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## A Study on Training and Development at Galla Foods, Rangampet, Chittoor

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**Abstract:** Employee training is the most important subsystem of human resource development. Training is the specialized function and is one of the fundamental and operative functions of Human resource management. Hence my study is in "Training and Development" i.e., how far the organization is able to achieve the goals, improving its productivity and also employee efficiency through Training and Development.

**Keywords:** Training, Development, Productivity, Effectiveness, Organization.

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### INTRODUCTION

Training is important not only from the point of view of the organization, but also for the employees. Training is valuable to the employees because it will give them greater Job security and an opportunity for advancement.

**Edwin B. Flipppo** said Training is, 'the act of increasing the knowledge and skills of employees for doing the particular job'.

**Dale S. Beach** defines training as "the organized procedure by which people learn knowledge and/or skill for a definite purpose"

Dale Yoder explains training as "the process by which manpower is filled for the particular job it has to perform"

### INDUSTRY PROFILE

The absence of a market strategy, inadequate export infrastructure, and unstable supply base are giving Indian mango growers a run for their money, more Soils, Nutrition, and Fertilizer in the international markets where the Indian king of fruits is still to take its place. While India produces over 11m metric tonnes of mangoes annually around 63% of the world produce, its export share is just 0.11%. However, APEDA has identified UK, Germany, Holland, France, Italy, and Belgium for mango exports and plans aggressive marketing strategies there. APEDA is making all efforts to make available latest packaging and processing technology for our produce. Half-a-dozen commercial varieties of mango, including Alphonso, Banganapalli, Dasheri, Langra, and Chaunsa are being promoted as India's "royal heritage". They are being told that it is India's "kind fruit" and India is the largest producer of mangoes.

### COMPANY PROFILE

Group, incorporated on 11<sup>th</sup> March 2004. The Company is one of the leading manufactures of Natural fruit puree and Concentrates. Galla Foods Limited, belongs to an innovative, and successful Amara Raja Group Companies, is now progressing in establishing a 100% Export Oriented World class food processing Unit near RangamPet, Puthalapattu Mandal, Chittoor dt, AP. The Company is aiming to establish one of the best food processing industry in India on par with the International Standards. Galla Foods Limited is promoted by Dr. Ramachandra Naidu Galla, Mr. Jayadev Galla, and Dr. Ramadevi. The Amara Raja Group and the promoters are rated highly in the state of Andhra Pradesh and have a stellar record of meeting the commitments to a financial institution, the Government, employees, and society.

### **STATEMENT OF THE PROBLEM**

Man Power is the valuable asset to any business organization. By this research paper, we can develop employee skill and performance at work place of the employees working in Galla Foods. By this way, the employees can improve their skills to achieve organizational goals and objectives. Employees will work with ease in their workplace. This study will help the employees to develop skills, knowledge, and abilities at the work place. This study identifies the use of training and development to workers at Galla Foods, Chittor.

### **NEED FOR THE STUDY**

Now a days training and development of employees has utmost importance in the corporate sector to identify and at the same time to fulfill the needs of the employees at various levels. The study plays a vital role to help the organization top management to fix the training decision. Need for the study is to know how the department adopts training and development activities in the organization. The need for training and development is determined by the employee performance deficiency. The employee performance deficiency can be computed by

Training and development= standard performance – actual performance.

### **OBJECTIVES OF THE STUDY**

1. To study the status of the employees based on the past training and development from the employer.
2. To study the opinions of the employees regarding training programs.
3. To know the satisfaction and dissatisfaction levels of the employees with the training programs in Galla Foods.
4. To study the various training and development programs conducted in Galla Foods.
5. To give a better idea to the management regarding the employee performance on the basic of past training and development.

### **SCOPE OF THE STUDY**

This study is conducted to know the various types of training and development programmes at Galla Foods, Chittor. The study includes managers and workers of all departments excluding contract labors.

