

A Study on Training & Development at KTPS Kothagudem

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Abstract

Training and development play a vital role in improving employee performance, productivity, and organizational effectiveness in industrial organizations. The present study titled “A Study on Training & Development at KTPS Kothagudem” focuses on analyzing the training and development practices followed at Kothagudem Thermal Power Station. The study aims to evaluate the effectiveness of training programs, employee satisfaction toward training methods, and the impact of training on employee skills, efficiency, and overall job performance. The research is based on both primary and secondary data. Primary data was collected through questionnaires distributed among employees, while secondary data was gathered from company records, reports, journals, and websites. A descriptive research design was adopted for the study, and statistical tools such as percentage analysis and graphical representation were used for data interpretation. The findings of the study reveal that most employees are satisfied with the existing training and development programs conducted by the organization. The training programs help employees improve technical knowledge, work efficiency, communication skills, and safety awareness. The study also identifies certain areas where improvements can be made, such as adopting advanced training techniques, increasing practical sessions, and conducting training programs more frequently. The study concludes that effective training and development practices contribute significantly to employee growth and organizational success. Continuous training initiatives at KTPS Kothagudem can enhance employee motivation, productivity, and overall organizational performance.

Keywords: Training and Development, Employee Performance, Skill Development, Employee Productivity, Technical Training, Employee Motivation, Organizational Effectiveness, KTPS Kothagudem.

I. INTRODUCTION

Training and development are considered essential functions of human resource management in every organization. In today's competitive industrial environment, organizations must continuously improve the knowledge, skills, and abilities of employees to achieve higher productivity and organizational effectiveness. Effective training programs help employees perform their jobs efficiently, adapt to technological changes, and improve their overall performance. Development activities, on the other hand, focus on enhancing employee capabilities for future responsibilities and career growth.

In industrial organizations such as thermal power plants, training and development play a significant role in ensuring operational

efficiency, workplace safety, technical competency, and employee motivation. Employees working in power generation units require continuous training to handle modern equipment, maintain safety standards, and improve technical expertise. Proper training reduces accidents, minimizes operational errors, and enhances productivity.

Kothagudem Thermal Power Station (KTPS) is one of the major thermal power stations contributing significantly to electricity generation. The organization provides various training and development programs to improve employee efficiency, technical knowledge, and work performance. These programs include technical training, safety training, orientation programs, skill

development activities, and management development programs.

The present study titled “A Study on Training & Development at KTPS Kothagudem” aims to examine the effectiveness of training and development practices followed in the organization. The study focuses on employee opinions regarding training methods, satisfaction levels, skill improvement, and the impact of training on job performance. It also identifies the strengths and limitations of the existing training system and provides suggestions for improvement.

The study is based on both primary and secondary data collected from employees and organizational sources. Statistical tools such as percentage analysis and graphical representation are used for analyzing the collected data. The findings of the study help in understanding how training and development contribute to employee growth and organizational success at KTPS Kothagudem.

II. RESEARCH OBJECTIVE

- To study the training and development practices followed at Kothagudem Thermal Power Station.
- To analyze employee awareness regarding training and development programs conducted by the organization.
- To evaluate the effectiveness of training programs in improving employee skills and knowledge.
- To examine the impact of training and development on employee performance and productivity.
- To identify the level of employee satisfaction toward existing training methods and facilities.
- To study the role of training programs in improving workplace safety and technical efficiency.
- To identify the strengths and limitations of the current training and development system.
- To provide suitable suggestions for improving training and development practices in the organization.

III. RESEARCH METHODOLOGY

- Descriptive research design was used for the study.
- Both primary and secondary data were collected.
- Primary data was collected through structured questionnaires.
- Secondary data was collected from company records, reports, journals, books, and websites.
- Convenience sampling method was adopted for selecting respondents.
- The study was conducted among employees of Kothagudem Thermal Power Station.
- Percentage analysis was used for data interpretation.
- Tables and graphs were used for presenting the data.
- The study focused on training and development practices followed in the organization.
- The research aimed to analyze employee satisfaction and the effectiveness of training programs.

IV. REVIEW OF LITERATURE

Training and development have been widely recognized as important functions of human resource management that contribute to employee efficiency and organizational growth. Edwin B. Flippo explained that training is the process of increasing the knowledge and skills of employees to perform specific jobs effectively. Gary Dessler stated that effective training programs improve employee performance, productivity, and overall organizational efficiency. Similarly, Michael Armstrong emphasized that development activities help employees prepare for future responsibilities and career advancement.

