

TRAINING AND CAREER DEVELOPMENT AT ACADEMOR PRIVATE LTD, BANGALORE

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<p>Article History Received: 15 Aug 2023 Revised: 28 Sept 2023 Accepted: 29 Oct 2023</p> <p>CC License CC-BY-NC-SA 4.0</p>	<p>Abstract: This study offers a concise overview of the project report centered on the topic of "Training and Career Development." The primary objective of this project was to reduce employee turnover while fostering organizational growth through company-provided training. The report comprises a comprehensive examination of current training and development practices, identifying both strengths and weaknesses and presenting recommendations for improvement. Key findings and recommendations are summarized as follows. Data was collected through a structured questionnaire from 125 employees at Academor, the target population. The primary section includes an introduction to Academor, encompassing its vision, mission, quality policy, SWOT analysis, future development prospects, and financial status. The second part provides a detailed title and literature review. The third section delves into research methodology and the questionnaire's sampling survey. The fourth part involves statistical tests such as chi-square, correlation, Anova, and T-test. The final section discusses the findings, offers suggestions, and presents conclusions. It also includes references to data sources, including author names, websites, and other relevant information used in the research.</p>
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	Key words: training and development, employee satisfaction, organisational strategy, implementation of the training program, training and development skills beneficial, primary goal of employee
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1. INTRODUCTION

Employee training and career development are essential components of any industry, and the e-learning industry is no exception. Here are some key considerations for employee training and career development in the e-learning industry.

Employees in the e-learning sector need to have a solid basis in technical capabilities. Knowledge of learning management systems (LMS), content authoring tools, and other e-learning technologies are included in this. To guarantee that they can develop and deliver successful e-learning content, employees should receive training on the most recent tools and methodologies.

2. LITERATURE REVIEW:

Sri Rahayu, Pompong Budi Setiadi & Riska Agustina (2022), stated that, Training is a logical process of an organization aimed at budding individual skills, abilities, knowledge or attitudes that can change employee behavior in achieving company goals that have been set. Career development is a nonstop process in which individuals go through individual efforts to realize career planning goals that are tailored to organizational conditions.

Vinesh (2014), revealed that, Training and development is the field which is concerned with organizational activity aimed at bettering the performance of Individuals and groups in organizational setting. It is a combined role often called human resources development (HRD) meaning the development of “Human” resources to remain competitive in the marketplace. Training focuses on doing activities today to develop employees for their current jobs and development is preparing employees for future roles and responsibilities.

P. S. Sudha Rani (2016) stated that, training is process of budding skills, practice, familiarity and attitude in employees for the purpose of rising the effectiveness of employees. Development is long-term educational practice utilizing organized and systematic procedure.

3. OBJECTIVES OF THE STUDY:

- To understand opinion of the employees towards training methods adopted at Academor Private Limited..
- To identify the benefit offered by training and development opportunities to the employees.
- To identify the rating given by the employees towards the excellence of the training session.

4. RESEARCH DESIGN:

A research layout is a systematic set of standards for facts collection and evaluation that seeks to discover a balance among the technical financial system and the relevance of the observe purpose. This research has a look its descriptive elements predominate.

5. SAMPLING DESIGN:

Sampling technique: Random sampling.

Sample size: 125 respondents.

Area of study: Academor Private Limited, Bangalore

DATA ANALYSIS METHOD:

- Percentage method
- Correlation
- Regression
- ANOVA test

Primary data

Primary data is information that has been gathered through investigation from the original source. They offer a great deal more dependability and accuracy. The respondents' information was gathered via the questionnaire.

Secondary data

It makes reference to data that is already available, i.e., data that has previously been obtained and reviewed by another party. The information was gathered from internet magazines and periodicals.

6. HYPOTHESIS:

H1: A chi-rectangular check on the dataset well-known shows an enormous correlation between respondents' age and gender.

H2: According to a chi-rectangular take a look at, there's a sturdy correlation between respondents' age and the period in their paintings at Academor.

H3: According to a good-sized Spearman correlation, there is a massive inverse relationship among respondents' age and their function in Academor.

H4: Correlations show that there may be no statistically tremendous relationship between respondents' gender and the way long they worked at Academor.

7. DATA ANALYSIS:

The outliners of the presentation through analysis and interpretation of the data collected from the respondents through questionnaire.