### **RESEARCH METHODOLOGY**

The study is undertaken both by primary and secondary sources of data and information. For secondary sources of data and information more reliance is placed on available standard literature comprising referred books, Newsletters, organizations profiles, HR systems in the organization and collecting data from various records maintained by the personnel department and manuals of the organizations etc., but primary sources of data have been collected from employees in different departments to know their view about existing system and recommendations and suggestions by questionnaires. It constitutes a direct approach to the employees at Galla Foods and knowing their personal views and suggestions. A Sample of 100 respondents has been collected.

### **TOOLS OF ANALYSIS**

The collected data was first codified and then crystallized into tables which are further elucidated by dint and by pie charts. The conventional statistical techniques used in this survey are the percentage analysis and the graphical representation. Percentage analysis has been used as the main tool and graphs are helpful to analysis and interpret the data. Suggestions and recommendations were made at the end of the report.

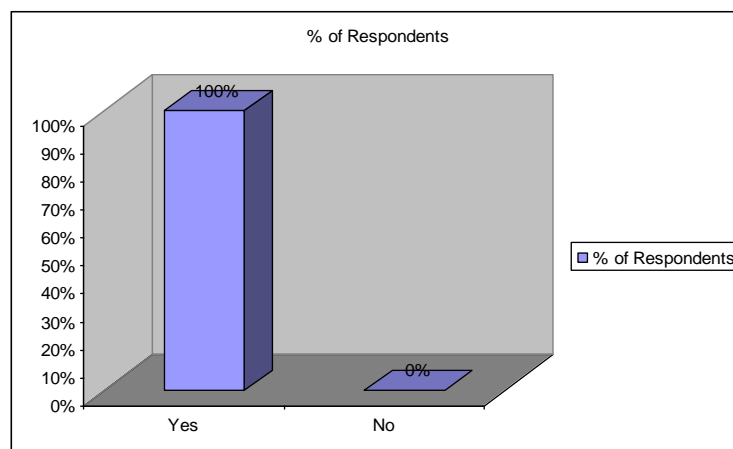
### **LIMITATIONS OF THE STUDY**

- This study limited to the time factor it is difficult to examine all the employees within 8 weeks of time.
- Different views and suggestions provided by the respondents are subjected to personal bias.
- Since the sample size is limited and also due to time constraint, the overall opinion of the study is not attributing to the total organization.
- Employees feel the fear of management, to reveal facts related to the organization, so there may arise bias.

**DATA ANALYSIS AND INTERPRETATION**

**IS THE TRAINING FREQUENCY SUFFICIENT OR NOT**

| S.no | Opinion | No. Of respondents | % of respondents |
|------|---------|--------------------|------------------|
| 1    | Yes     | 100                | 100              |
| 2    | No      | 0                  |                  |
|      | TOTAL   | 100                | 100%             |

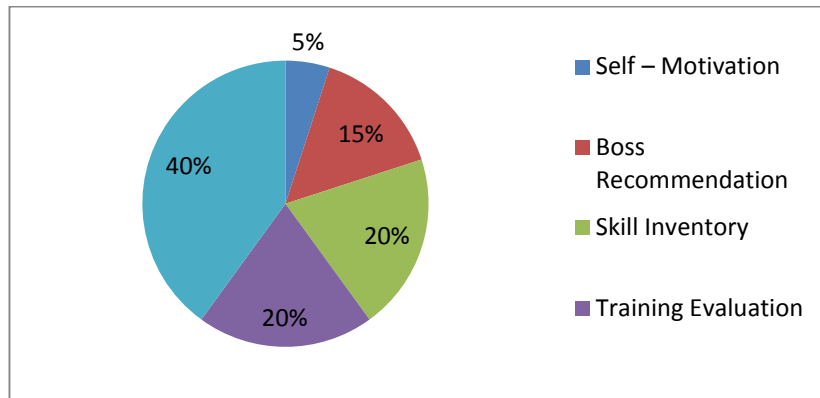


**INTERPRETATION**

The above graph shows that 100% of the respondents feel that their training frequency is sufficient.

