**A STUDY ON TRAINING AND DEVELOPMENT PRACTICES OF**

**NACL INDUSTRIES LTD., ETHAKOTA-AP**

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**ABSTRACT**

This project explores the role and impact of training and development within organizations, focusing on how effective programs can improve employee performance, enhance job satisfaction, and support overall organizational goals. The research investigates various training methods, including on-the-job training, workshops, e-learning, and mentoring, evaluating their effectiveness in skill enhancement and knowledge transfer. Through a combination of literature review, case studies, and employee feedback analysis, this study highlights best practices for designing and implementing successful training programs. Findings suggest that when tailored to individual and organizational needs, training initiatives not only increase productivity but also reduce turnover rates, creating a positive workplace culture and fostering long-term professional growth. The project concludes with recommendations for aligning training programs with strategic business objectives and using continuous evaluation to adapt to evolving workforce demands.

**INTRODUCTION TO HRM**

Human beings are social beings and hardly ever live and work in isolation. We always plan, develop and manage our relations both consciously and unconsciously. The relations are the outcome of our actions and depend to a great extent upon our ability to manage our actions. From childhood each and every individual acquire knowledge and experience on understanding others and how to behave in each and every situation in life. Later we carry forward this learning and understanding in carrying and managing relations at our workplace. The whole context of Human Resource Management revolves around this core matter of managing relations at work place.

Since mid 1980’s Human Resource Management (HRM) has gained acceptance in both academic and commercial circle. HRM is a multidisciplinary organizational function that draws theories and ideas from various fields such as management, psychology, sociology and economics.There is no best way to manage people and no manager has formulated how people can be managed effectively, because people are complex beings with complex needs. Effective HRM depends very much on the causes and conditions that an organizational setting would provide. Any Organization has three basic components, People, Purpose, and Structure. In 1994, a noted leader in the human resources (HR) field made the following observation: Yesterday, the company with the access most to the capital or the latest technology had the best competitive advantage;

Today, companies that offer products with the highest quality are the ones with a leg up on the competition; But the only thing that will uphold a company’s advantage tomorrow is the caliber of people in the organization. That predicted future is today’s reality. Most managers in public and private sector firms of all sizes would agree that people truly are the organization’s most important asset. Having competent staff on the payroll does not guarantee that a firm’s human resources will be a source of competitive advantage.

**PROFILE OF NACL INDUSTRIES LIMITED COMPANY**

The Nagarjuna group has chosen the name of renounced mathematician and spiritual leader ‘Acharya Nagarjuna’ of 1st century AD, who propagated the teachings of Buddha. By choosing the name of such an outstanding individual, the group as a learning organization reflects its commitment to put into practice the ideals and ideology to which Acharya Nagarjuna stood for.

The Nagarjuna group is founded by ‘Shri. K.V.K. Raju’ in 1973, with a modest investment of US $23 million (approx. 153 crores), today. The Nagarjuna Group is a prominent industry which values to US $2.5 billion (16710 crores).

NACL Industries limited is a renowned player in the Agrochemical space. Started in 1993 as Chemagro International Limited. NACL has started off with the manufacturing of Agrochemical Active Ingredients. Today, NACL has emerged as a trustworthy brand in Farming Community.

NACL Industries Limited (NACL) is a leading agrochemical company in India that manufactures pesticides, herbicides, insecticides, fungicides, and plant growth regulators:

• **Products:** NACL's products include active ingredients, formulations, and custom-made fine chemicals. They have more than 50 branded products for major crops.

• **Manufacturing:** NACL has manufacturing facilities in Srikakulam and Ethakota in Andhra Pradesh, and a research and development centre in Shadnagar, Telangana.

**• Exports**: NACL exports to countries such as Brazil, the USA, and the Netherlands.

**• History**: NACL began in 1993 as Chemagro International Limited. In 2017, they were listed on the BSE Limited and the National Stock Exchange of India Limited.

• **Awards**: NACL was awarded "India's Best Company of the Year Award – 2017" by the International Brand Consulting Corporation (IBCC), USA.

