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A STUDY ON TRAINING AND DEVELOPMENT AT WIRPO:

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ABSTRACT:

The main objective of the study is to know the employee training and development programs in WIPRO. The company has to adopt new technology and new resources, which requires equally talented employees. To upgrade the employee's skills and knowledge to the present needs of the company it should provide training and development to the employees. Every organisation needs to have well trained and experienced people to perform the activities that have to be done. Descriptive statistical analysis is used to study this paper, structured questionnaire is used to collect the data. The methodology adopted to carry this study is by using questionnaire and the statistical tools used for analysing were simple percentages. The results are interpreted and presented in the form of tables and charts. In this study we find that the training is learning ,enhancement, sharing information. The purposes of training is to achieve the organisation goals, personal goals. By the training and development, the employer's morale will increase.

KEYWORDS:

Training and development, new technology, organisation, expectations.

INTRODUCTION:

Wipro, a global leader in technology, consulting, and business process services, stands as a testament to innovation, excellence, and transformation. With a rich legacy spanning decades, Wipro has continually redefined the landscape of technological solutions, empowering businesses worldwide. Its commitment to delivering value-driven outcomes, harnessing cutting-edge technologies, and fostering a culture of inclusivity and sustainability sets it apart. From pioneering advancements in digital transformation to providing end-to-end services across industries, Wipro remains dedicated to driving progress and making a meaningful impact on a global scale. Let's explore the multifaceted journey and remarkable contributions of Wipro in shaping the future of technology and business.

Wipro's commitment to training and development stands as a cornerstone of its success. Through strategic initiatives and innovative programs, Wipro champions the growth and enhancement of its workforce, fostering a culture of continuous learning and advancement. This dedication not only enriches the skills of its employees but also cultivates a dynamic environment where individuals flourish and contribute their best to the organization's goals. Let's delve deeper into Wipro's exemplary approach to training and development, where learning is not just an event but a transformative journey.

Training serves as the cornerstone of growth, equipping individuals with the knowledge, skills, and tools necessary to excel in their endeavours. It's a transformative journey that cultivates expertise, refines abilities, and fosters personal and professional development. Whether it's honing technical proficiencies, nurturing leadership qualities, or enhancing interpersonal skills, training empowers individuals to navigate complexities and excel in diverse environments. Join me as we explore the significance, methods, and impact of training in unlocking human potential and driving success across various spheres of life.

Development, at its core, embodies progress, evolution, and improvement. It encompasses a spectrum of growth, be it personal, societal, or technological. From refining skills and expanding knowledge to advancing infrastructure and innovation, development propels us forward. It's the catalyst for change, enabling us to create a better tomorrow by leveraging newfound capabilities, embracing diversity, and nurturing sustainable practices. Join me as we delve into the myriad dimensions of development, exploring its profound impact on individuals, communities, and the world at large.

Training and development play a pivotal role in shaping individuals and organizations. It's a comprehensive process that goes beyond acquiring skills; it's about nurturing talent, fostering growth, and ensuring continuous improvement. From enhancing technical proficiencies to honing soft skills and leadership qualities, training and development initiatives pave the way for personal and professional advancement. This multifaceted approach not only empowers individuals to reach their full potential but also drives organizational success by aligning skills with evolving industry demands and strategic goals. Let's explore the significance and impact of training and development in empowering both individuals and businesses alike.

REVIEW OF LITERATURE:

- Training is an act of increasing the knowledge and skill of the employee for doing a particular job.

Edwin P. Flippo

- Training is process by which the aptitude, skills and abilities of employees to perform specific jobs are increased.

Michael J. Juices

- Training and Development is described as a maintenance subsystem, intended to improve organizational efficiency by increasing reutilization and predictability of behavior.

Kate & Kahn

- Training and Development are planned learning experiences that teach workers how to perform their current or future jobs effectively

Kleiman

OBJECTIVES:

- To study the training needs and identification.
- To study training and development programs.
- To study the effectiveness of the existing training and development practices.
- To study the career development opportunities by training.