**ON WHAT BASIS TRAINEES SELECTED**

| SERIAL NUMBER | OPINION                    | NO. OF RESPONDENTS | % OF RESPONDENTS |
|---------------|----------------------------|--------------------|------------------|
| 1             | Self – Motivation          | 5                  | 5%               |
| 2             | Boss Recommendation        | 15                 | 15%              |
| 3             | Skill Inventory            | 20                 | 20%              |
| 4             | Training Evaluation        | 20                 | 20%              |
| 5             | Organizational Requirement | 40                 | 40%              |
|               | TOTAL                      | 100                | 100%             |

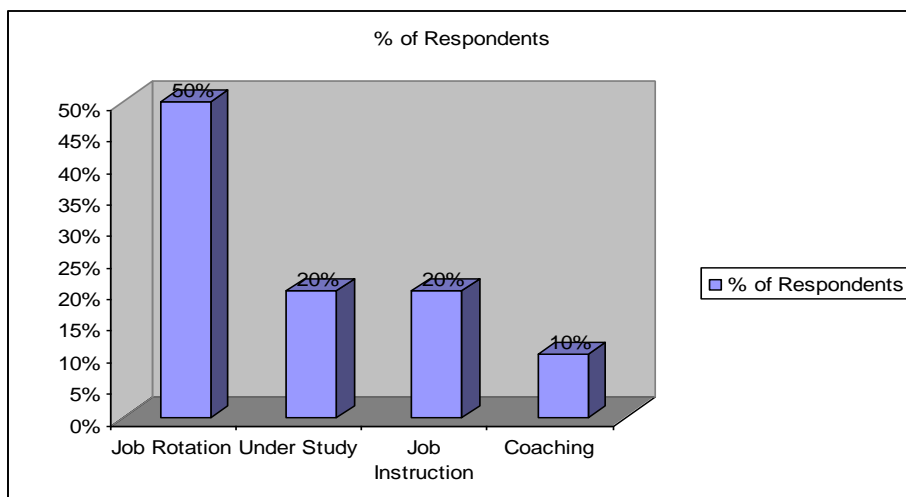


**INTERPRETATION**

The above graph shows that the opinions of respondents about on what basis of trainees are selected as given below, Self – motivation 5%, Boss Recommendation 15%, Skill inventory 20 %, Training Evaluation 20%, Organizational Requirement 40%.

**WHAT KIND OF TRAINING AND DEVELOPMENT UNDERGONE IN THE COMPANY**

| SERIAL NUMBER | OPINION         | NO. OF RESPONDENTS | % OF RESPONDENTS |
|---------------|-----------------|--------------------|------------------|
| 1             | Job Rotation    | 50                 | 50%              |
| 2             | Under Study     | 20                 | 20%              |
| 3             | Job Instruction | 20                 | 20%              |
| 4             | Coaching        | 10                 | 10%              |
|               | <b>TOTAL</b>    | <b>100</b>         | <b>100%</b>      |