**• Promoter**: Mrs. K Lakshmi Raju is the promoter of NACL Industries

**Name History**:

1) Incorporated on the name & style “East India Finance Limited” on 11th November, 1986;

2) Changed its name to “Chemagro International Limited” with effect from 11th January, 1993.

3) Changed its name to “Nagarjuna Agrichem Limited” with effect from 26th September, 1996.

4) Changed its name to its current name i.e., “NACL Industries Limited” with effect from 04th September, 2017.

**Mission:**

• To be a trusted name in providing high quality products and solutions to the farming community

• To be a trusted contract manufacturing supplier.

• To be a model company and meet the expectations of all its stakeholders.

**LITERATURE REVIEW**

The Kirkpatrick Model is one of the most widely used frameworks for evaluating training effectiveness. It has four levels: Reaction, Learning, Behavior, and Results. The Kirkpatricks argue that training should not only improve knowledge but also affect job performance and ultimately organizational results.

Phillips expanded on Kirkpatrick’s model by adding a fifth level: Return on Investment (ROI). He developed the Phillips ROI Methodology, which emphasizes measuring the financial return from training programs, an important consideration for organizations seeking justification for training investments.

A recognized expert on learning technologies, Quinn has written extensively on how Learning Experience Design (LXD) can improve the effectiveness of digital learning platforms. He emphasizes creating learner-centered experiences that incorporate social learning, gamification, and mobile learning tools.

**NEED OF THE STUDY**

1) Training and development increases skills for doing a job in better way.

2) Training and development increases morale of employees. High morale is evidenced by employee enthusiasm.

3) Training increases the quality of human relations in an organization.

4) Trained employees require less supervision. Autonomy and freedom can be given if the employees are trained properly to handle their jobs without the help of the supervision.

**OBJECTIVES OF THE STUDY**

* To examine the existing practices of Training and development in the NACL INDUSTRIES LIMITED., ETHAKOTA
* To analyze the effectiveness of training and development programs in the NACL INDUSTRIES LIMITED., ETHAKOTA
* To analyze the relevance, enhancement of skills and abilities of employees through training and development programs offering in NACL INDUSTRIES LIMITED., KOVVUR.
* To evaluate the satisfaction levels of employees concerning the development programs offered.
* To analyze the employee’s opinion on training and development programs.

**Methodology of the Study:**

The data required for this study is collected from two major sources. They are

**Primary Data:**

The main data is the data that the investigator collects directly from the area to help resolve a problem or to take advantage of a decision-making opportunity. The basic information is raw. The survey scientist is an important source of primary data-For this study, the survey is carried out with the help of, Questionnaire and Informal interviews.

**Secondary Data:**

Secondary data are the data which have been developed other than to help resolve the problem. The available secondary data is relatively quick and cost-effective to obtain. Four broad categories can be classified into internal sources: assessment reports, education and development reports, diverse records, and internal experts.

**DATA ANALYSIS AND INTERPRETATION**

**TABLE:5.1**

1. **Employee working experience at company**

|  |  |  |
| --- | --- | --- |
| **OPTIONS** | **NO. OF CANDIDATES** | **PERCENTAGE OF CANDIDATES** |
| Less than 10year | 10 | 10% |
| 10-15 years | 10 | 10% |
| 16-20 years | 20 | 20% |
| More than 20 years | 60 | 60% |
| Total | 100 | 100% |
|  |

Source:Compiled from the questionnaire

**GRAPH NO 5.1, Employee working experience at company**

Source: Table no 5.1

Table5.1 Explains that,10% of employees are working less than 10 years and , 10% of employees are working since 10-15 years and 20% of employees are working since 16-20 years and 60% of employees are working in NACL INDUSTRIES LTD from more than 20 years.

