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TRAINING AND DEVELOPMENT- A STUDY ON TRAINING AND DEVELOPMENT AT KAUSIKH THERAPEUTICS

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INTRODUCTION

Training and development is an important function of Human Resource Management that helps employees improve their knowledge, skills, abilities, and overall performance. In today's competitive business environment, organizations focus on developing employees through continuous learning and training programs. Training refers to the process of improving employee skills for performing current jobs effectively, while development focuses on enhancing future capabilities and preparing employees for higher responsibilities. Effective training programs increase productivity, improve employee morale, reduce workplace errors, and enhance organizational efficiency.

In pharmaceutical organizations, training and development play a major role because employees are required to follow quality standards, safety procedures, and technological advancements. Employees working in production, research, marketing, and administration need continuous learning to meet industry expectations. Training helps employees understand company policies, improve communication, and adapt to changing work environments. Development activities such as leadership training, workshops, and career development programs improve employee confidence and long-term growth.

Kausikh Therapeutics recognizes the importance of employee development in achieving organizational success. The company provides various training programs to improve technical skills, product knowledge, teamwork, leadership abilities, and employee efficiency. Through effective training and development practices, the company aims to create a skilled workforce capable of meeting organizational goals and maintaining high-quality standards in the pharmaceutical sector.

INDUSTRY PROFILE

The pharmaceutical industry is one of the fastest-growing industries in the world and plays a vital role in improving public health. The industry focuses on the research, development, manufacturing, and marketing of medicines and healthcare products. Pharmaceutical companies contribute significantly to economic development by creating employment opportunities, encouraging innovation, and improving healthcare services.

India is known as one of the largest pharmaceutical producers globally and is often referred to as the "Pharmacy of the World." The Indian pharmaceutical industry supplies affordable medicines to both domestic and international markets. The industry consists of various segments such as generic drugs, biotechnology, vaccines, active pharmaceutical ingredients, and over-the-counter medicines. The growth of the pharmaceutical sector is driven by increasing healthcare awareness, government support, technological advancements, and rising demand for medicines.

The pharmaceutical industry is highly regulated to ensure product safety, quality, and effectiveness. Companies must follow strict guidelines related to manufacturing, quality control, and employee safety. As technology and healthcare requirements continue to evolve, pharmaceutical organizations invest heavily in employee training and development to maintain productivity and innovation. Training programs help employees understand regulatory standards, production techniques, research practices, and workplace safety measures.

The industry also faces challenges such as intense competition, changing customer demands, rising production costs, and technological changes. To overcome these challenges, organizations focus on improving employee capabilities through effective learning and development programs. Skilled employees contribute to better product quality, customer satisfaction, and organizational growth.

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COMPANY PROFILE

Kausikh Therapeutics is a pharmaceutical company engaged in the manufacturing and distribution of healthcare and medicinal products. The company focuses on providing high-quality pharmaceutical solutions that meet customer needs and healthcare standards. It operates with a commitment to innovation, quality assurance, and customer satisfaction.

The company manufactures and markets a range of pharmaceutical products that support healthcare requirements across different medical segments. Kausikh Therapeutics emphasizes research and development activities to improve product quality and introduce innovative healthcare solutions. The organization follows industry standards and quality management practices to ensure safe and effective pharmaceutical products.

Kausikh Therapeutics believes that employees are valuable assets of the organization. The company focuses on employee welfare, training, and career development to enhance organizational performance. Employees are provided with opportunities to improve their technical knowledge, communication skills, leadership abilities, and work efficiency through training programs, workshops, seminars, and performance development initiatives.

The organization maintains a positive work environment that encourages teamwork, innovation, and employee participation. Management supports continuous learning and motivates employees to upgrade their knowledge according to industry developments. By investing in employee development, Kausikh Therapeutics aims to improve productivity, strengthen employee commitment, and achieve long-term organizational success.

REVIEW OF LITERATURE

According to Edwin B. Flippo (1984), training is the process of increasing the knowledge and skills of employees for performing a particular job effectively. The study emphasized that training improves employee efficiency, reduces wastage, and increases organizational productivity.

Gary Dessler (2011) explained that employee development programs help organizations prepare employees for future responsibilities and leadership roles. The study highlighted that organizations with effective training systems achieve better employee performance and reduced turnover rates.

Armstrong (2006) stated that training and development are essential components of Human Resource Management that contribute to employee motivation and organizational growth. The study found that employees who receive continuous training show higher job satisfaction and commitment toward organizational goals.