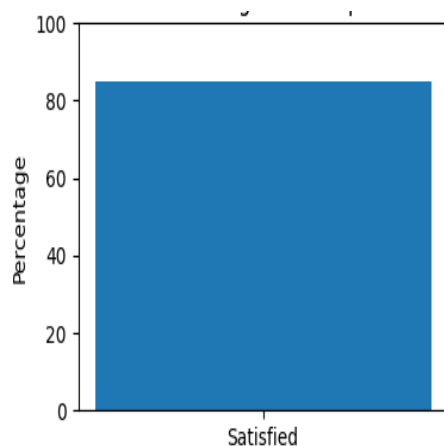
According to C. B. Mamoria, systematic training programs increase employee morale, motivation, and job satisfaction. R. Wayne Mondy highlighted that training also plays a

major role in reducing workplace accidents and improving safety standards, especially in industrial organizations. Previous studies conducted in manufacturing and power sector industries revealed that continuous training enhances technical skills, communication abilities, and work efficiency among employees.

Several researchers concluded that modern training methods such as workshops, practical sessions, simulations, and on-the-job training are more effective in improving employee learning and performance. Literature also indicates that management support, employee participation, and regular evaluation of training programs are essential for achieving better results. Overall, the reviewed literature shows that effective training and development practices positively influence employee productivity, organizational performance, and long-term growth.

V. DATA ANALYSIS & INTERPRETATION

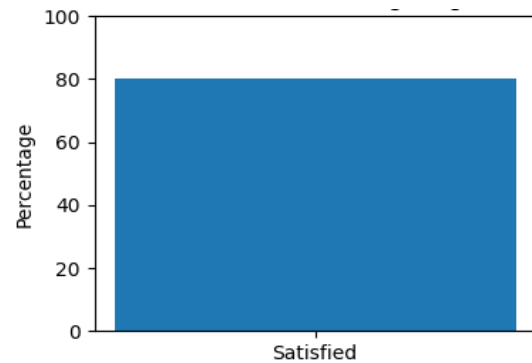
1. Awareness of Training & Development Policies



Interpretation

Most employees are aware of the training and development policies followed by the organization, indicating effective communication regarding training practices.

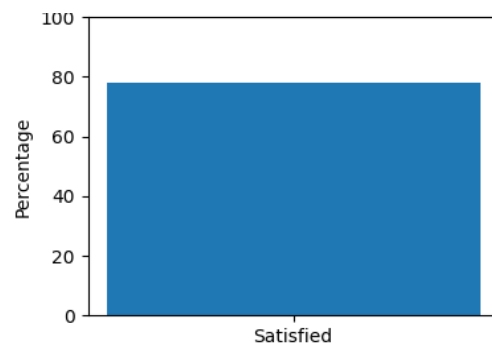
2. Satisfaction with Training Programs



Interpretation

Most employees expressed satisfaction with the existing training programs, reflecting a positive perception toward organizational learning practices.

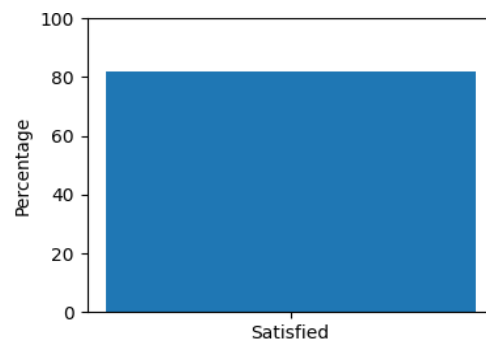
3. Effectiveness of Training Methods



Interpretation

Employees believe that the training methods adopted by the organization are effective in improving technical knowledge and work efficiency.

4. Employee-Management Relationship

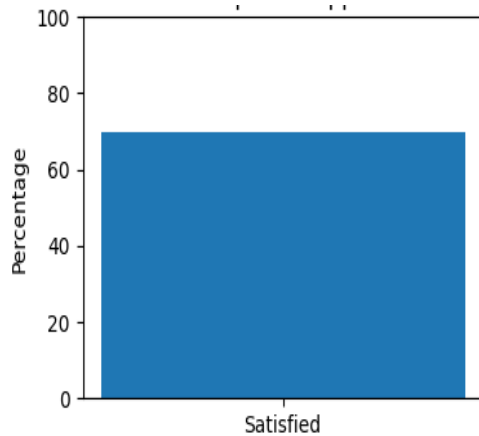


Interpretation

The relationship between employees and management was found satisfactory by most

respondents, indicating healthy communication and cooperation during training activities.

