

A STUDY ON TRAINING AND DEVELOPMENT AT SIBAR AUTO PARTS LTD, TIRUPATI

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Abstract:

This study examines the effectiveness of training and development practices at Sibar Auto Parts Limited, Tirupati. Training plays a crucial role in enhancing employee skills, knowledge, and performance, contributing to organizational growth. The research is based on both primary and secondary data, with primary data collected from 70 employees through structured questionnaires using a stratified random sampling method. The study analyses various training programs such as technical, safety, on-the-job, and skill development training, along with different training methods. Findings indicate that most employees consider training programs effective in improving job skills, work quality, and confidence. Training sessions are conducted regularly, and employees show a high level of satisfaction with development opportunities. However, the study suggests improvements such as adopting modern training techniques, involving external experts, and strengthening training need analysis. Overall, training and development programs positively impact employee performance and organizational effectiveness.

Key words: Training and Development, HR Strategies, Skill Development.

Introduction

Training and development are crucial aspects of Human Resource Management, aimed at enhancing employees Knowledge, Skills, and Performance. Training is a structured program designed to improve job related competencies, where as development focuses on long-term career growth. Effective training leads to increased employee productivity, job satisfaction, and organizational success. The efficiency of organisations and the experiences of individuals at work are both greatly influenced by training and development.

Training has an impact on personal growth, workplace health and safety, and productivity. All businesses that employ people must invest in their employees' training and development.

Importance of Training and Development in an Organization :

Enhances Employee Skills and Knowledge - Training equips employees with up-to-date skills, knowledge, and techniques relevant to their jobs. This ensures they can perform tasks efficiently and meet industry standards.

Improves Employee Performance and Productivity - Well-trained employees are more confident and competent in their roles, leading to higher productivity, better quality of work, and fewer mistakes or rework.

Boosts Employee Motivation and Engagement -Providing development opportunities shows employees that the organization values their growth. This increases job satisfaction, motivation, and engagement, reducing turnover.

Supports Organizational Growth and Adaptability -Training helps organizations stay competitive by keeping the workforce adaptable to technological changes, market demands, and new business strategies

Builds a Stronger Organizational Culture -A culture of continuous learning fosters innovation, teamwork, and a shared commitment to excellence.

Ensures Compliance and Reduces Risk -Training in areas like safety, legal compliance, and ethical standards reduces the risk of legal issues, accidents, and reputational damage

Industrial profile

The auto parts (auto components) industry in India is one of the largest globally, supported by strong growth in the automobile sector, which produced about 21.48 million vehicles in 2013–14. The industry contributes nearly 22% to the country's manufacturing GDP, reflecting its economic significance. The auto-components sector has grown steadily, expanding at a CAGR of 3.28% from FY16 to FY20 and reaching around US\$ 45.90 billion in FY21. It is expected to grow rapidly and reach nearly US\$ 200 billion by FY26. This growth is driven by rising demand, exports, and technological advancements. Due to strong prospects across vehicle segments, the sector is expected to achieve double-digit growth in FY22.

Company profile

Sibar Auto Parts Ltd. was established in 1983 as a private limited company under the name M/s Sibar Autoparts (Pvt.) Limited at Renigunta Industrial Estate. In 1994, it was converted into a public limited company. The company manufactures and markets aluminum hard chrome plated cylinder kits for two-wheelers up to 150cc capacity. It initially started with an aluminum foundry with a capital of Rs. 3.00 lakhs, supplying castings to companies like TVS and Shakney Paris Rohme Ltd. In 1987, it expanded into manufacturing cylinder blocks, strengthening its position in the two-wheeler industry. Today, the company holds a significant place in the auto components sector.

Review of literature

Rofik, Muhammad Nur; Munjin (2025) conducted a study on training and development practices in Anand Industries (aluminium manufacturing sector). Through questionnaires and performance analysis, the study found that structured training programs positively influenced employee performance. A major highlight of the study was the importance of mentorship and guidance, especially in technical roles where knowledge transfer is critical. The study concluded that training is most effective when supported by senior employees and systematic follow-up.