Table 1: Demographic details of the respondents

Factor	Frequency	Percent (%)
Age:		
Below 25	66	52.8
25-30	57	45.6
30-35	1	0.8
35-40	1	0.8
Gender:		
Male	78	62.4
Female	47	37.6
Education qualification:		
Graduation	55	44.0
Post graduation	70	56.0
Designation:		
Sales & marketing	92	73.6
Operations	4	3.2
Hr and administration	6	4.8
Finance and accounts	5	4.0
Others	18	14.4
Work experience:		
Less than 3 months	23	18.4
Less than 6 months	17	13.6
Less than 9 months	10	8.0
Currently working	75	60.0

Interpretation:

The survey data, based on 125 respondents, provides valuable insights into the demographics and professional backgrounds of the participants. Notably, a significant portion of the respondents are below the age of 30, with over half falling into this category. The majority of participants are male, constituting approximately 62% of the sample. In terms of education, a slight majority hold postgraduate qualifications, indicating a relatively high level of academic attainment among the respondents. When it comes to professional roles, Sales & Marketing dominates, accounting for a substantial 73.6%, while the remaining designations, such as Operations and HR and Administration, are represented at much lower percentages. Finally, a noteworthy proportion of the respondents, 60%, either have less than three months of work experience or are currently employed, suggesting a mix of fresh entrants and seasoned professionals in the surveyed group.

Table 2: Training given.

Response	Frequency	Percent	Valid Percent	Cumulative Percent
New staff	90	72.0	72.0	72.0
Junior staff	10	8.0	8.0	80.0
Senior staff	3	2.4	2.4	82.4
Based on requirement	22	17.6	17.6	100.0

Interpretation:

The data illustrates the distribution of respondents across different staff levels. It indicates that 72.0% of respondents are categorized as "New staff," while smaller proportions are distributed as "Junior staff" (8.0%), "Senior staff" (2.4%), and "Based on requirement" (17.6%). This provides insights into the composition of staff levels within the respondent group.

Table3: Response towards useful Training and Development sessions conducted

Response	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly disagree	4	3.2	3.2	3.2
Disagree	6	4.8	4.8	8.0
Neutral	7	5.6	5.6	13.6
Agree	97	77.6	77.6	91.2
Strongly agree	11	8.8	8.8	100.0

Interpretation: The data represents respondents' agreement levels with a statement. It indicates that 77.6% "Agree" and 8.8% "Strongly agree" with the statement, while 5.6% are "Neutral." On the other hand, 4.8% "Disagree" and 3.2% "Strongly disagree," resulting in a cumulative total of 100%. This provides insights into the distribution of opinions regarding the given statement.

Table 4: Table Age* Gender of Respondents

Count			
	Gender of the Respondents		Total
	MALE	FEMALE	

Age the Respondents	below 25	30	36	66
	25-30	47	10	57
	30-35	0	1	1
	35-40	1	0	1
Total		78	47	125

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	20.112a	3	0.000
Likelihood Ratio	21.626	3	0.000
Linear-by-Linear Association	13.785	1	0.000
N of Valid Cases	125		
a. 4 cells (50.0%) have expected count less than 5. The minimum expected count is .38.			

Null Hypothesis (H0): The null hypothesis is that there is no significant association between the age of respondents and their gender. However, the chi-square test results ($p < 0.001$) suggest rejecting this null hypothesis due to a significant association.

Alternative Hypothesis (H1): The alternative hypothesis is that there is a significant association between respondents' age and their gender. The chi-square test outcomes ($p < 0.001$) provide evidence to support this alternative hypothesis.

Inference: The analysis indicates a significant association between respondents' age and gender ($p < 0.001$), although caution is advised due to low expected cell counts. These findings suggest that age and gender are likely related in the dataset.

Table 5: Age* duration of Respondents

Count		
	Tenure of the Employee	Total

		less than 3 months	less than 6 months	less than 9 months	currently working	
Age the Respondents	below 25	23	10	9	24	66
	25-30	0	7	1	49	57
	30-35	0	0	0	1	1
	35-40	0	0	0	1	1
Total		23	17	10	75	125

Chi-Square Tests			
	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	39.666a	9	0.000
Likelihood Ratio	49.921	9	0.000
Linear-by-Linear Association	29.114	1	0.000
N of Valid Cases	125		
a. 9 cells (56.3%) have expected count less than 5. The minimum expected count is .08.			

Null Hypothesis (H0): The null hypothesis of no age-work duration association is rejected ($p < 0.001$) based on significant chi-square results, indicating an age-work duration relationship.

Alternative Hypothesis (H1): The alternative hypothesis of a significant age-work duration association is confirmed ($p < 0.001$) through chi-square tests, suggesting a meaningful link between age and work duration.

Inference: A significant association ($p < 0.001$) between age and work duration at Academor is evident; considering low expected counts in some cells, cautious interpretation is recommended.

Table 6: Age* designation of respondents

Count		
	What is your Designation of the employee	Total

		Sales & Marketing	Operations	HR and Administration	Finance and Accounts	Others	
Age of the Respondents	below 25	38	3	3	5	17	66
	25-30	53	0	3	0	1	57
	30-35	1	0	0	0	0	1
	35-40	0	1	0	0	0	1
Total		92	4	6	5	18	125

Symmetric Measures					
		Value	Asymptotic Standard Error ^a	Approximate T _b	Approximate Significance
Interval by Interval	Pearson's R	-0.366	0.067	-4.360	<.001 ^c
Ordinal by Ordinal	Spearman Correlation	-0.387	0.072	-4.649	<.001 ^c
N of Valid Cases		125			
a. Not assuming the null hypothesis.					
b. Using the asymptotic standard error assuming the null hypothesis.					
c. Based on normal approximation.					