Noe (2010) examined the relationship between training and employee performance. The study concluded that effective training programs improve employee confidence, communication skills, and productivity while reducing workplace errors and accidents.

Rao (2014) emphasized that development activities such as leadership training, mentoring, and career planning improve employee morale and create future leaders within the organization. The study highlighted the importance of continuous learning in maintaining organizational competitiveness.

Karthikeyan and Kannan (2018) analyzed training effectiveness in pharmaceutical companies and found that technical training programs improve product quality, employee efficiency, and compliance with industry standards. The study also emphasized the role of employee feedback in improving training programs.

RESEARCH METHODOLOGY

Research methodology refers to the systematic process used to collect, analyze, and interpret data for achieving research objectives. The study on training and development at Kausikh Therapeutics adopted a descriptive research design to understand employee opinions regarding training practices and development programs.

Both primary and secondary data sources were used in the study. Primary data was collected directly from employees through structured questionnaires. The questionnaire included questions related to training effectiveness, employee development, work performance, leadership support, and career growth opportunities. Secondary data was collected from books, journals, company reports, websites, and research articles related to training and development practices.

The sampling method used for the study was simple random sampling. Employees from different departments were selected as respondents to ensure unbiased data collection. Statistical tools such as percentage analysis, chi-square analysis, and correlation were used to analyze the collected data.

The research methodology helped in understanding employee perceptions regarding training programs and identifying areas where improvements are required. The study also provided insights into the relationship between employee development and organizational performance.

DATA ANALYSIS

The analysis of data revealed that most employees at Kausikh Therapeutics are satisfied with the training and development programs provided by the organization. Employees agreed that training programs improved their technical skills, communication abilities, and overall job performance. Many respondents stated that training sessions helped them understand work processes more effectively and increased their confidence in performing tasks.

The study also showed that employees appreciated management support in providing learning opportunities and career development initiatives. A majority of employees believed that training programs improved teamwork, productivity, and workplace efficiency. Employees also expressed positive opinions regarding skill development workshops and safety training programs conducted by the company.

However, some respondents suggested that additional practical training sessions and advanced development programs could further improve employee performance. A few employees expressed the need for more frequent feedback sessions and career guidance programs. The analysis indicated that continuous improvement in training methods can enhance employee satisfaction and organizational effectiveness.

FINDINGS

The study identified several important findings related to training and development practices at Kausikh Therapeutics. Most employees agreed that training programs improved their job knowledge and technical skills. Employees believed that development programs increased their confidence and prepared them for future responsibilities.

The study found that management actively supports employee learning and encourages participation in training activities. Employees expressed satisfaction with the company's efforts to improve work efficiency and employee performance through training initiatives.

The findings also revealed that employees value opportunities for career growth and skill enhancement. Training programs contributed positively to employee motivation, teamwork, and organizational commitment. However, employees suggested that additional practical training and updated learning methods would further improve effectiveness.

Overall, the study showed that training and development practices at Kausikh Therapeutics have a positive impact on employee performance and organizational growth.

SUGGESTIONS

The organization should conduct regular training need assessments to identify employee skill gaps and provide suitable development programs. Training sessions should include practical learning activities, case studies, and interactive workshops to improve employee understanding and participation.

Management can introduce advanced technical training and leadership development programs to prepare employees for higher responsibilities. Regular feedback mechanisms should be implemented to evaluate training effectiveness and gather employee suggestions for improvement.

The company should encourage continuous learning by organizing seminars, webinars, and knowledge-sharing sessions. Employees should also be provided with career counseling and mentoring programs to improve professional development.

Recognition and rewards for employees who successfully complete training programs can increase motivation and participation. By strengthening training and development initiatives, Kausikh Therapeutics can improve employee performance, productivity, and organizational success.

CONCLUSION

Training and development are essential for improving employee performance and achieving organizational goals. The study conducted at Kausikh Therapeutics revealed that employees are generally satisfied with the training programs and development opportunities provided by the organization. Training initiatives have improved employee knowledge, confidence, communication skills, and productivity.

The organization's commitment to employee learning and development has contributed positively to workplace efficiency and employee motivation. However, continuous improvement in training methods, practical learning opportunities, and career development programs can further enhance employee satisfaction and organizational performance.

Kausikh Therapeutics has established a strong foundation for employee development by encouraging continuous learning and professional growth. By investing in employee training and development, the company can achieve higher productivity, better quality standards, and long-term organizational success.

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