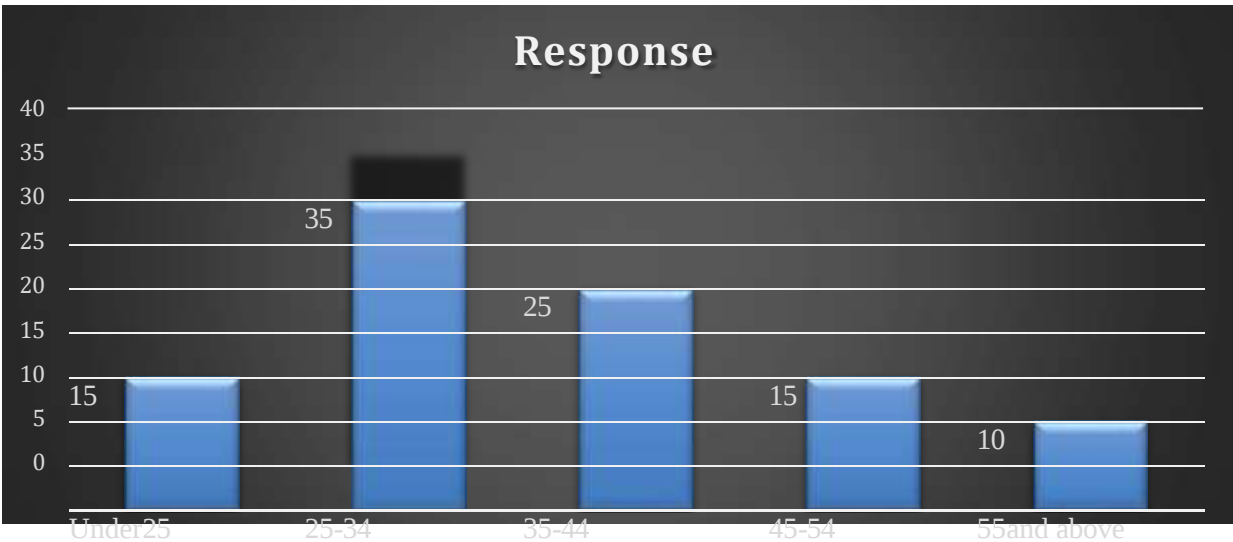
The sample size is one hundred people.

LIMITATIONS OF THE STUDY

- The survey's sample size is capped to 100 people. As a result, the results' validity and applicability may not be widespread.
- The survey's results are predicated on the premise that the respondents provided accurate information. Information that may be incomplete or inaccurate, factual mistakes, or misunderstandings of terminology and idioms are important to consider.
- The study's only area of attention is the training program.
- Only Hyderabad branch data are used for analysis; there is no regional or geographic representation of the data.