RESEARCH METHODOLOGY:

Research methodology refers to the systematic approach and techniques used to conduct research. It involves selecting the appropriate research design, collecting and analyzing data, and drawing conclusions based on the findings. The research conducted is descriptive and analytical. As each concept about employee satisfaction has been described it is descriptive and it is analytical because it is trying to know the level of satisfaction to analyze it and give suggestions and conclusion.

primary data:

Primary data is collected for the filed of survey methodology with the help of structure questionnaire. The survey consisted of close ended questions.

secondary data:

secondary data is collected by referring to the journals, research papers, books and newspapers.

sampling technique:

Sampling techniques adopted is random sampling that is few employees are selected randomly and were interviewed to understand issues specific to the organization. This process is known as “discovery phase” is part of our standard methodology feedback from these interviews is incorporated in the questionnaire. The method of sampling adopted is random sampling.

Sample size:

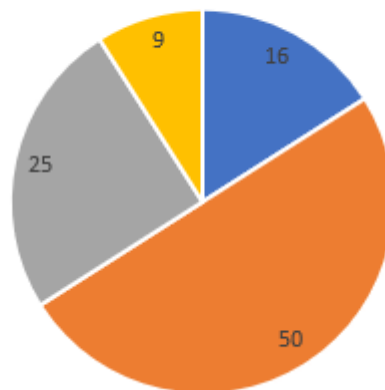
The sample size selected for the study was 60 employees and the response was obtained from all the 60 employees. The study was conducted by personnel interview with the employees. The questionnaire was distributed among the employees of the company.

DATA ANALYSIS AND INTERPRATION:

1) How is training and development at organization?

opinion	No. of Employees	percentages
Excellent	10	16
Good	30	50
Best	15	25
Better	5	9

no. of employees

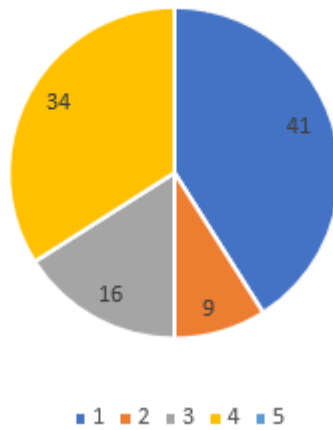
**INTERPRETATION:**

From the above table 16% of the respondents feel that the training and development is excellent, 50% of the respondents feel that it is good, 25% of the respondents feel that is best and 5% feel that it was better.

2) What do you understand by training?

opinion	respondents	Percentage
Learning	25	41
Enhancement	5	9
Sharing information	10	16
All of the above	20	34

Respondents



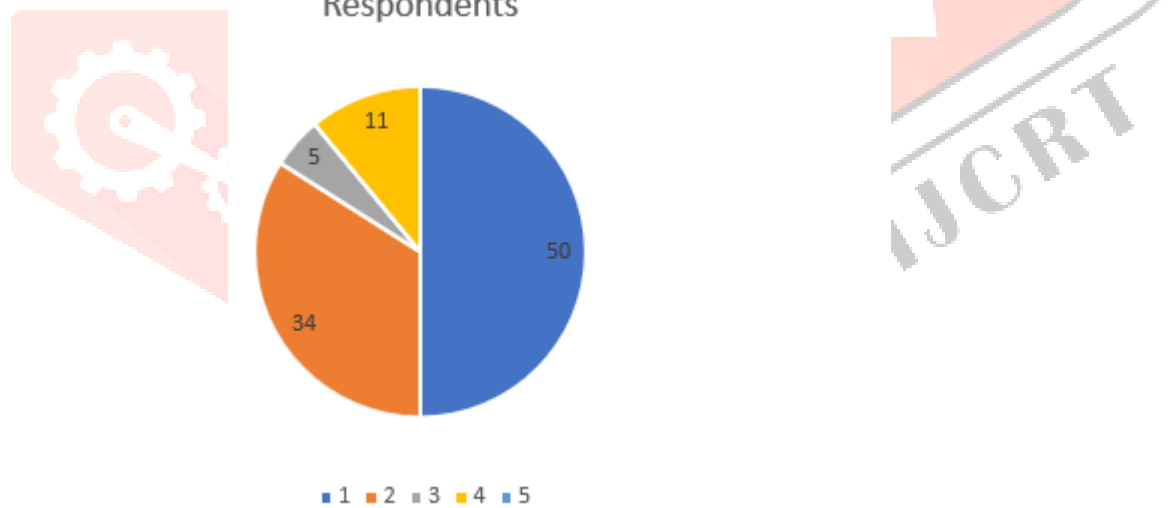
INTERPERTATION:

