International Journal for Research Trends in Social Science & Humanities
Volume 4, Issue 4
July-Aug- 2026, PP 1-11

A Study on Training and Development of Vikrama Innovative

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Abstract- Training and development is one of the most important functions of Human Resource Management which ensures the improvement of knowledge, skills, abilities, and performance of employees. In the current competitive business scenario, it is necessary for the companies to constantly strive to transform their employees in accordance with the latest technologies and challenges of the business environment. Training and development differs from each other, where training enhances the current performance of the employees while development prepares the personnel for the future challenges. There are several reasons why the importance of training and development of employees cannot be denied. This study explores these reasons and sheds light on the significance of training and development, their types, and various methods. The current research also provides an insight into the impact of proper training and development programs on the productivity and performance of employees. Additionally, the study highlights the need for analyzing the requirements for training, choosing the most effective methods, assessing the results of the current training, and providing employees with knowledge in a highly competitive environment. The obtained results of the study show that appropriate training and development of personnel are vital for the growth of employees and the business. Thus, the organizations should provide their workers with the necessary resources for acquiring new skills and knowledge.

Keywords- Training, Development, Human Resource Management, Employee Performance, Skills, Knowledge, Productivity, Organizational Growth, Training Methods, Employee Development, Learning, Technology, Competitiveness, Training Needs Analysis, Job Satisfaction, Motivation, Leadership, Career Growth, Evaluation, Organizational Goals

I. Introduction

In today's highly competitive and rapidly changing business environment, organizations must continuously improve the knowledge, skills, abilities, and attitudes of their employees to achieve sustainable growth and success. Employees are considered one of the most valuable assets of an organization because their performance

directly influences productivity, quality, innovation, customer satisfaction, and overall organizational performance. Therefore, Training and Development (T&D) has become an essential function of Human Resource Management.

Training refers to a planned and systematic process through which employees acquire the necessary knowledge, skills, techniques, and attitudes required to perform their current jobs effectively. It helps employees understand their job responsibilities, improve their performance, reduce errors, and adapt to changes in technology and work processes. Training may include orientation programmes, technical training, soft-skills training, leadership development, safety training, communication training, and job-specific skill development.

Development is a broader and long-term process that focuses on preparing employees for future responsibilities and career growth. While training mainly concentrates on improving current job performance, development aims to enhance the overall capabilities, potential, leadership qualities, decision-making skills, and professional growth of employees. Employee development helps organizations prepare future managers and leaders and creates a strong internal talent pipeline.

In the modern business environment, organizations face several challenges such as technological advancements, globalization, changing customer expectations, increased competition, digital transformation, and changing workplace requirements. These changes require employees to continuously update their skills and knowledge. Skills that are useful today may become outdated in the future. Therefore, organizations must invest in continuous learning and development programmes to ensure that employees remain competent and productive.

II. Review of Literature

Allen and Coombs (1970) analyzed the trends in Instructional Technology in the nineteen sixties. For this, forty numbers of experts in the field of Instructional Technology were supplied with questionnaire for the ERIC Clearinghouse on Educational Media and Technology. The study adopted both hardware and software perspectives of Instructional Technology. A panel discussion by an advisory council regarding the accomplishments, trends, future and effective use of Instructional Technology was arranged, in order to record the opinions of experts. The concept of individualization of instruction, the application of the systems approach to education, development of trained personnel, establishment of experimental and demonstration schools, establishment of a public service system of broadcasting and demonstrated effectiveness of Instructional Technology were some of the accomplishments of that panel discussion. Immediate development of programmers in Instructional Technology was one of the recommended measures.

Branson, et al. (1973) analyzed and assessed the use of Instructional Technology in the army schools and training centers of United States. The report derived at conclusion that the atmosphere within Army training system was conducive to the use of Instructional Technology, but the management personnel need training in the design and implementation of instructional models. The study also reported about a need of greater dissemination of successful programmers.

Rose (1976) conducted an inquiry about the use of Instructional Technology in Department of Defense, United States. The study reported that, since the Department of Defense was spending a huge amount annually on training and educational opportunities, new instructional technologies were constantly explored by the teachers to make education and training more cost effective. A variety of Instructional Technology applications were adopted in the training centers for more effectiveness.
Midkiff (1983) described a model for designing efficient in service training programmer in computer literacy for teachers. An important guideline in the study was that planners of computer literacy in service training programmer for teachers must recognize that teachers may have psychological, mathematical, mechanical and professional fears concerning the computer and their own abilities to learn computer.

Scandura (1983) analyzed the role of Federal government in promotion of the Instructional Technology during 1980s. The study identified that the Federal governments had promoted Instructional Technology in their states and localities to improve educational achievement. The study also had surveyed a brief history of federal support for educational research and its consequences. A critical analysis of strengths and weaknesses of Instructional Technology and uses of instructional designs in computer based instruction development was another highlight of the study.