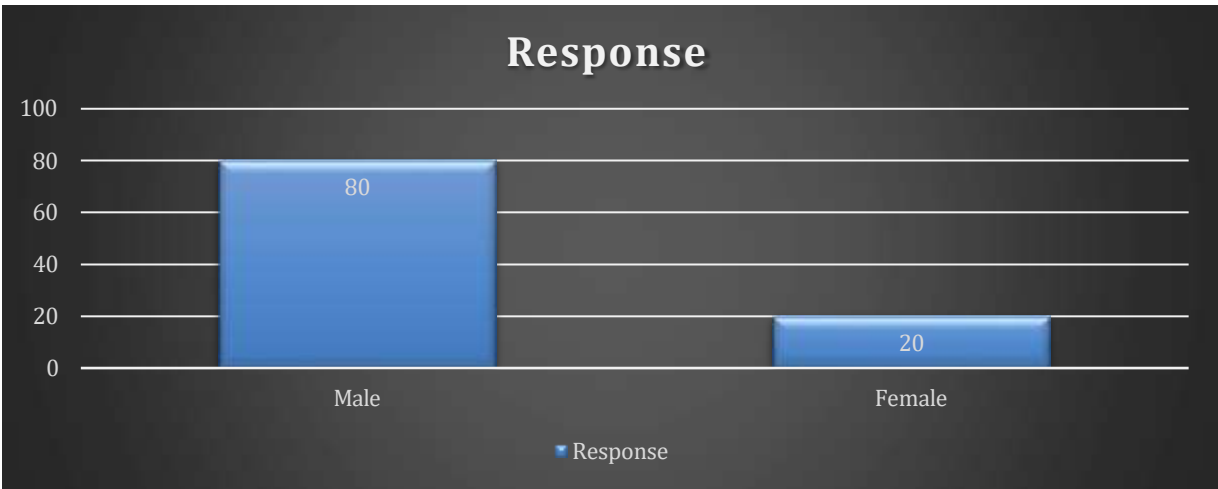
DATAANALYSIS

1. What is your age?



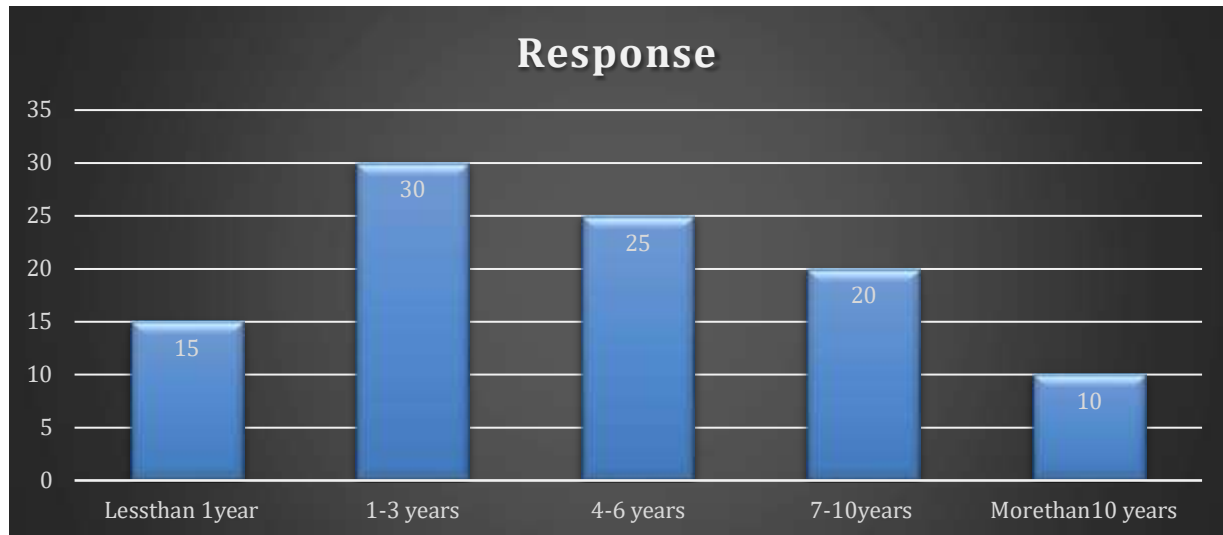
INTERPRETATION:The data indicates that the majority of respondents (35%) are in the 25-34 age group, followed by 25% in the 35-44 category. The younger and older demographics are relatively smaller, with 15% under 25 and 15% in the 45-54 range.