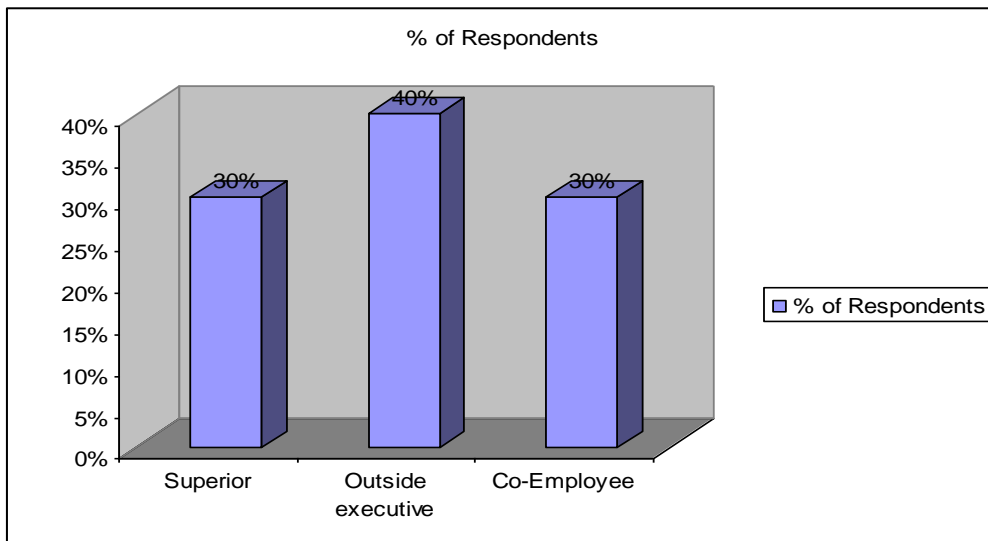


**INTERPRETATION**

The above graph shows that the respondent's opinion about what kind of training and development undergone in the form (on-the-job training) is Job Rotation(50%), Under Study(20%), Coaching(10%), Job Instruction(20%)

**BY WHOM EMPLOYEES ARE TRAINED**

| SERIAL NUMBER | RESPONSE          | NO. OF RESPONDENTS | % OF RESPONDENTS |
|---------------|-------------------|--------------------|------------------|
| 1             | Superior          | 30                 | 30%              |
| 2             | Outside Executive | 40                 | 40%              |
| 3             | Co-Employee       | 30                 | 30%              |
|               | <b>TOTAL</b>      | <b>100</b>         | <b>100%</b>      |

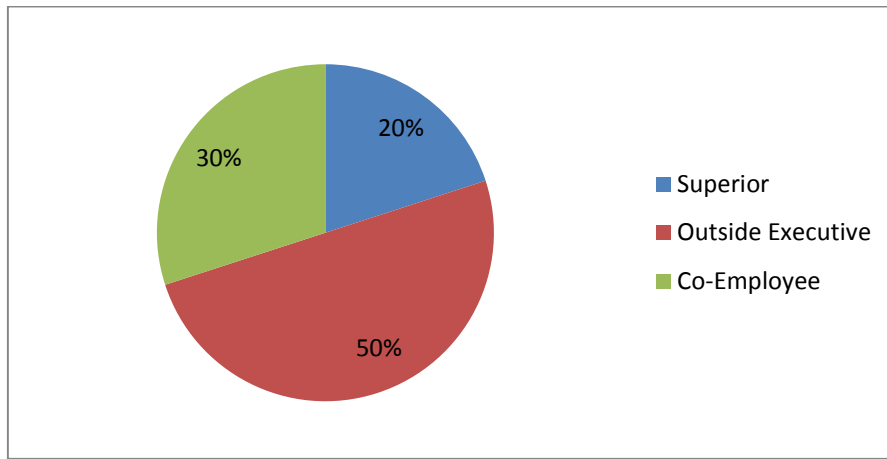


**INTERPRETATION**

From the above graph we observed that Superior 30% outside executive 40%, Co-Employee 30% gives the training to the employees.

**BY WHOM EMPLOYEE WOULD LIKE TO BE TRAINED**

| SERIAL NUMBER | RESPONSE          | NO. OF RESPONDENTS | % OF RESPONDENTS |
|---------------|-------------------|--------------------|------------------|
| 1             | Superior          | 20                 | 20%              |
| 2             | Outside Executive | 50                 | 50%              |
| 3             | Co-Employee       | 30                 | 30%              |
|               | <b>TOTAL</b>      | <b>100</b>         | <b>100%</b>      |