**2. Employees opinion on involvement of training programs**

**Table:5.2**

|  |  |  |
| --- | --- | --- |
| **OPTIONS** | **NO. OF CANDIDATES** | **PERCENTAGE OF CANDIDATES** |
| Yes | 70 | 70% |
| No | 30 | 30% |
| Total | 100 | 100% |

Source: Table5.2

Table 5.2 explains that 70% of the employees are participating in training activities and 30% of the employees are not participating to the training activities because they already undated to the latest technology which is providing in the NACL INDUSTRIES LIMITED.

**3.Employees opinion on existing training and development facilities available in NACL INDUSTRIES LIMITED**

**TABLE:5.3**

|  |  |  |
| --- | --- | --- |
| **OPTIONS** | **NO. OF CANDIDATES** | **PERCENTAGEOF CANDIDATES** |
| Excellent | 50 | 50% |
| Good | 30 | 30% |
| Satisfactory | 20 | 20% |
| Total | 100 | 100% |

Source:Compiled from the questionnaire

Source: Table 5.3

Table 5.3 explains that 50% of the employees agree that the existing Training and Development Facilities available and excellent,30% of the employees agree that the existing Training and Development Facilities is good, and 20% of the employees agree that the existing Training and Development Facilities available in NACL INDUSTRIES LIMITED is satisfactory

**4.Emplouees opinion on frequency of training and development programs**

**TABLE:5.4**

|  |  |  |
| --- | --- | --- |
| **OPTIONS** | **NO. OF CANDIDATES** | **PERCENTAGE OF THE CANDIDATES** |
| Rarely | 10 | 10% |
| Regularly | 70 | 70% |
| Occasionally | 20 | 20% |
| Total | 100 | 100% |

Source: Table 5.4

Table 5.4 explains that 10% of the employees agree that the frequency of the training programs conducted Rarely , and 70% of the employees agree that the frequency of the training programs conducted regularly and 20% of the employees agree that the frequency of the training programs conducted in NACL INDUSTRIES LIMITED is occasionally.

**5 Employees opinion on infrastructure facilities available for training program.**

**TABLE:5.5**

|  |  |  |
| --- | --- | --- |
| **OPTIONS** | **NO. OF CANDIDATES** | **PERCENTAGEOF CANDIDATES** |
| Excellent | 55 | 55% |
| Good | 25 | 25% |
| Satisfactory | 20 | 20% |
| Total | 100 | 100% |

Source: Table 5.5

Table 5.5 explains that 55% of the employees agree that the infrastructure available for training program is excellent,25% of the employees agree that the infrastructure available for training program is good and 20% of the employees agree that the infrastructure available for training program is satisfactory.

**FINDINGS:**

The major findings of the project are enumerated as follows:

* Training is considered as a positive step towards augmentation of the knowledge base

by the respondents.

* The objectives of the training programmes were broadly known to the respondents prior

to attending them.

* The training programmes were adequately designed to cater to the developmental needs

of the respondents.

* Some of the respondents suggested that the time period of the training programmes

were less and thus need to be increased.

* Some of the respondents also suggested that use of latest training methods will enhance the effectiveness of the training programme.

**SUGGESTIONS:**

Suggestion is drawn from the analysis and observation. Few suggestions are given as under:

* Recognizing the need of an organized approach to worker training and development of an

equitable basis for all workers in the company regardless of the unit/department, the company

is committed to the support and production of activities and finding to achieve this goal.

* As there is an active participation of employees in decision making but rarely the

suggestion given by them are drawn in action. Hence the confidence of employees gets

demotivated.

* So, to motivate the employee’s management can into consideration some proper

suggestion given by the employees.

* Different type of behavioral training programmed should be organized in a effective

on their work.

**CONCLUSION:**

• Top management feels that training is the essential part of the organization, since it is

the key for the attitudinal change and the behavioral and their work in the employees.

It should be imparted at least one to every employee.

• Both managers and workers feel that the training should be imparted by both external

and internal faculty. Technical and behavioral training, both are important for the

development of the organization. Training and development programs are increasing the output of organization.

• Finally, to make any training program successful the cooperation of the management

And the employees are essential.

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