2. What is your gender?



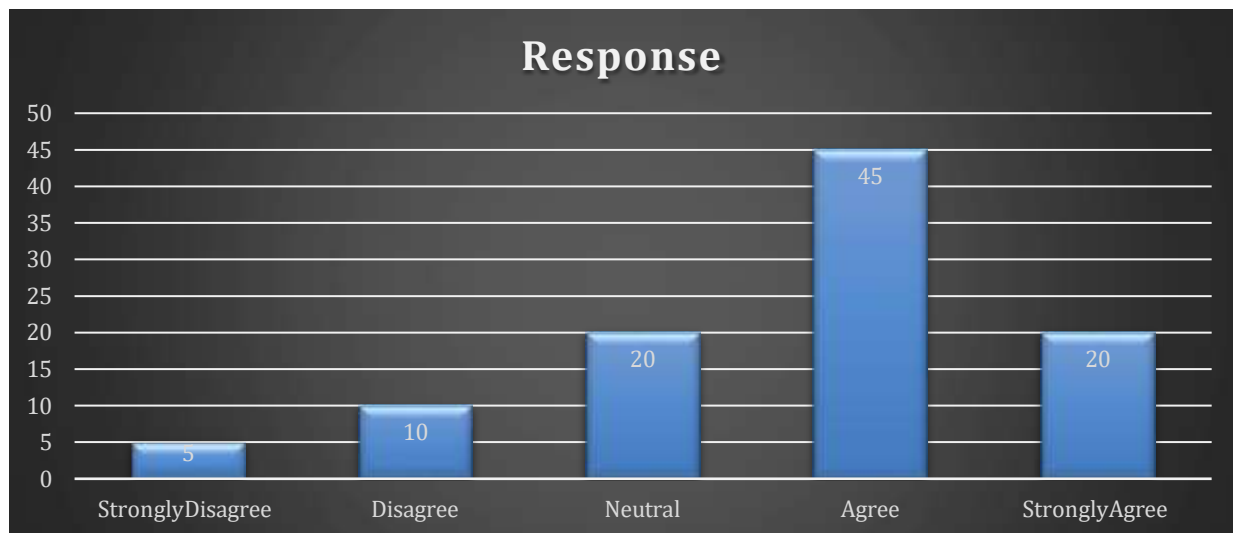
INTERPRETATION: The data reveals a significant gender disparity among respondents, with 80% identify in gas male and only 20% as female. This suggests a male-dominated participant pool, potentially indicating gender – based differences in interest, accessibility, or relevance of the survey topic.

3. How long have you been with the company?



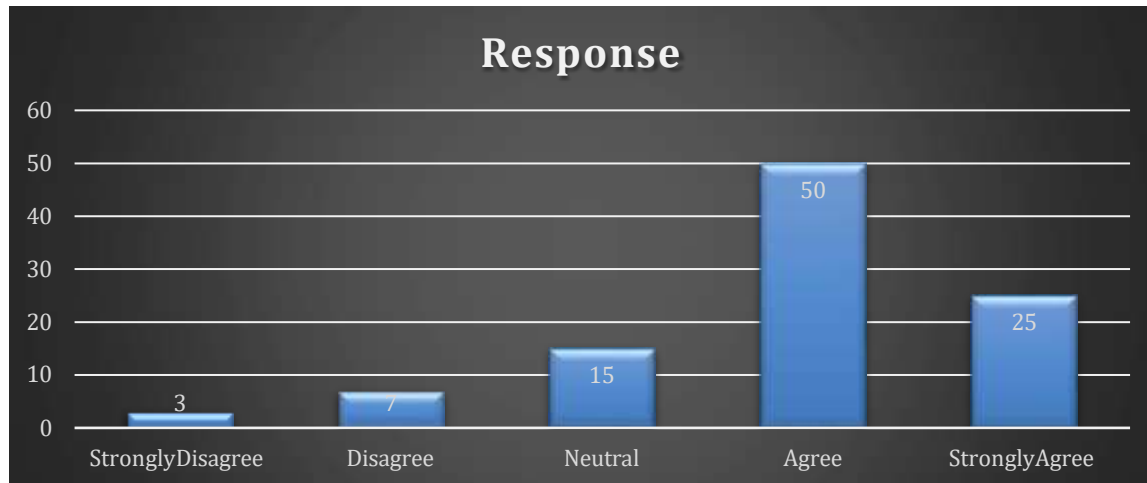
INTERPRETATION: The data indicates that the largest group of respondents (30%) have been with the company for 1-3 years, followed by 25% with 4-6 years of tenure. Employees with 7-10 years of experience make up 20%, while new hires (less than a year) account for 15%. Only 10% have been with the company for more than a decade.

