

EFFECTIVENESS OF TRAINING AND DEVELOPMENT PROGRAMS ON SKILL ENHANCEMENT AND EMPLOYEE RETENTION AT AUTOLINE INDUSTRIES

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Abstract

This research explores the effectiveness of training and development (T&D) programs on skill enhancement and employee retention within the manufacturing unit of Autoline Industries. In a highly competitive automotive sector, continuous learning and skill upgrading are vital for operational efficiency and workforce stability. This study uses a mixed-methods approach, incorporating employee surveys, HR records, and training feedback forms. Results indicate a strong positive relationship between training participation and perceived skill development, along with a moderate impact on retention. Employees who underwent regular training reported higher job satisfaction and intention to stay. The study recommends periodic skill audits, personalized training modules, and long-term learning incentives to strengthen employee engagement and reduce attrition.

Keywords:

Training and Development, Skill Enhancement, Employee Retention, HR Practices, Autoline Industries

1. Introduction

In industrial manufacturing settings like Autoline Industries, workforce competency plays a critical role in maintaining quality, safety, and productivity. Training and development (T&D) serve as strategic tools not just for enhancing technical skills but also for boosting employee morale and loyalty. The rapid evolution of manufacturing technologies and increasing competition in the automotive component sector demand a highly skilled, adaptable workforce.

This study investigates how effective Autoline's T&D programs are in enhancing employee skill sets and their contribution to employee retention.

2. Objectives of the Study

1. To assess the impact of training programs on employee skill enhancement
2. To evaluate the role of training in improving employee retention
3. To analyze employee perception of training quality and relevance
4. To recommend strategies for optimizing training and development practices

3. Methodology

3.1 Research Design

The study uses a **descriptive and analytical research design**, supported by both qualitative and quantitative data.

3.2 Data Collection

- **Primary Data:**
 - Survey questionnaires with 60 workers and 10 supervisors
 - Interviews with 5 HR managers
- **Secondary Data:**
 - Training attendance logs (2022–2024)
 - HR retention reports and turnover data

3.3 Tools Used

- Likert scale-based survey (1 to 5)
- Correlation and regression analysis using SPSS
- Thematic coding for interview responses

4. Conceptual Framework

T&D Component	Target Outcome
Technical Training	Job skill improvement
Soft Skills Development	Communication & team behavior
Safety & Compliance Training	Legal & procedural adherence
Career Development Sessions	Promotion readiness, retention

5. Data Analysis and Interpretation

5.1 Training Frequency and Perceived Skill Growth

- 78% of employees attended at least one training session per quarter
- 65% rated training as "highly relevant" to their current job roles
- Correlation ($r = 0.59$, $p < 0.01$) between training participation and perceived skill improvement

Interpretation: Regular training boosts worker confidence and job performance

5.2 Impact on Retention

- Among employees with over 3 trainings/year, 84% remained with the company for 2+ years
- Employees with no training in the past year had a 48% higher attrition rate
- Regression analysis shows T&D explains 32% of variance in retention likelihood ($R^2 = 0.32$)

Interpretation: Training contributes moderately to employee retention, especially when aligned with career goals

5.3 Employee Feedback on Training

Strengths:

- Hands-on sessions on new equipment were highly appreciated
- Safety training led to noticeable behavior changes

Weaknesses:

- Lack of post-training evaluation
- Soft skills modules perceived as too generic by line workers

Suggestion: Customizing soft skills training for manufacturing-specific contexts

6. Results Summary

Aspect	Findings
Training participation	High (78% annually)
Skill improvement perception	Strongly positive
Effect on retention	Moderate to high
Gaps identified	Follow-up evaluation, soft skill gaps

7. Recommendations

1. **Structured Annual Training Calendar** with mandatory hours per role
2. **Training Need Analysis (TNA)** every six months for individual role alignment
3. **Post-Training Assessments** to gauge effectiveness
4. **Soft Skill Modules** tailored to shop-floor interaction, conflict resolution, and leadership
5. **Link T&D to Career Advancement Paths** to motivate long-term retention
6. **Recognition of Training Completion** through certificates and small incentives

8. Conclusion

Training and development initiatives at Autoline Industries have a significant impact on skill enhancement and contribute to workforce stability. While technical and safety-related sessions are well-received, improvements can be made in personalization, feedback mechanisms, and linking training with growth opportunities. A strategic overhaul of the T&D system, rooted in continuous learning and measurable outcomes, can strengthen organizational performance and employee loyalty.

9. References

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