From the above table 41% respondents feel that the training is learning, 9% of respondents feel that it is enhancement,16% respondents feel as sharing information and 20% feel it as all as learning, enhancement.

3)Do you agree that training is an important aspect for enhancing production and performance?

Opinion	Respondents	Percentage
Completely agree	30	50
Partially agree	20	34
Disagree	3	5
Unsure	7	11

Respondents



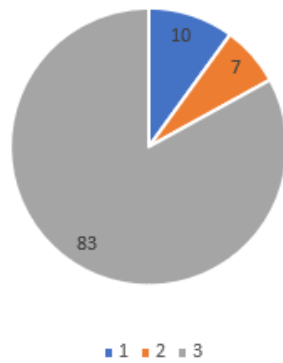
INTERPRETATION:

From the above table 50% of the respondents completely agree that training is must for enhancing productivity and performance.34% partially agree,5% disagree and 11% unsure.

4)What is the purpose of training programs at organization?

opinion	No of employees	Percentage
To achieve organizational goals	6	10
To achieve personnel goals	4	7
both	50	83

No . of Employees

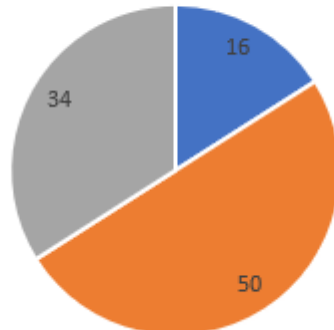
**INTERPRETATION:**

From the above table we can infer that 10% of the respondents that the purpose of training program was to achieve the organizational goals,7% feel to achieve the personnel goals and 50% feel to achieve both.

5)What kind of training methods do you prefer?

Opinion	No. of Employees	Percentage
On the job methods	10	16
Off the job methods	30	50
Both	20	34

No . of Employees

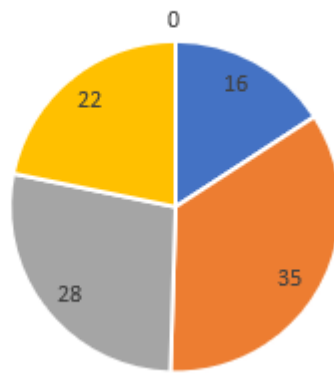
**INTERPRETATION:**

From the above table 16% of the respondents prefer for on the job methods,50% prefer off the job methods and 34% respondents prefer both the training methods.

6)What percentage of behavioral and technical changes do you expect after the training Program?

Opinions	No. of Employees	Percentage
100% change	10	16
75% change	20	35
50% change	17	28
25% change	13	22
No change	0	0

No. of E mployees

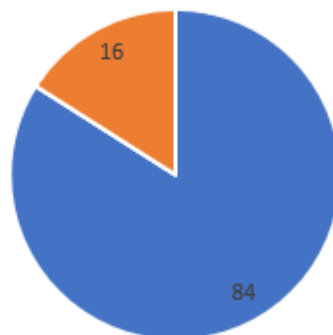
**INTERPRETATION:**

From the above table , we can infer that 16% of the respondents feel there in 100% change in behavioral and technical after training program, 34% respondents feel 75% change, 28% feel 50% change and 22% of the respondents feel that 25% change at behavioral and technical after training program.

7)Do you feel training program is compulsory for employees?