4. The training programme met my expectations.



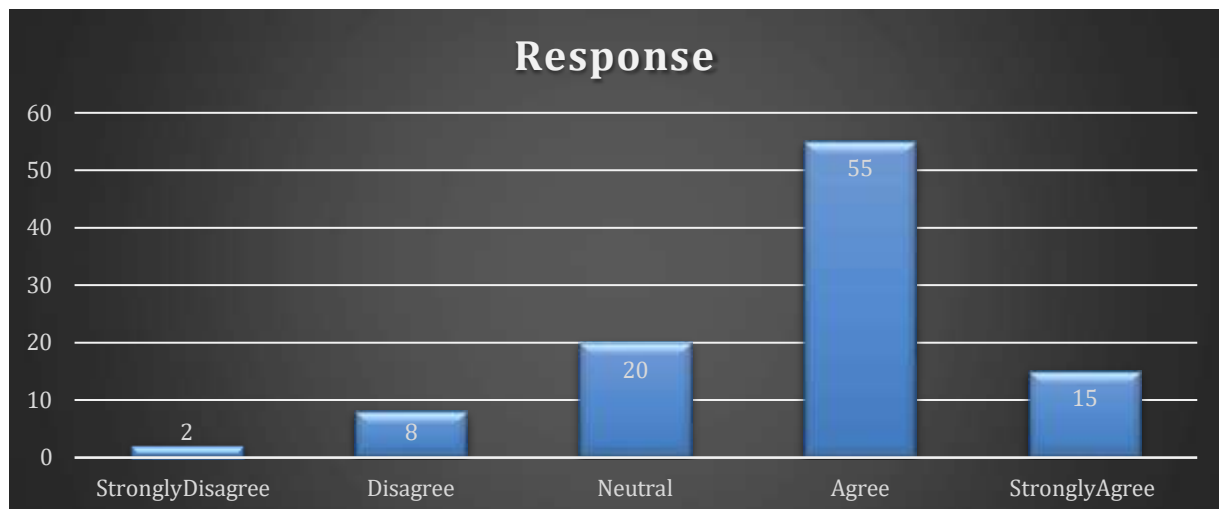
INTERPRETATION: The data shows that a majority of respondents (45%) agreed that the training program met their expectations, while 20% strongly agreed. A neutral stance was taken by 20% of participants. However, 15% expressed dissatisfaction, with 10% disagreeing and 5% strongly disagreeing.

5. The content of the training was relevant to my job.



INTERPRETATION: The data indicates that a majority of respondents (50%) agreed that the training content was relevant to their job, with an additional 25% strongly agreeing. This means 75% of participants found the training beneficial. Meanwhile, 15% remained neutral, while 10% expressed dissatisfaction (7% disagreed and 3% strongly disagreed).

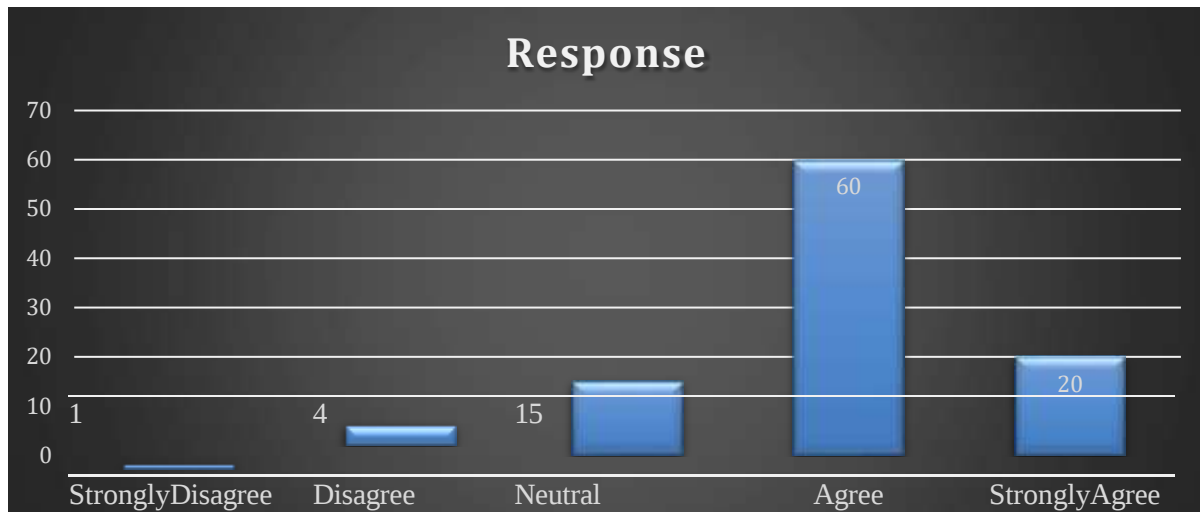
6. The training program was well-organized and easy to follow.



INTERPRETATION: The data reveals that a majority of respondents (55%) agreed that the training program was well-organized and easy to follow, with an additional 15% strongly agreeing.