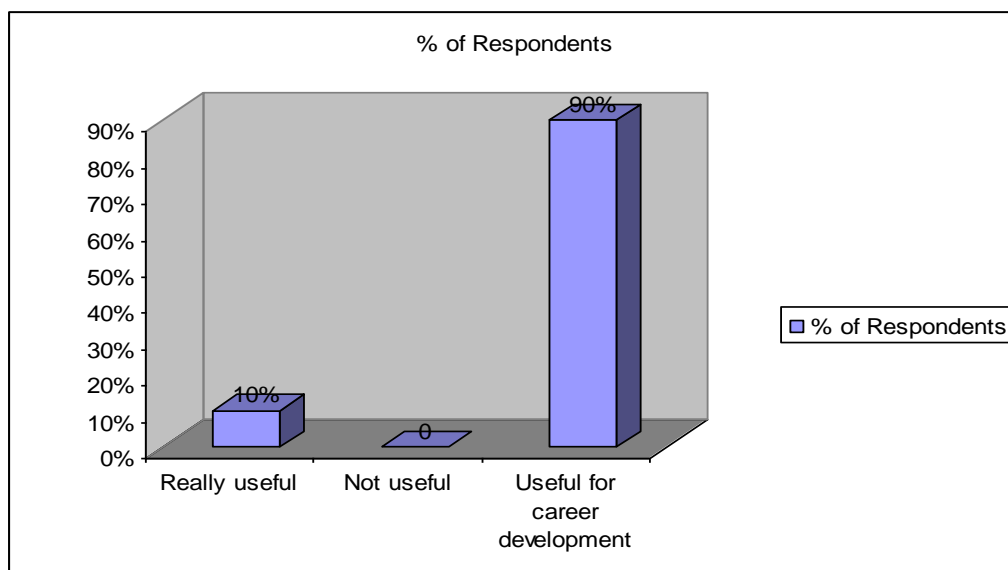
**INTERPRETATION**

From the above graph, we observed that employee opinion about the trainer is as follows,

Superior - 20%      Outside Executive - 50%      Co-Employee - 30%

**UPTO WHICH EXTENT THE TRAINING IS USEFUL FOR EMPLOYEE SKILL & CAREER DEVELOPMENT**

| SERIAL NUMBER | RESPONSE                      | NO. OF RESPONDENTS | % OF RESPONDENTS |
|---------------|-------------------------------|--------------------|------------------|
| 1             | Really Useful                 | 10                 | 10%              |
| 2             | Not Useful                    | 0                  | 0                |
| 3             | Useful For Career Development | 90                 | 90%              |
|               | <b>TOTAL</b>                  | <b>100</b>         | <b>100%</b>      |

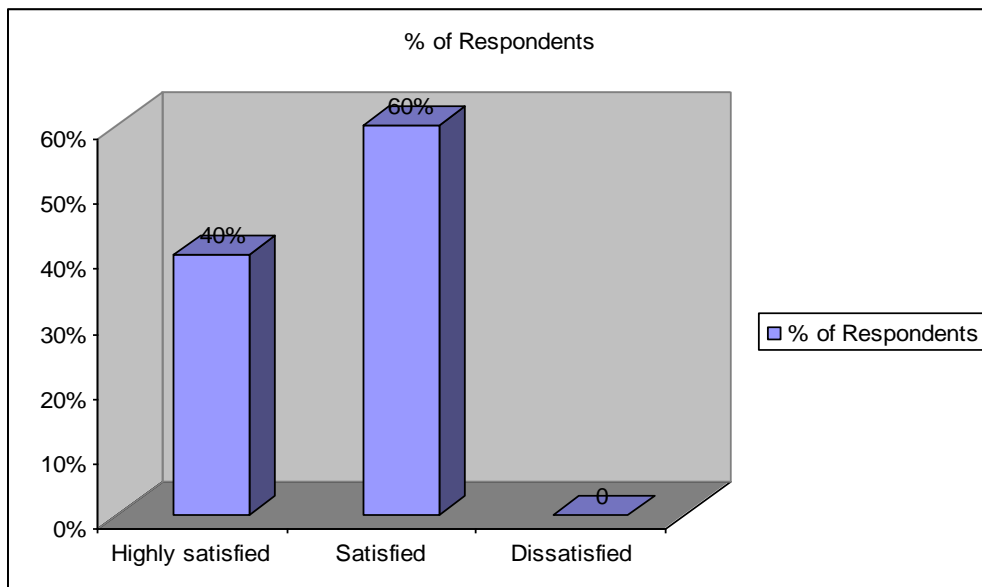


**INTERPRETATION**

The above graph shows that the 10% of employee’s feel training is really useful to the organization, 90% of employees feel useful for career development.

