

# Employee Training and Development with Reference to Prism Johnson Limited (Cement Division, Satna, Madhya Pradesh)

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**Abstract:** *Employee training and development is a crucial function of human resource management that enhances employee skills, productivity, and organizational efficiency. This study focuses on training and development practices at Prism Johnson Limited, particularly its cement manufacturing unit in Satna, Madhya Pradesh. The research analyzes various training programs, their effectiveness, and their impact on employee performance and organizational growth. The study uses secondary data and case-based analysis to understand how systematic training contributes to employee satisfaction and industrial productivity. Employee training at Prism Johnson Limited's Satna plant focuses on upskilling, safety, and productivity to maintain competitiveness, aligning individual goals with company objectives through annual training calendars, leadership development, and technical skill workshops. The company prioritizes a "Performance-Driven Culture," investing in continuous learning and safety training to foster employee growth and operational excellence*

**Keywords:** *Employee training.*