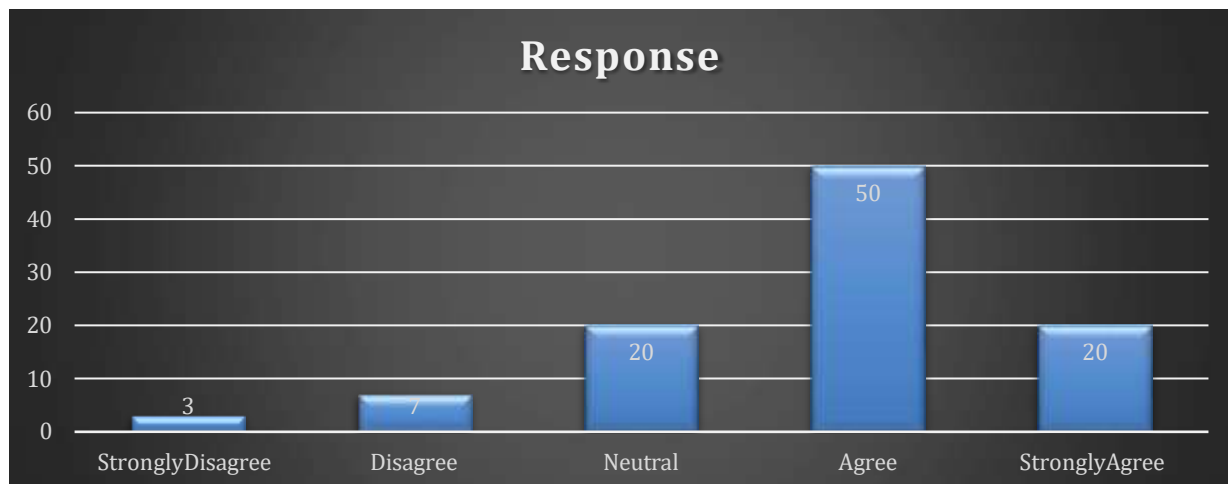
This indicates that 70% of participants had a positive experience. Meanwhile, 20% remained neutral, and a small portion (10%) express eddis satisfaction ,with 8% disagree in gand 2% strongly disagreeing.

7. The trainers were knowledge able and effective.



INTERPRETATION:The data indicates that a majority of respondents (60%) agreed that the trainers were knowledge able and effective,with an additional 20% strongly agreeing.This means 80% of participants had a positive perception of the trainers. Meanwhile, 15% remained neutral, and only a small percentage (5%) expressed dissatisfaction (4% disagreed and 1% strongly disagreed). Overall, the results suggest that the trainers were well-received, with a high level of competence and effectiveness in delivering the training.

8. The training materials provided were helpful and formative.



INTERPRETATION:The data indicates that a majority of respondents (50%) agreed that the training materials were helpful and informative, with an additional 20% strongly agreeing. This means 70% of participants had a positive perception of the materials. Meanwhile, 20% remained neutral, and 10% expressed dissatisfaction (7% disagreed and 3% strongly disagreed).

FINDINGS

- The data indicates that the majority of respondents (35%) are in the 25-34 age group, followed by 25% in the 35-44 category. The younger and older demographics are relatively smaller, with 15% under 25 and 15% in the 45-54 range.
- The data reveals a significant gender disparity among respondents, with 80% identifying as male and only 20% as female. This suggests a male-dominated participant pool, potentially indicating gender -based differences in interest ,accessibility ,or relevance of the survey topic.
- The data indicates that the largest group of respondents (30%) have been with the company for 1-3 years, followed by 25% with 4-6 years of tenure. Employees with 7-10 years of experience makeup 20%, while new er hires (lessthanayear) account for 15%.Only10% have been with the company for more than a decade.
- The data shows that a majority of respondents (45%) agreed that the training programme their expectations, while 20% strongly agreed. A neutral stance was taken by 20% of participants. However, 15% expressed dissatisfaction, with 10% disagreeing and 5% strongly disagreeing.
- The data indicates that a majority of respondents (50%) agreed that the training content was relevant to their job, with an additional 25% strongly agreeing. This means 75% of

participants found the training beneficial. Meanwhile, 15% remained neutral, while 10% expressed dissatisfaction (7% disagreed and 3% strongly disagreed).