**HOW DO THE EMPLOYEES FEEL ABOUT THE TRAINING PROGRAM CONDUCTED BY THE COMPANY?**

| SERIAL NUMBER | RESPONSE         | NO. OF RESPONDENTS | % OF RESPONDENTS |
|---------------|------------------|--------------------|------------------|
| 1             | Highly Satisfied | 40                 | 40%              |
| 2             | Satisfied        | 60                 | 60%              |
| 3             | Dissatisfied     | 0                  | 0                |
|               | <b>TOTAL</b>     | <b>100</b>         | <b>100%</b>      |

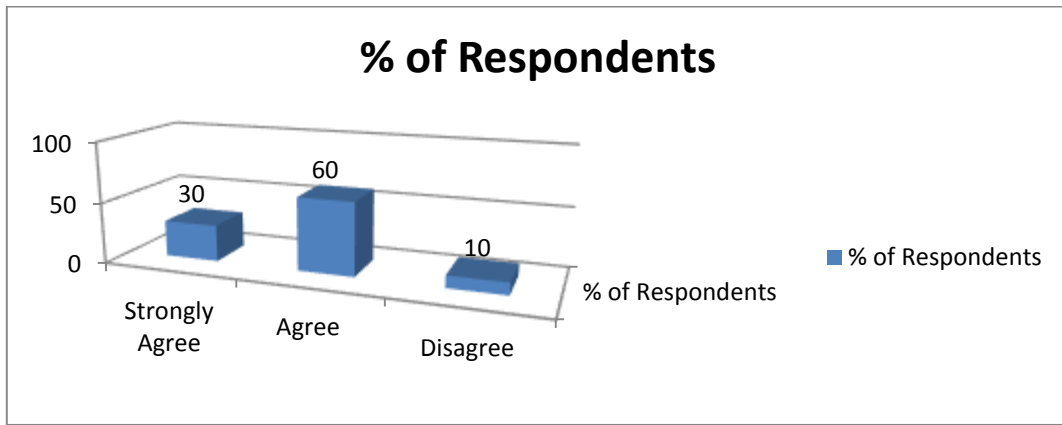


**INTERPRETATION**

The above graph shows that the 40% of employee’s feel highly satisfied with training conducted by the company is, 60% of employees feel satisfied with training conducted by the company.

**TRAINING IMPROVES RELATIONSHIP BETWEEN WORKERS AND MANAGEMENT**

| SERIAL NUMBER | RESPONSE       | NO. OF RESPONDENTS | % OF RESPONDENTS |
|---------------|----------------|--------------------|------------------|
| 1             | Strongly Agree | 30                 | 30%              |
| 2             | Agree          | 60                 | 60%              |
| 3             | Disagree       | 10                 | 10               |
|               | <b>TOTAL</b>   | <b>100</b>         | <b>100%</b>      |

