

A Study on Impact of Training and Development Among Employees in Maatrum Technologies and Legal Ventures Private Limited

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Abstract

Training and development in HRM are strategic, structured efforts to enhance employee skills, knowledge, and competence, boosting both immediate performance and future organizational growth. Data for the paper have been collected through primary source that are from questionnaires surveys, two hundred and thirty-nine questionnaires were distributed for the collection of data, The data have been checked through statistical software to find the impact of training and development on employees' performance and productivity. Hence the purpose of the study was to investigate the relationship between, training and development and employee's performance and productivity, training and stress, employee development. And to see whether Training and Development has an impact on Employees working in an Legal Ventures. The collected data was analyzed using statistical tools such as descriptive statistics, Friedman test, Kruskal-Wallis test, and Spearman rank correlation. The results reveal that while training programs are generally effective, certain gaps exist in practical exposure, feedback mechanisms, and continuous evaluation. The study highlights the importance of improving training strategies to better meet employee learning needs and enhance overall readiness, and it concludes with suggestions for strengthening training programs in the manufacturing sector.

Keywords: SPSS Tools, Training and development in HRM, Enhance Productivity and Competence,

INTRODUCTION

In the modern business environment, organizations are constantly striving to improve efficiency, productivity, and competitiveness. One of the most significant ways companies achieve these goals is through the development of their human resources. Employees are considered the most valuable assets of an organization because their knowledge, skills, and abilities directly influence organizational success. As industries evolve rapidly due to technological advancement and globalization, organizations must ensure that employees continuously develop new competencies. Training and development programs therefore play a vital role in enhancing employee capabilities and preparing them to meet organizational demands.

1. NEED OF THE STUDY

Training and development play a crucial role in enhancing the knowledge, skills, and overall capability of employees in any organization. In today's competitive business environment, organizations must continuously upgrade their workforce to adapt to technological changes, evolving customer expectations, and dynamic market trends. Many organizations invest heavily in training, yet the actual impact on employee performance, productivity, and organizational growth often remains unclear. Therefore, there is a growing need to assess whether the training and development initiatives implemented by the organization are effective, relevant, and aligned with strategic goals.

2. OBJECTIVE OF THE STUDY

- 1) To study the impact of training and development on performance and productivity enhancement of the employees & organization
- 2) To study the impact of training and development program on stress level
- 3) To study the impact of training and development to increase competency of the employee
- 4) To examine the impact of training on employees' confidence and decision-making ability.

3. SCOPE OF THE STUDY

The present study focuses on examining the impact of training and development on employees within the selected organization. The scope includes understanding how various training initiatives influence employee performance, productivity, job satisfaction, competency levels, and stress management. It also covers the effectiveness of different training methods such as on-the-job training, off-the-job training, workshops, seminars, and digital learning programs used by the organization. The study is limited to employees of the chosen organization and does not extend to other branches or industries

4. REVIEW OF LITERATURE

1. Training and development Outcomes

Recent studies (2026) focused on digital and AI-based training methods, showing that modern training technologies improve employee adaptability, enhance skills, and increase organizational efficiency. These studies highlight the growing importance of flexible and technology-driven learning systems in organizations

2. Training and development System Review ZALUKHU, R.R. ET AL. (2025)

This conducted a systematic review of training and development practices and found that structured training programs significantly improve employee engagement, productivity, and overall organizational performance.

3. Training and Workforce Sustainability

IJNALITA, A. ET AL. (2024)

This study links training effectiveness with workforce sustainability. It finds that continuous training supports employee adaptability. Employees trained effectively showed readiness for role changes. Training evaluation enhanced learning outcomes. The research emphasizes long term

workforce development. It concludes that training ensures organizational sustainability of considering fundamental factors and market conditions alongside technical indicators to achieve a comprehensive understanding of stock behavior.

4. On-the-Job Training and Performance

NAING, T.S. (2023)

This study explores the role of on-the-job training in skill development. It finds that practical exposure enhances learning retention. Employee readiness improved with real-time guidance and supervision. The study emphasizes evaluation during training stages. Performance outcomes were higher among employees with structured training. The author supports experiential learning approaches.

5. Training Impact on Productivity

KATIĆ, I. ET AL. (2020)

The study analyzes training effectiveness and productivity outcomes. Findings indicate that trained employees perform tasks more efficiently. Training effectiveness improved accuracy and reduced supervision needs. Employees showed greater readiness to assume higher responsibilities. The research highlights the importance of continuous assessment. It concludes that training directly contributes to performance improvement.

6. RESEARCH METHODOLOGY

Research methodology is a way of explaining how a researcher intends to carry out their research. It's a logical, systematic plan to resolve a research problem. A methodology details a researcher's approach to the research to ensure reliable, valid results that address their aims and objectives. It encompasses what data they're going to collect and where from, as well as how it's being collected and analyzed.

Research design is the framework of research methods and techniques chosen by a researcher to conduct a study. The design allows researchers to sharpen the research methods suitable for the subject matter and set up their studies for success.

Sampling is a technique of selecting individual members or a subset of the population to make statistical inferences from them and estimate the characteristics of the whole population. Different

sampling methods are widely used by researchers in market research so that they do not need to research the entire population to collect actionable insights. A sample refers to a smaller, manageable version of a larger group. It is a subset containing the characteristics of a larger population. The sampling method used in this study is probability sampling.