Opinion	No. of Employees	Percentage
Yes	50	84
No	10	16

No. of Employees

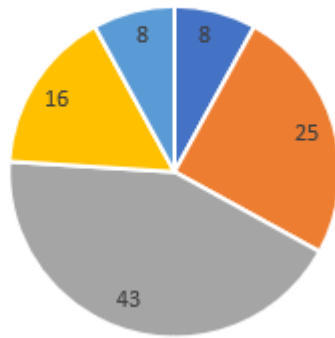
**INTERPRETATION:**

From the above table , 75% of the respondents feel that training is compulsory for employees,16% feel that it is not compulsory and 9% respondents can't say.

8)Are you satisfied with the effectiveness of training program?

Opinion	No. of Employees	Percentage
Very satisfied	5	8
Satisfied	15	25
Neutral	25	43
Dissatisfied	10	16
Very dissatisfied	5	8

No.of Employees



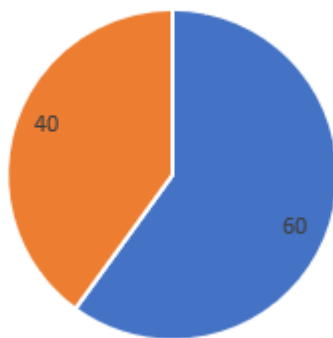
INTERPRETATION:

From the table 8% of the respondents says that they are satisfied with the effectiveness of the training program,25% are satisfied, 43% feel it as neutral, 16% of them feel dissatisfied and 8% respondents feel very dissatisfied with the effectiveness of training program.

9)Does the organization respond to new innovation and technologies?

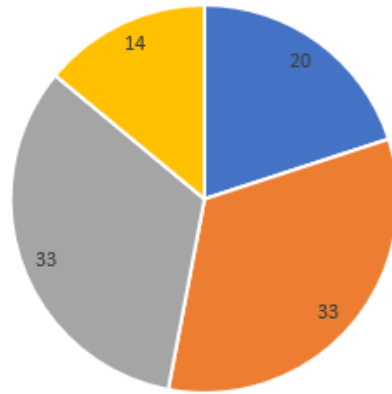
Opinion	No. of Employees	Percentage
Yes	36	60
no	24	40

No.of Employees



10) Methods of training need and identification?

opinion	No. of respondents	percentage
Oral feedback	12	20
Discuss between you and superior	20	33
Based on performance appraisal	20	33
Based on your assessment for training needs	8	14



INTERPERTATION:

From the above table we can infer that 20% of respondents feel that training need are identified according to oral feedback, 33% of respondents feel that according to the discuss between them and the superior, 33% of respondents feel that according to the based on the performance appraisal, 14% of respondents feel that according to the based on their assessment for training needs.

FINDINGS:

1. The training and development program at organization is good.
2. The respondents feel that training means learning, enhancement and sharing information.
3. The respondents feel that training is must for enhancing productivity and performance.
4. The respondents felt that the inputs (or) material provided in the training program were use full to their job.
5. Purpose of training is to achieve the organizational goals and personal goals.
6. The maximum number of the employees told that themselves increased their performance level
7. By the training and development, the employer's morale will increase.
8. The behavioral and technical changes occur in employees to a great extend after training program.
9. Most of the respondents feel that training is compulsory for employees in order to improve their skills and knowledge Which in turn increases the performance level.
10. Most of the employees feel that there was sufficient opportunity for feedback.
11. With regard to the facilities provided at the training program majority of are satisfied with the facilities provided at the training program majority of are satisfied with the facilities provided to them.

SUGGESTION:

- Organization must see to that the training calendar should be circulated to all the departments working and everyone as most of the unaware of the training calendar.
- The organization must conduct training programs on a regular basis Training must be a subject oriented and mostly concentrating on job related aspects so as to help the employee in improved Performance.

CONCLUSION:

- Training and development are strategic in the human resources management practices because today employees have high expectations.
- Their jobs in such situations training will create awareness, positive attitude and better way of doing things thereby achieving an overall growth of an individual. By this he produces quality and services and thereby creating a name for the company. Training has been imparted with an objective to enhance three facts of the personality viz., knowledge, skills and behavior. Training is very powerful tool for comprehensive and all-encompassing development of the individual in the organization

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