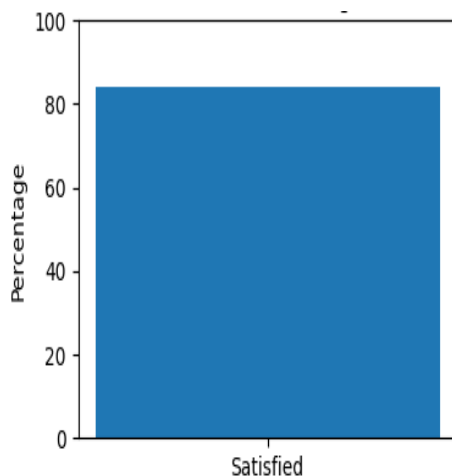
5. Skill Development Opportunities



Interpretation

Employees expressed moderate satisfaction regarding skill development opportunities and career growth facilities provided through training programs.

6. Overall Satisfaction with Training & Development



Interpretation

Most employees expressed overall satisfaction with the training and development practices at KTPS Kothagudem, showing positive employee perception toward organizational HR practices.

VI.FINDINGS

- Most employees are aware of the training and development policies followed by the organization.
- Employees expressed satisfaction with the existing training programs conducted at Kothagudem Thermal Power Station.
- The training methods adopted by the organization were found effective in improving employee skills and technical knowledge.
- Employees believe that training programs help in enhancing work efficiency and productivity.
- The relationship between employees and management during training activities was found satisfactory.
- Employees expressed moderate satisfaction regarding career growth and skill development opportunities provided through training programs.
- Training programs were found useful in improving workplace safety awareness among employees.
- Most respondents showed positive opinions regarding the overall training and development practices of the organization.
- Employees suggested that more practical and advanced training sessions could further improve learning effectiveness.
- Continuous training and development programs contribute positively toward employee performance and organizational growth.

VII. FUTURE SCOPE

The future scope of the study on Training and Development at KTPS Kothagudem is broad and significant because continuous employee training is essential for improving organizational efficiency, employee competence, workplace safety, and overall performance in the power generation sector. Future studies can examine the long-term impact of training and development programs on employee productivity, technical skills, job satisfaction, motivation, career growth, and organizational commitment. Researchers can also analyze the effectiveness of different training methods, such as on-the-job training,

classroom training, simulation-based learning, e-learning, workshops, technical training, and safety training, to identify the most suitable approaches for employees working in different departments.

Future research can further focus on the adoption of advanced technologies in employee training. Digital learning platforms, virtual reality, simulation tools, artificial intelligence, and online assessment systems can be studied to understand their role in improving the quality and effectiveness of training programs. Since KTPS operates in a technical and industrial environment, future studies can also examine the importance of specialized training in areas such as power plant operations, equipment maintenance, industrial safety, environmental management, emergency response, and the use of modern technologies. Such research can help the organization identify future skill requirements and prepare employees for technological and operational changes.

The scope of future studies can also be extended by including a larger sample of employees from different departments, job levels, and operational areas. Comparative studies can be conducted between KTPS and other thermal power stations or power generation organizations to identify best training and development practices. Researchers may also study the relationship between training effectiveness and employee retention, performance appraisal, promotion opportunities, leadership development, and succession planning. Special attention can be given to employee feedback regarding training programs and the extent to which employees are able to apply the knowledge and skills gained during training in their actual work.

Furthermore, future research can investigate the challenges faced in implementing effective training programs, including lack of time, resource limitations, technological gaps, resistance to change, and differences in employee learning abilities. The effectiveness of post-training evaluation and follow-up mechanisms can also be studied to ensure that training outcomes lead to measurable improvements in employee and organizational performance. Overall, future studies can help KTPS Kothagudem develop

a more modern, practical, technology-oriented, and employee-centered training and development system. Continuous improvement in training practices can enhance employee knowledge, motivation, safety awareness, technical efficiency, and productivity, thereby contributing to the long-term growth and success of the organization.

VIII.CONCLUSION

The study titled “A Study on Training & Development at KTPS Kothagudem” concludes that training and development programs play a significant role in improving employee performance, technical knowledge, productivity, and organizational effectiveness. The findings of the study reveal that most employees are satisfied with the training practices followed by Kothagudem Thermal Power Station. Employees believe that the training programs help them enhance their skills, improve work efficiency, and maintain workplace safety standards.

The study also indicates that the organization maintains good communication between employees and management regarding training activities. Although employees expressed positive opinions about the existing system, some respondents suggested the need for more practical training sessions, advanced learning techniques, and frequent skill development programs. Overall, effective training and development practices contribute positively to employee motivation, career growth, and organizational success. Continuous improvement in training methods can further strengthen employee capabilities and enhance the overall performance of the organization.

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