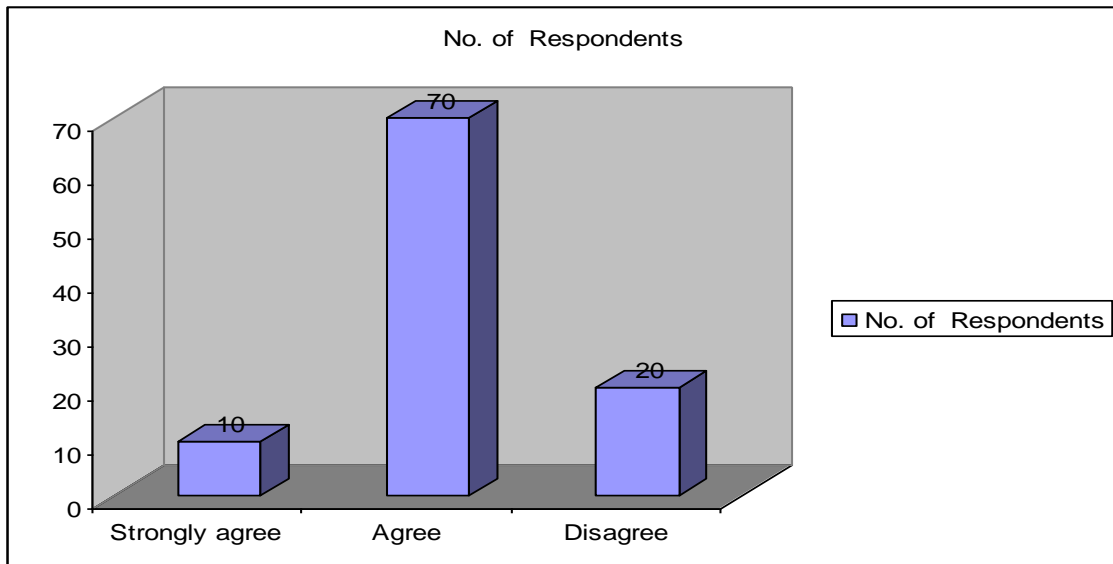


**INTERPRETATION**

The above graph shows that 30% of the respondents strongly agree, 40% of the respondents agree and 10% of the respondents disagree that the training improves the relationship between workers.

**DOES THE TRAINING DECREASING STRESS, TENSION, FRUSTRATION, AND CONFLICT**

| SERIAL NUMBER | RESPONSE       | NO. OF RESPONDENTS | % OF RESPONDENTS |
|---------------|----------------|--------------------|------------------|
| 1             | Strongly Agree | 10                 | 10%              |
| 2             | Agree          | 70                 | 70%              |
| 3             | Disagree       | 20                 | 20%              |
|               | <b>TOTAL</b>   | <b>100</b>         | <b>100%</b>      |



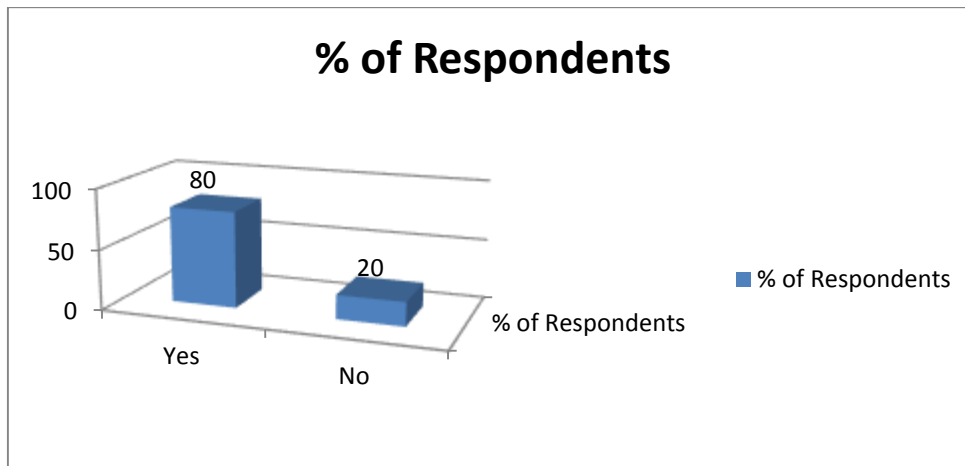


**INTERPRETATION**

The above graph shows that 10% of the respondents strongly agree, 70% of the respondents agree and 20% of the respondents disagree that the training is decreasing stress, tension, frustration, and conflict.

**DOES EMPLOYEE FEEL ANY INCREASED JOB SATISFACTION AND RECOGNITION IN THE ORGANIZATION AFTER SUCCESSFUL TRAINING**

| SERIAL NUMBER | RESPONSE     | NO. OF RESPONDENTS | % OF RESPONDENTS |
|---------------|--------------|--------------------|------------------|
| 1             | Yes          | 80                 | 80               |
| 2             | No           | 20                 | 20               |
|               | <b>TOTAL</b> | <b>100</b>         | <b>100%</b>      |