Null Hypothesis(H₀): The null hypothesis of no age-designation association is contradicted by significant correlation (Spearman Correlation: -0.387, $p < 0.001$), signifying a significant link between age and designation at Academor.

Alternative Hypothesis(H₁): The alternative hypothesis is validated: a significant age-association exists with respondents' Academor designation (Spearman Correlation: -0.387, $p < 0.001$), implying a linked age-designation relationship.

Inference: The data show a significant negative association ($p < 0.001$) between respondents' age and their designation at Academor, suggesting potential age-related variations in designations.

Table7: Gender* duration of respondent

Count						
		Duration of the employee				Total
		less than 3 months	less than 6 months	less than 9 months	currently working	
Gender of the Respondents	MALE	11	10	6	51	78
	FEMALE	12	7	4	24	47
Total		23	17	10	75	125

Symmetric Measures					
		Value	Asymptotic Standard Error ^a	Approximate T _b	Approximate Significance
Interval by Interval	Pearson's R	-0.157	0.090	-1.765	.080c
Ordinal by Ordinal	Spearman Correlation	-0.155	0.090	-1.746	.083c
N of Valid Cases		125			
a. Not assuming the null hypothesis.					
b. Using the asymptotic standard error assuming the null hypothesis.					
c. Based on normal approximation.					

Null Hypothesis (H₀): The null hypothesis of no gender-duration association is not supported by calculated correlations (Pearson's R: -0.157, Spearman Correlation: -0.155) with p-values > 0.05.

Alternative Hypothesis (H₁): The alternative hypothesis suggesting a gender-duration association lacks strong support, as the calculated correlations (Pearson's R: -0.157, Spearman Correlation: -0.155) have p-values > 0.05.

Inference: The analysis suggests no significant gender-work duration association (Pearson's R: -0.157, Spearman Correlation: -0.155, p > 0.05), indicating a weak link between the two.

8. FINDINGS

- The analysis of employee training and career development at Academor reveals strategic approaches and effective practices in its Human Resource department.
- Employee training and career development initiatives are well-tailored to different job categories, acknowledging the diverse needs of the workforce.
- The utilization of training programs is evident, showcasing the company's commitment to enhancing employees' skills and competencies.
- A structured approach involving job descriptions and skill assessments contributes to a more efficient and targeted training process.
- The company embraces a decentralized model for training and career development, allowing departments to customize programs to their specific requirements.
- Positive feedback from approximately 90% of employees underscores their satisfaction with the training and career development opportunities provided.
- Personalized coaching and mentoring are favored by most managers as effective tools for nurturing employees' professional growth.
- External training resources and workshops are actively considered, demonstrating a proactive stance toward accessing diverse learning opportunities.
- The company employs specialized software to track and manage employee training progress, reflecting a modern approach to HR management.
- Employee mobility and advancement are encouraged, with no mandatory long-term commitments or penalties upon job transition.
- During the onboarding process, employees are required to submit essential documents such as Aadhar card and PAN card details, ensuring compliance with legal and organizational requirements.

9. SUGGESTIONS:

Suggestions for enhancing employee training and career development at the Academor Company:

- **Hybrid learning solutions:** Implement a blend of in-person workshops and online courses to cater to diverse learning preferences and remote work arrangements. This approach ensures accessibility and flexibility, allowing employees to engage with training materials at their own pace while also fostering a sense of community through occasional in-person interactions.
- **Leadership development pathways:** Establish clear and structured career progression paths for employees interested in leadership roles. Provide specialized training, mentorship, and exposure to decision-making processes, enabling aspiring leaders to acquire the skills and confidence needed to drive the company forward.
- **Skill refreshment workshops:** Regularly offer short, focused workshops to refresh and update skills that may become outdated over time. This approach ensures that employees stay abreast of the latest industry trends and technologies, enhancing their professional relevance and adaptability.

10. CONCLUSION:

The study on employee training and career development at Academor Company underscores several key points:

- Tailored approach: Academor customizes training initiatives according to distinct job categories, recognizing the diverse learning requirements of its workforce.
- Effective utilization: The company effectively employs training programs, showcasing its dedication to enhancing employees' skill sets and competencies.
- Targeted training: Skill assessments and job descriptions are leveraged to ensure focused and efficient training efforts.
- Decentralized empowerment: Academor decentralized approach empowers departments to take charge of employee growth, fostering a culture of continuous learning.
- High employee satisfaction: The study reflects a remarkable 90% employee satisfaction rate, indicating the success of these initiatives in addressing their professional needs.

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