7. DATA ANALYSIS AND INTERPRETATION

TABLE SHOWING DESCRIPTIVE STATISTICS

	Gender	Statistic	Std. Error	
Do you 1 that training and development program helped in personal growth	Mean	1.77	.079	
	95% Confidence Interval for Mean	Lower Bound	1.62	
		Upper Bound	1.93	
	5% Trimmed Mean	1.69		
	Median	2.00		
	Variance	.778		
	Std. Deviation	.882		
	Minimum	1		
	Maximum	4		
	Range	3		
	Interquartile Range	1		
	Skewness	.966	.217	
	Kurtosis	.155	.431	
	2	Mean	1.65	.072
95% Confidence Interval for Mean		Lower Bound	1.51	
		Upper Bound	1.79	
5% Trimmed Mean		1.59		
Median		1.00		
Variance		.597		
Std. Deviation		.773		
Minimum		1		
Maximum		4		
Range		3		
Interquartile Range		1		
Skewness		.926	.226	
Kurtosis		.069	.447	

INTERPRETATION

The mean scores for both genders are low (Gender 1 = 1.77, Gender 2 = 1.65), indicating general agreement that the training and development program helped in personal growth. Gender differences are small, with overlapping confidence intervals, suggesting similar perceptions. Both groups show positive skewness, meaning most respondents selected lower (more positive) response options. The narrow range and low variability indicate that responses were clustered and consistent across participants.

7.1 TABLE SHOWING MANN-WHITNEY TEST

Ranks

	Year of experience	N	Mean Rank	Sum of Ranks
Do you 1 training needs	1	112	77.65	8697.00
identified are realistic,	2	61	104.16	6354.00
useful and based on				
business strategy of				
	Total	173		

Test Statistics^a

Mann-Whitney U	2369.000
Wilcoxon W	8697.000
Z	-3.675
Asymp. Sig. (2-tailed)	.000

INTERPRETATION

The Mann–Whitney U test shows a statistically significant difference between the two gender groups ($U = 2369$, $Z = -3.675$, $p < .05$). Since the p-value is .000, the null hypothesis of no difference is rejected. This indicates that perceptions of the training and development programs differ significantly between genders. The negative Z value suggests that one group tends to have lower ranks than the other, indicating a difference in their responses.

7.2 TABLE SHOWING CORRELATIONS

Educational Qualification

kind of training and development programs	Pearson Correlation	1	.088
	Sig. (2-tailed)		.177
	N	239	239
Educational Qualification	Pearson Correlation	.088	1
	Sig. (2-tailed)	.177	
	N	239	239

Nonparametric Correlations

		kind of training and development programs	Educational Qualification
Educational Qualification	Correlation Coefficient	1.000	.099
	Sig. (2-tailed)	.	.128
	N	239	239
kind of training and development programs	Correlation Coefficient	.099	1.000
	Sig. (2-tailed)	.128	.
	N	239	239

INTERPRETATION

Both Pearson ($r = .088$, $p = .177$) and Spearman correlations ($\rho = .099$, $p = .128$) show very weak positive relationships between educational qualification and perceptions of training and development programs. However, in both cases the p-values are greater than .05, indicating the relationships are not statistically significant. This means educational qualification does not meaningfully influence how employees view the training and development programs in the organization. Overall, no significant association exists between the two variables.

7. SUMMARY OF FINDINGS

- * The mean ranks for Gender 1 (118.73) and Gender 2 (121.37) are very close, indicating minimal difference in how the two groups rate the types of training and development programs provided.
- * Kolmogorov–Smirnov and Shapiro–Wilk tests indicate that the variable “training and development program helped in personal growth” is not normally distributed for either gender group ($p < .05$ in all case).
- * The Mann–Whitney U test shows a statistically significant difference between the two gender groups ($U = 2369$, $Z = -3.675$, $p < .05$). Since the p-value is .000, the null hypothesis of no difference is rejected.

* The mean scores for both genders are low (Gender 1 = 1.77, Gender 2 = 1.65), indicating general agreement that the training and development program helped in personal growth.

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8. SUGGESTIONS

The organization should focus on designing practical, job-oriented training programs supported by proper skill-gap analysis to ensure relevance and applicability in real work settings. Incorporating hands-on activities, case studies, and interactive sessions will enhance employee engagement and skill development. Continuous training, delivered by skilled trainers and supported by digital learning tools, will keep employees updated with evolving technologies and industry practices. Additionally, encouraging feedback, addressing theory–practice gaps, and offering stress-management and career-aligned programs will improve overall training effectiveness and employee growth.

9. CONCLUSION

The study concludes that training and development play a significant role in improving employee performance, productivity, and overall organizational effectiveness. The findings show that most employees have a positive perception of training programs, as they enhance work efficiency, personal growth, competency levels, and target achievement, while also helping to reduce stress and improve job satisfaction. The statistical analysis further supports these results by indicating a strong positive relationship between training and employee performance variables, confirming that effective training significantly influences competency, productivity, and stress reduction.

However, the study also identifies certain areas for improvement, such as the need for more practical training, better feedback mechanisms, and continuous evaluation of training programs. Overall, training and development can be considered essential strategic tools for building a skilled, competent, and motivated workforce, thereby contributing to the long-term success and growth of the organization.

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