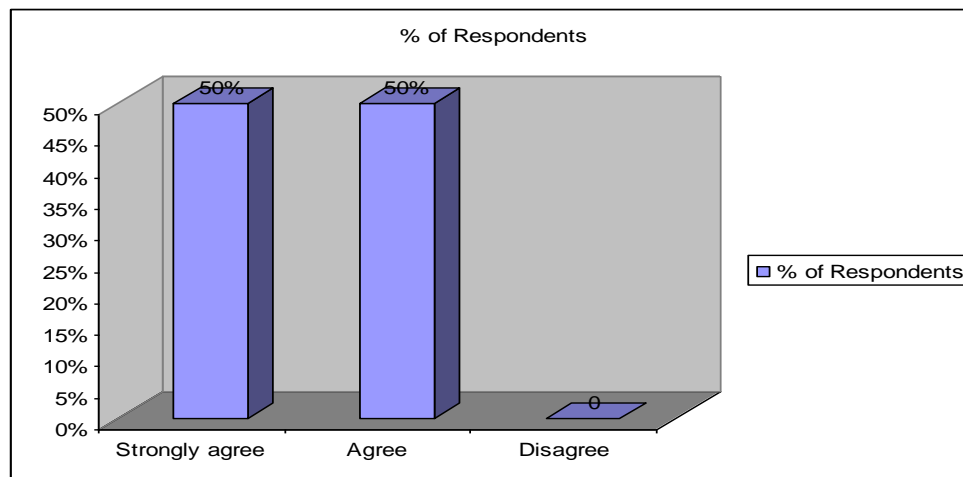


**INTERPRETATION**

The above graph shows that 80% of the respondents was felt that training increased and 20% of the respondent’s feel that training not increased job satisfaction in the organization after successful training.

**EMPLOYEE AGREE THAT TRAINING BECOME PATH WAY TO EMPLOYEE CAREER**

| SERIAL NUMBER | RESPONSE       | NO. OF RESPONDENTS | % OF RESPONDENTS |
|---------------|----------------|--------------------|------------------|
| 1             | Strongly Agree | 50                 | 50%              |
| 2             | Agree          | 50                 | 50%              |
| 3             | Disagree       | 0                  | 0                |
|               | <b>TOTAL</b>   | <b>100</b>         | <b>100%</b>      |



### INTERPRETATION

The above graph shows that 50% of the respondents strongly agree and 50% of the respondents agreed that training becomes path way to employee career.

### FINDINGS

- 100% of the respondents feel that their training frequency is sufficient.
- The opinions of respondents about on what bases of trainees are selected are by Self – motivation 5%, Boss Recommendation 15%, Skill inventory 20 %, Training Evaluation 20%, Organizational Requirement 40%.
- The respondent’s opinion about what kind of training and development undergone is Job Rotation (50%), Under Study (20%), Coaching (10%), and Job Instruction (20%)
- Training to the employees is given by Superiors (30%), Outside Executive (40%), Co-Employee (30%).
- The employees were interested to be trained by Superior (20%), Outside Executive (50%) and Co-employee (30%).
- 10% of employee’s feel training is really useful to the organization, 90% of employees feel useful for career development.
- 40% of employee’s feel highly satisfied and 60% of employees feel satisfied with training conducted by the company.
- 30% of the respondents strongly agree, 40% of the respondents agree and 10% of the respondents disagree that the training improves the relationship between workers.
- 10% of the respondents strongly agree, 70% of the respondents agree and 20% of the respondents disagree that the training is decreasing stress, tension, frustration, and conflict.
- 50% of the respondents strongly agree and 50% of the respondents agreed that training becomes path way to employee career.

### SUGGESTIONS

- ❖ It is suggested that sufficient training frequency must be given to employees.
- ❖ It is suggested that trainees must be selected on the basis of their own interest and not for the benefit of the organization.
- ❖ It is suggested that training programmes must be conducted in the external areas.
- ❖ It is suggested that all the on-the-job and off-the-job training methods must teach to the employees to give a better view of the job. There must be a need to call the outside executives to give any guest Lecturers or seminars to the employees.

### CONCLUSION

Trainees in Galla opinioned that there is an excellent improvement in their performance after training and development and the present training system in practice in the organization is providing good provision to learn new techniques and procedures. Through training, they are able to work most effectively and efficiently to meet their targets within the scheduled time.

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