Hilgenfeld (1984) outlined the necessary components to meet the computer literacy needs to in service and pre service teachers. A model plan for teachers' computer literacy in service training programme was also designed as part of the study. The study evaluated the existing computer education programmes for teachers and identified the training needs of teachers. Perceived computer training needs of teachers showed significant differences in the content of courses currently offered.

Need for the Study

Shortage of skills

- Skills and knowledge people are always on short supply. Alternatively they are too costly to hire from outside. The best alternative is to improve skill and knowledge of existing employees.

Technological Obsolescence

- Growth of technology takes places very fast. This will render current technology obsolete in the future. There is a great need to upgrade technology. This needs suitable training.

Personal Obsolescence

- At the time recruitment employees possess certain of knowledge and skill. As time passes knowledge becomes obsolete, unless it is updated by proper training. This happens because of changes taking place in product technology, production methods, procurement of better machines, setting up of modern production lines, introduction of modern method of supervision and information processing through MIS and EDO.

Organization Obsolescence

- Modern management has introduced a number of innovative steps in functions of management like planning, organizing, controlling, coordinating and directing. Organization which is impervious to such changes is bound to fail and become obsolete.

Upgrading Ability of Threshold workers

- Public policy provides reservation to disadvantaged sections of the society like handicapped, minorities and dependents of deceased workers etc. All these are threshold workers having less than minimum prescribed level of knowledge and skill. They require extensive training to bring them up to the minimum level of performance standard.

Coercive training by government

- In order to provide better employability chances of unemployed youth, certain governments taken initiative to mobilize resources available at pubic/government and private sectors to outside candidates. One such example is the "Apprentice Training" conducted by govt. of India. A part of expenditure incurred for this by private sectors is reimbursed by government.

Human capital

- The latest thinking is to treat employees as "human capital". The expenditure involved is training and developments are now being considered as an investment.

Objectives of the Study

Primary Objective

- To study the training and development activities carried out in VZLD engg.

Secondary Objectives

- To assist the organization with its primary objective by bringing individual effectiveness.
- To learn the type of training and development activities provided by the company to its employees.
- To help employees in achieving their personal goals, this in turn enhances the individual contribution to an organization.

- To help the organization in maintaining the department's contribution at a level suitable to the organization's needs.
- To assess the present performance levels of the employees of VZLD engg.

Scope of the Study

This research provides with an opportunity to explore in the field of Human Resources. This research also provides the feedback of people involved in the Training and Development process Apart from that it would provide a great deal of exposure to interact with the high profile managers of the company

Limitations of Training and Development

Training and development is an important function of Human Resource Management, but it also has certain limitations. The effectiveness of training depends on several factors such as employee interest, organizational support, cost, time, and the quality of the training programme.

High Cost

Training programmes require significant expenditure on trainers, training materials, technology, travel, and infrastructure. For small organizations, these costs may become a financial burden.

Time Consuming

Training takes employees away from their regular work. This may temporarily reduce productivity and create delays in completing organizational tasks.

Lack of Employee Interest

Some employees may not show interest in training programmes. If employees are unwilling to learn or do not understand the importance of training, the programme may not achieve its objectives.

Difficulty in Measuring Results

It is often difficult to measure the exact impact of training. Improvements in employee performance may be influenced by many other factors, making it challenging to determine the direct contribution of training.

Possibility of Employee Turnover

After receiving valuable training, employees may leave the organization for better opportunities. In such cases, the organization may lose its investment in training

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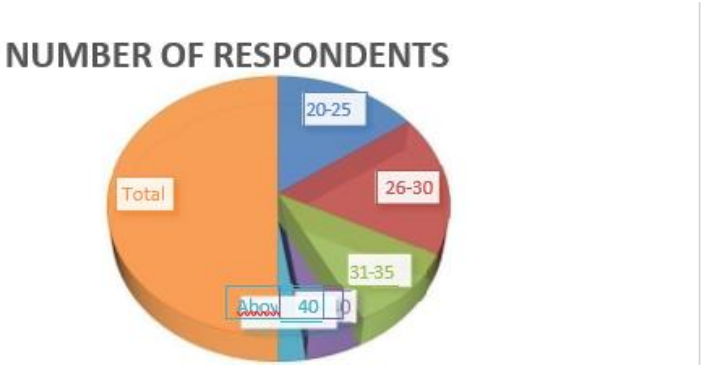
III. Data Analysis

1. Showing classification of respondents regarding "Age"

Table: 1 Classification of r3e6s-4p0ondents regarding "Age"

S.No	Age Group(years)	Number of respondents	Percentage(%)
1	20-25	30	30%
2	26-30	35	35%
3	31-35	20	20%
4	36-40	10	10%
5	Above 40	05	05%
	Total	100	100%



