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An Analytical Study of Training & Development Practices in TATA Motors Pvt. Ltd. Company Nagpur

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Abstract

Training and development is the study of how structured experiences help employees gain work-related knowledge, skill, and attitudes. It is like many other topics in management in that it is inherently multidisciplinary in nature. At its core is the psychological study of learning and transfer. A variety of disciplines offer insights into this topic, including, but not limited to, industrial and organizational psychology, educational psychology, human resource development, organizational development, industrial and labor relations, strategic management, and labor economics. The focus of this bibliography is primarily psychological with an emphasis on theory and practice that examines training processes and the learning outcomes they seek to influence. Nevertheless, literature from other perspectives will be introduced on a variety of topics within this area of study. Tata Motors Limited (formerly TELCO) is an Indian multinational automotive manufacturing company headquartered in Mumbai, Maharashtra, India and a subsidiary of the Tata Group. Its products include passenger cars, trucks, vans, coaches, buses and military vehicles. It is the world's eighteenth-largest motor vehicle manufacturing company, fourth-largest truck manufacturer and second-largest bus manufacturer by volume. The specific objectives of the study are to study the various training program conducted in Tata Motors, to study the detail process of training program of the Motors, to study the impact of training program on employee performance, to study the impact of training programs on productivity. The Current Study Specify that effective employee training program are having positive impact on productivity of Tata Motors. The type of research chosen for the study is descriptive research. In descriptive research various parameters will be chosen and analyzing the variations between these parameters. This is done with an objective to find out the motivation level of the employees. The primary data was collected to measure the customer satisfaction and their perception regarding Tata Motors Company. The primary data was collected by mean of questionnaire and analysis was done on the basis of response received from the customers. The questionnaire has been

	designed in such a manner that the consumer's satisfaction level can be measured and consumer can enter his responses easily. Secondary Data the purpose of collecting secondary data was to achieve the objective of studying the recent trends and developments taking place in Company. The aim of the study was to explore the impact of training and development on employee performance and productivity. About 50 employees have been selected as sampling size. The type of research design is used in the project is exploratory research design. In order to improve the efficiency of employee in the present job and prepare himself for the higher level job, the effective training programs are necessary.
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Introduction

One of the most talked subjects in corporate circles, in recent times is how to optimize the contributions of human resources in achieving organizational goals. An efficient and satisfied workforce is the most significant factor in organizational effectiveness and marginal excellence. But experiences in business and service organizations however indicate that management, comparatively speaking, bestow more time and attention to policies and systems relating to production, technology, investment, inventory, marketing, etc than to human resources.

Compulsion of modern business environment is however promoting corporate managements to systematically review their current attitudes, beliefs and policies towards human resources for they contribute most significantly to the survival and growth of organization. Enlightened and progressive managements have therefore come to believe that people are not problems but opportunities. Training and Development activities are important part of exploring these opportunities.

Training and Development activities are designed to impart specific skills, abilities and knowledge to employees. Training is a planned effort by an organization to facilitate employee's learning of job related knowledge and skills for the purpose of improving performance. Development refers to learning opportunities designed to help employees grow and evolve a vision for future.

Objectives

- To study how Training and Development programmes are undertaken in the organization.
- To acquire a thorough knowledge base on subject of Training and Development.
- To know process of Training and Development at Mahindra Motors Pvt. Ltd., Nagpur.
- To study the effectiveness of Training and development in the organization.

- To measure the satisfaction level of employees regarding training and development.

Hypothesis

- Training design has significant effect on the Organizational performance.
- On the job training has no significant effect on the Organizational performance.

Research Methodology

Research in common parlance refers to the search for knowledge. It can be also defined as a scientific and systematic search for pertinent information on specific topic. Infact, search is an art of scientific investigation. In simple terms, research means, „ *a careful investigation or enquiry especially through search for new facts in any branch of knowledge.*“

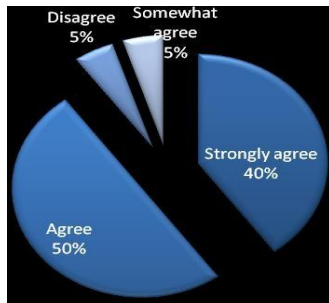
Research Design

Research design can be thought of as the structure of research. It is the *glue* that holds all the elements in a research project together. Research design is a vital part of the research study. It is the logical and systematic planning and directing of piece of research. It is the *master plan* and *blue print* of the entire study.

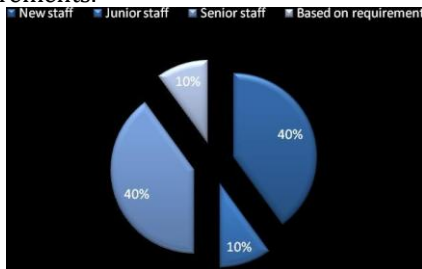
Data Analysis And Data Interpretation

Q 1. Your organization considers training as a part of organizational strategy. Do you agree with this statement?

Strategy	Employees	Percentage
Strongly Agree	8	40%
Agree	10	50%
Disagree	1	5%
Somewhat agree	1	5%
Total	20	100%



According to the above data, out of 100% employees 40% of new staff are given training. 10% of junior staff are given training. 40% of senior staff are given training. 10% of employees are given training based on requirements.



Conclusions

On the basis of the analysis made, the following conclusions are drawn:

- Maximum number of the employees finds healthy environment at the work place.
- Lack of interest in employees act as a barrier in training programmes.
- Maximum employees said that they get help whenever they require.
- Employees are satisfied with the training

and development programmes given to them.

- The training programmes has helped in developing skills of the employees.
- After attending the training programme most of the workers find their attitude better towards the job.
- Most of the employees wants to the workplace to be redesigned where the training sessions are been conducted.
- Employees felt the time wastage during training session. But trainees were satisfied with activities conducted during training program because it was related to their job.

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