Gupta (2017) Conducted a study on training effectiveness at Nalco's Angul smelter. The research focused on aluminium technology workshops provided to executives. The findings revealed that these workshops led to a 12% improvement in operational efficiency, highlighting the importance of technical training in enhancing managerial and operational capabilities

Sumiya Shafiq (2017), The effect of training and development on employee performance. Discussed the effect of training and development on employee performance in a private company in Malaysia. Researchers stated that employees are a major asset of the organization; they have a role to play towards an organization's success. So it is mandatory to take care of their learning to increase employee performance. The objective was to investigate the effect of on-the-job training, off-the-job training, job enrichment, and job rotation on employee performance in private companies(employee performance) while the other independent variables are found to be insignificant drivers in influencing employee performance.

T. Sushma and S. Kishore(2025) A study on training and development at Sibar auto parts ltd found that training and development have evolved from simple skill-building activities to Strategic, data-driven, and employee-focused initiatives that directly impact organizational success and Employee satisfaction.

K. Eranna and Venkateswarulu(2025) The study on training and development in sri varsha food products India private limited, Renigunta highlights the important of investing in employee growth and development effective training and development program can enhance employee performance and job satisfactory ultimately driving business success.

Dr. T.N. Murthy and Faiza Fathima(2013) Perception and Attitude of Employees Towards Training and Development in Public Sector The research basically focused on understanding training practices followed in the company, employee attitude towards the same, and whether it leads to employee motivation or not. The outcome of the study stated that training had a positive impact on the mindset of employees for performing better at the workplace. It enhanced their self-confidence and helped them streamline their efforts in line with changing industrial needs.

Debra L. Truitt (2011) The Effect of Training and Development on Employee Attitude as it Relates to Training and Work Proficiency” The study is based on incumbents in training and development professions to design, implement, and evaluate the effectiveness of their programs in reducing disputes at the workplace and improving performance. The study explores the relationship between training, experiences, and attitude about perceived job proficiency. The outcome of the study stated that employees who attend training programs had a positive attitude towards their job and performed better than employees who did not undergo training programs.

K. Sai Kalyani and K.Haritha (2023)in their study on training and development in APSPDCL found that training aims at continued self-development of the employees. Employees are expected to develop themselves continuously in an organization. When the employees in an organization are developed from time to time with all updated knowledge, then definitely that organization will grow to a greater height.

K. Bhagyam and K. Suneetha (2025) in their study on training and development in Viceroy Hotel, Tirupati found that employee's job designation and management should give high motivation to employees for provide good service. Due to Training & development. programs the working hours and working environment is developed and most of the people are satisfied with management.

Objectives of the study

- To identify the training programs in SIBAR Auto parts Ltd. Renigunta.
- To study training process in ‘SIBAR Auto parts Ltd. Renigunta.
- To assess the effectiveness of training programs in SIBAR Auto parts Ltd. Renigunta
- To analyse the impact of training program’s Sibar Auto Parts Limited Renigunta.

Need for the study

Training and development enhance the productivity, knowledge and skills of the employees and allow them to retain in the organization, it also encourages their strength and motivates them to accomplish their goal. The main purpose of the study was to analyse the impact of training and development on employee performance towards accomplishing organizational goal as well as the personal growth.

Scope of the study

The study is undertaken in SIBAR Auto Parts Ltd., Renigunta. The study mainly attempts to analyse the training and development practices of the company. It is limited to the employees of SIBAR Auto parts, Renigunta only.

Limitations of the study

- The data collected is a representation of the sample and does not really represent the same characteristics of the population.
- A period of 45 days was not sufficient to collect the information from all employees, since the employees are busy in their work.
- The respondents may not provide the exact information due to work schedules and fear of management.

Research Methodology:

The present research article is descriptive in nature and the information was gathered from primary and secondary sources. Primary data was gathered directly from respondents through questionnaire and the secondary data was gathered from published documents, journals and websites etc.

SAMPLE DESIGN:

Sampling population : Employees of Sibar Auto parts Limited.(200 employees)

Questionnaire type : Closed-ended

Sampling method : Stratified Random sampling

Sampling Unit : Work grade Employees from different departments.