Picture 1 classification of respondents regarding "Age"

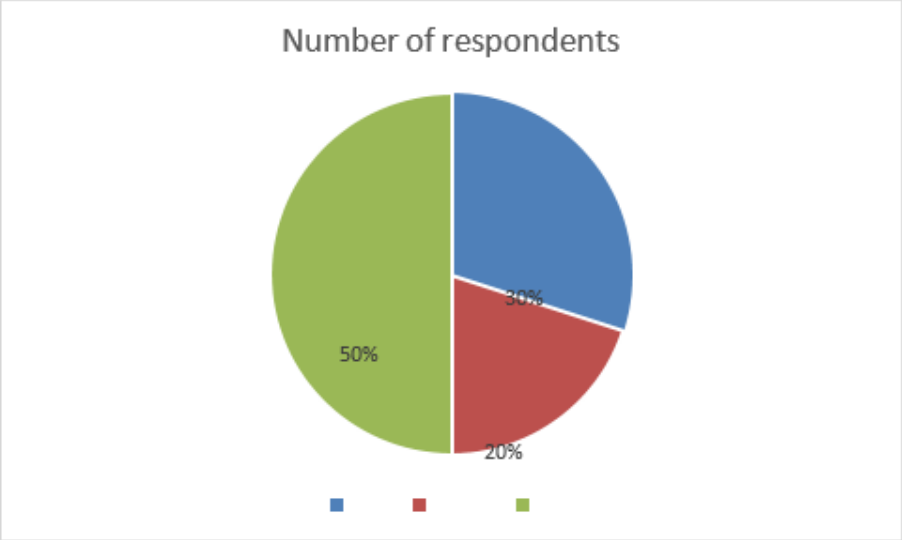
Interpretation

The data indicates that the majority of respondents are young professionals aged between 20 and 30 years (66%). This suggests that the workforce or survey participants at iSpatial Techno Solutions are predominantly from younger age groups, reflecting a relatively young employee base. The lower representation of respondents above 35 years indicates fewer senior-age employees compared to early-career and mid-career professionals. Therefore, the organization appears to have a youthful workforce with a strong presence of employees in the early stages of their careers.

2. showing classification respondents regarding "gender"

Table 2 Classification respondents regarding "gender"

S.NO	Gender	Number of respondents	Percentage(%)
1	Male	60	60%
2	Female	40	40%
	Total	100	100%



Picture 2 Classification respondents regarding "gender"

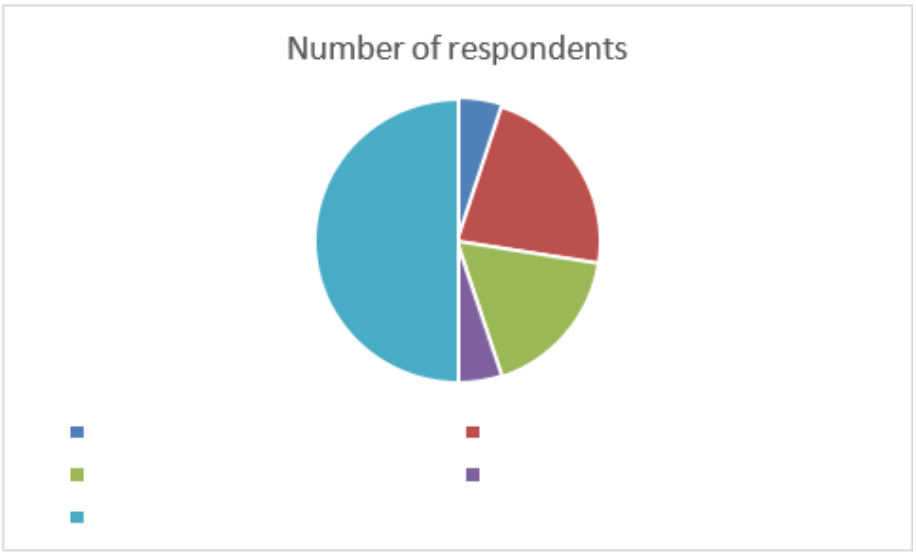
Interpretation

The pie chart indicates that male employees represent the larger share of the workforce, accounting for 60% of the total respondents, while female employees account for 40%. Although male employees form the majority, the presence of a substantial proportion of female employees reflects a reasonably diverse workforce. The gender distribution suggests that the organization is providing employment opportunities to both men and women, contributing to workplace diversity and inclusiveness.