SUGGESTIONS

1. ImproveTrainingContentandDelivery

- **Incorporate more real-world examples and case studies** to make the training content more practical and applicable to employees' roles.
- **Enhance hands-on practice sessions** by including interactive exercises,simulations,and real-time problem-solving activities.
- **Ensure training materials are up-to-date** and relevant to evolving industry standards and organizational goals.

2. Enhance Training Structureand Organization

- **Refine training duration** by balancing depth and efficiency,ensuring it is neither too short nor too long.
- **Segment training programs based on experience levels** (entry-level,mid-level,and senior-level) to provide tailored learning experiences.

CONCLUSION

The study on training and development at Sumega Technologies reveals that the majority of employees found the training programs relevant ,well-organized,and beneficial inenhancing their job performance and confidence. Most participants appreciated the trainers' knowledge and the effectiveness of the training materials,while also recognizing opportunities forhands-on practice and interaction .However, feedback also highlighted areas for improvement ,such as incorporating more real-world examples,

refining the training duration, and providing clearer links between training content and organizational goals. Despite some neutral and negative responses, overall satisfaction levels suggest that the training initiatives are making a positive impact on workforce development. The findings emphasize the importance of align training programs with employee needs and organizational objectives. By continuously enhancing training strategies and addressing feedback, Sumega Technologies can further strengthen employee engagement, productivity, and retention positioning itself as an organization that values learning and growth in a dynamic business environment.

REFERENCES

📖 Books

1. Noe, R.A., & Kodwani, A.D. (2023). *Employee training and development* (9th ed.). McGraw-Hill Education.
2. Werner, J.M., & DeSimone, R.L. (2022). *Human resource development* (8th ed.). Cengage Learning.
3. Saks, A.M., & Haccoun, R.R. (2023). *Managing performance through training and development* (8th ed.). Oxford University Press.
4. Goldstein, I.L., & Ford, J.K. (2024). *Training in organizations: Needs assessment, development, and evaluation* (5th ed.). Routledge.
5. Phillips, J.J., & Edwards, L. (2022). *Managing talent retention: An ROI approach* (2nd ed.). Routledge.

📄 Research Articles

1. Anitha, J., & Aruna, M. (2023). *Effectiveness of corporate training programs in enhancing employee*

performance.

International Journal of Training and Development, 27(1), 56–72.

<https://doi.org/10.1111/ijtd.12250>

2. Rani, S., & Mishra, S. (2023). *A study on digital learning tools in corporate training: Challenges and opportunities.* **Human Resource Development International**, 26(2), 182–198. <https://doi.org/10.1080/13678868.2022.2149228>
3. Gomez, R., & Lee, M. (2022). *Training transfer in the remote work era: A systematic review.* **Journal of Workplace Learning**, 34(7), 567–582. <https://doi.org/10.1108/JWL-12-2021-0156>
4. Halvorsen, C., & Foss, L. (2024). *Innovative approaches in leadership development: Blended training programs for next-gen managers.* **European Journal of Training and Development**, 48(1), 22–38. <https://doi.org/10.1108/EJTD-07-2023-0102>
5. Patel, K., & Johnson, E. (2023). *Measuring ROI in employee training: A modern approach.* **Journal of Human Resource Management**, 11(3), 45–60. <https://doi.org/10.11648/j.jhrm.20231103.12>

🌐 Websites

1. Training Industry. (2025). *Current trends in corporate training and development.* <https://trainingindustry.com/articles/learning->

- technologies/2025-training-and- development-trends/
2. Association for Talent Development (ATD). (2025). *What is talent development?*
<https://www.td.org/talent-development-glossary-terms/what-is-talent-development>
 3. Harvard Business Review.(2024).*Why leadership training fails—and what to do about it.* <https://hbr.org/2024/11/why-leadership-training-fails-and-what-to-do-about-it>
 4. Society for Human Resource Management (SHRM) .(2025).*Training and development overview.*
<https://www.shrm.org/resourcesandtools/hr-topics/organizational-and-employee-development/pages/default.aspx>
 5. Forbes.(2024).*The future of employee training : Trends to watch in 2024 and beyond.*
<https://www.forbes.com/sites/forbeshumanresourcescouncil/2024/01/10/the-future-of- employee-training-trends-to-watch-in-2024/>