Statistical chart used : Bar graphs

Formula for finding sample size: $n = \frac{N}{1 + N(e^2)}$

Sample size : n= 70 Data Analysis &

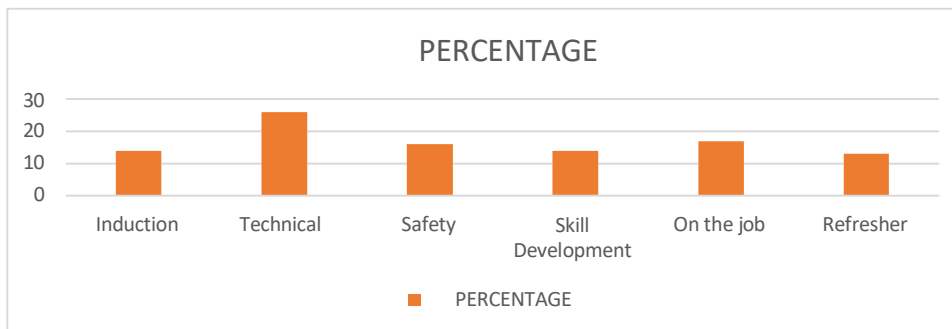
Interpretations:

1. What type of training programs do you attend

Options	No. of employees	Percentage
Induction	10	14%
Technical	18	26%
Safety	11	16%
Skill development	10	14%
On the job	12	17%
Refresher	9	13%
Total	70	100%

source : collected data through questionnaire

Graph



Interpretation:

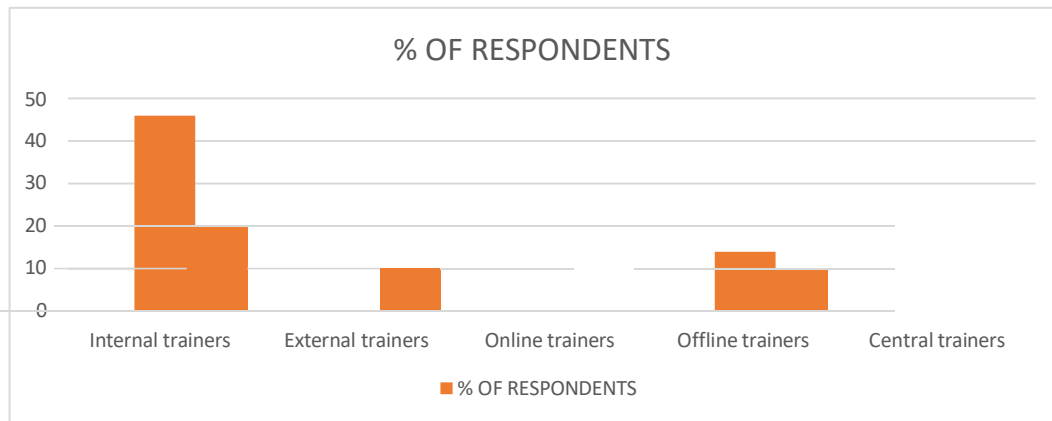
Out of 70 respondents, 26% attended technical training, 17% attended on-the-job training, 16% attend safety training, 14% attend induction training, 14% attend skill development training, and 13% attend refresher training. This indicates that technical training is the most preferred program.

2. Who mainly conducts the training programs

Opinion	No of respondents	% of respondents
Internal trainers	32	46%
External trainers	14	20%
Online trainers	8	11%
Offline trainers	10	14%
Central trainers	7	10%
Total	70	100%

source: collected data through questionnaire

Graph



Interpretation:

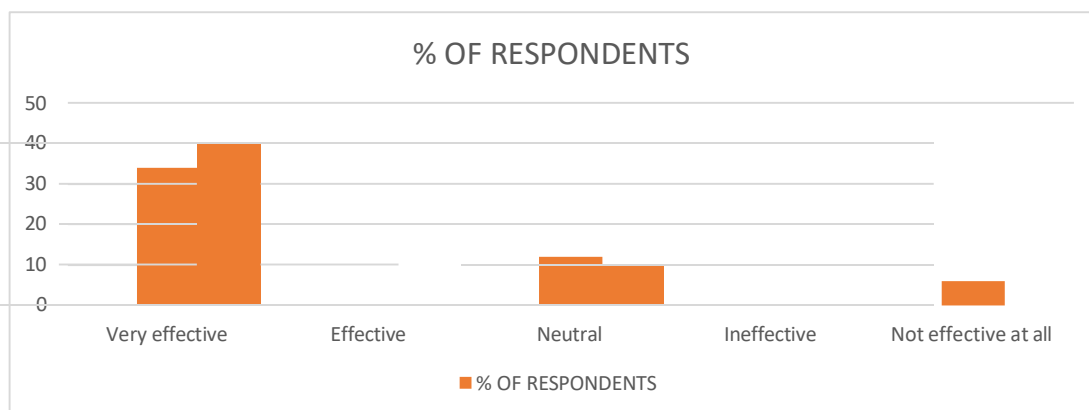
46% reported that internal trainers conduct the training, 20% said external trainers, 14% offline trainers, 11% online trainers, and 10% central trainers. Internal trainers play the major role in training program of Sibar.