3. Showing classification of respondents regarding "Qualifications"

Table 3 Classification of respondents regarding "Qualifications"

S.NO	Educational Qualifications	Number of respondents	Percentage(%)
1	Diploma	10	10%
2	Undergraduate(B.Tech/B.sc/BCA)	45	45%
3	Postgraduate(M.Tech/MBA/M.SC/MCA)	35	35%
4	Doctorate(Ph.D.)	10	10%
	Total	100	100%



Picture 3 Classification of respondents regarding "Qualifications"

Interpretation

The analysis reveals that iSpatial Techno Solutions has a predominantly young workforce. A significant majority of employees (65%) are below 30 years of age, indicating that the organization attracts and employs young professionals. The concentration of employees in the 26–30 years age group suggests a workforce with a mix of fresh talent and early-career professionals. The comparatively lower proportion of employees above 35 years indicates fewer senior-age employees within the organization.

4. Showing classification of respondents regarding "in which department do you work"

Table 4: Classification of respondents regarding "in which department do you work"

S.NO	Department	Number of respondents	Percentage(%)
1	Software Development	45	45%
2	Testing & Quality Assurance	22	22%
3	Technical support	15	15%
4	Human Resource(HR)	10	10%
5	Finance & Accounts	08	08%
	Total	100	100%

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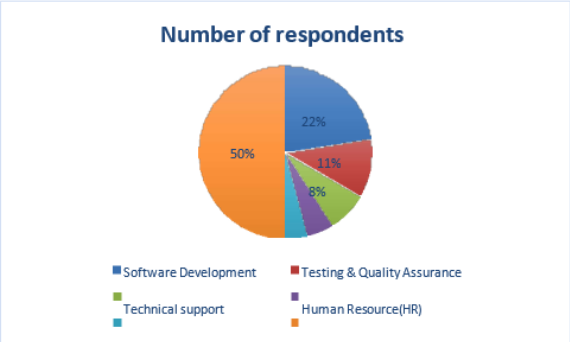


Picture 4. Classification of respondents regarding "in which department do you work"

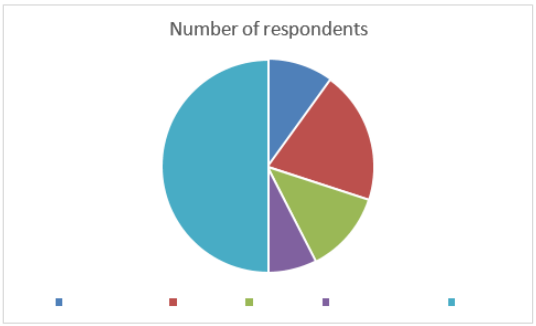
Interpretation

The findings indicate that iSpatial Techno Solutions employs a larger proportion of personnel in technical and operational roles compared to administrative and support functions. The dominance of Software Development and GIS & Mapping Services departments suggests that the company primarily focuses on software solutions and geospatial technologies.

5. Classification of responses of the respondents regarding the statement "How long have been working"at ispatial techno solutions pvt.ltd."

Table 5 Classification of response of respondents regarding "How long have been working"at ispatial techno solutions pvt.ltd."

S.NO	Length of service	Number of respondents	Percentage(%)
1	Less than 1 year	20	20%
2	1-3 years	40	40%
3	3-5 years	25	25%
4	More than 5 years	15	15%
	Total	100	100%



Picture 5 Classification of response of respondents regarding "How long have been working"at ispatial techno solutions pvt.ltd."

Interpretation

The findings suggest that iSpatial Techno Solutions has a balanced workforce comprising both experienced employees and newer recruits. The largest proportion of employees falls within the 1–3 years service category, indicating that the company has successfully retained a significant number of employees beyond the initial employment perio

Findings

- 60% of respondents say they have undergone training program, 40% of respondents say they have not undergone any training program.
- 60 respondents say they have undergone training program out of which 50% of respondents undergone process training, 33.33% of respondents undergone training program on technical skills, and 8.33% of respondents undergone soft skills.
- 70% of respondents feel training is necessary, 20% of respondents feel somewhat training is required, 5% of respondents feel not required.
- 75% of respondents say in-house training is given in the organization, 20% of respondent say external training is given in the organization and 5% of respondents say both kinds of training is provided.
- 85% of respondents say organization has a set of procedures to identify training needs, 10% of respondents say organization does not have a set of procedures to identify training needs, 5% of respondents are not aware.
- 90% of respondents say, training is necessary to improve their performance, 10% of respondents say, training is not necessary to improve their performance.

IV. Conclusion

- This study contributes to HR practice in several ways. First, it conforms those HRD practitioners do recognize the importance and power of effective needs assessments in helping them plan and strategize for effective HRD activities. Second, it observes a lack of effective resources to help HRD practitioners in conducting needs identification
- Most of the studies on HRD and training are researched in Western countries. Limited empirical evidence can be obtained in Malaysia, particularly from the manufacturing industry
- This study presents a comprehensive empirical survey and interviews on HR training need identification in manufacturing firms.
- The results of this study were obtained from HRD practitioners' perspective. Caution is advised when generalizing the results, as the employees' stance was not obtained. Hence, it is suggested that a research to include the employees' stances is recommended

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