

Impact of Training and Development Programs on Employee Performance and Organizational Goals: A Case Study

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Abstract: *This study investigates the impact of training and development programs on employee performance, organizational goal achievement, and personal growth at Keerthi Industries. Utilizing a descriptive research design, data was collected through surveys from a sample of 60 employees, chosen via convenience sampling. The study reveals that a majority of employees are aged between 20-30 years and predominantly male. Most hold undergraduate degrees and work as laborers. Findings indicate that 95% of employees confirm their organization conducts training, with 97% having attended training sessions. Training programs are conducted monthly or half-yearly and include on-the-job and off-the-job training. Employees generally perceive training as effective in improving work efficiency, job techniques, and competency, though opinions on its impact on performance and personal growth are mixed. The study also highlights significant technology adaptation and a positive outlook on future development through training. The results emphasize the importance of training in enhancing employee productivity, reducing absenteeism, and fostering personal and professional growth.*

Keywords: Training and Development, Employee Performance, Organizational Goals, Employee Competency, Training Effectiveness, Professional Growth.