

# A Study on Employee Training Programs and Its Impact on Productivity with Reference to Tata Motors, 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.*

**Keywords:** Training, development, behavioral changes, job performance and self-development.

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