3. How would you rate the effective of the training programs. offered by Sibar auto parts limited enhancing your job skills

Opinion	No. of respondents	% of respondents
Very effective	24	34%
Effective	27	39%
Neutral	9	12 %
Ineffective	6	9%
Not effective at all	4	6%
Total	70	100%

source: collected data through questionnaire

Graph



Interpretation:

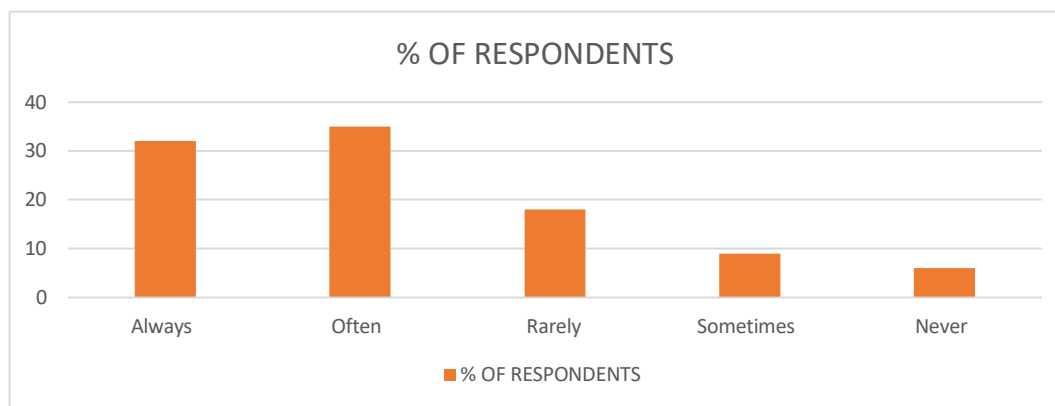
39% rate training as effective and 34% very effective. 12% are neutral, 9% say ineffective, and 6% say not effective at all. Thus, 73% consider training effective.

4. Do training and development programs increase your confidence work.

Options	No of respondents	% of respondents
Always	22	32%
Often	25	35%
Rarely	13	18%
Sometimes	6	9%
Never	4	6%
Total	70	100%

source: collected data through questionnaire

Graph



Interpretation:

35% say training often increases confidence and 32% say always. 18% say rarely, 9% sometimes, and 6% never. A total of 67% report positive confidence improvement.

Findings:

- Technical training (26%) is the most commonly attended training program.
- Majority of employees (65%) stated that training programs are conducted frequently or very frequently.
- Majority (65%) of employees are aware of training programs in the organization.
- Half of the employees (46%) reported that training programs are mainly conducted by internal trainers.
- A large portion of employees rated (73%) training programs as effective in enhancing job skills and improve work quality.
- 67% reported that training increases their confidence at work .

Suggestions:

- The company should clearly communicate training objectives through pre-training briefings or orientation sessions.
- Implement a structured training need analysis system to identify employee skill gaps effectively.
- Invite more external and industry expert trainers to bring new perspectives.
- Introduce modern training methods such as e-learning, simulation, and digital training platforms.
- Strengthen the training needs analysis (TNA) process beyond supervisor suggestions.

Conclusion

The objective of employee training and development have a profound impact on an employee capability to deal with problem solving in the organization. It enhances critical thinking, analytical skills, and knowledge which are essential for addressing challenges effectively. It is considered that the company's training and development is good but still need to be done to efficiently maintain the skills of employees

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