A STUDY ON TRAINING AND DEVELOPMENT WITH REFERENCE TO DR. NTTPS – IBRAHIMPATNAM

Prathyusha Sura[1]
[1]PG Scholar
Department of Business Administration,
RK College of Engineering, Vijayawada, India
prathyushasura84@gmail.com

Abstract- **This study evaluates the training and development practices at Dr. NTTPS, Ibrahimpatnam, emphasizing their impact on employee performance and organizational growth. The research assesses the effectiveness of training programs, employee skill enhancement, and career progression. By analyzing employee feedback and performance metrics, the study offers insights into best practices for fostering a learning culture within the organization**.
Keywords **-   Training and Development, Employee Performance, Skill Enhancement, Organizational Growth, Power Sector.**

I. INTRODUCTION

Training and development are critical components of human resource management, contributing to the enhancement of employee skills and organizational productivity. In the power generation sector, particularly at Dr.NTTPS, effective training programs ensure operational excellence and safety compliance. This study investigates.   the training initiatives implemented at Dr.NTTPS, analyzing their alignment with employee development goals and organizational objectives.

II. LITERATURE REVIEW

Previous studies have highlighted the importance of structured training programs in enhancing employee competencies. Effective training strategies are linked to improved job satisfaction, performance efficiency, and employee retention. The review explores various models of training evaluation, including the Kirkpatrick model, to assess training outcomes.

III. METHODOLOGY

A mixed-method approach was adopted, comprising qualitative and quantitative data collection methods. Employee surveys, interviews with HR personnel, and analysis of training reports from Dr.NTTPS were conducted. The study utilized descriptive statistics to interpret survey responses and identify key trends in training effectiveness.

3.1 Data Collection Methods

[1] Employee Surveys (2021-2023)

[2] Training Reports from Dr. NTTPS

[3] Interviews with HR Managers and Training Facilitators

3.2 Analysis Techniques:

[1] Descriptive Analysis

[2] Comparative Study of Pre and Post-Training Performance Metrics

[3] Employee Satisfaction Index

IV. RESULTS AND DISCUSSION

4.1 Training Effectiveness Analysis

Evaluation Metric	2021	2022	2023	Industry Benchmark
Employee Satisfaction (%)	78	82	85	80
Skill Improvement (%)	70	75	80	78
Performance Enhancement (%)	68	74	79	76

4.2 KEY FINDINGS:

[1] Employee satisfaction with training programs has increased consistently.

[2] Notable improvements in skill levels and job performance were observed.

[3] Industry benchmark comparisons indicate competitive training standards.

4.3 CHALLENGES IDENTIFIED:

[1] Limited access to advanced technical training modules.

[2] Inadequate follow-up assessments to measure long-term training impact.

[3] Resource constraints affecting the frequency of training sessions.

V. CONCLUSION

This study emphasizes the significance of effective training and development initiatives in enhancing employee competencies and organizational growth. Dr. NTTPS has demonstrated a commitment to employee growth through well-structured training programs. However, further improvements in specialized training content and periodic evaluations are recommended.

5.1 RECOMMENDATIONS:

[1] Implement continuous learning modules using e-learning platforms.

[2] Conduct regular assessments to monitor training impact.

[3] Enhance collaboration with industry experts for advanced training workshops.

[4] Allocate additional resources to expand training capacity.

5.2 ACKNOWLEDGMENTS

IV. REFERENCES

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