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## A Study On Training And Development In Sri Varsha Food Products India Private Limited, Renigunta

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### ABSTRACT

This study explores the training and development practices at Sri Varsha Food Products Private Limited, located in Tirupati, Andhra Pradesh. The primary objective is to assess how effectively training programs contribute to employee performance, satisfaction, and overall organizational growth. As a company engaged in the processing of fruit-based products such as mango pulp and papain enzyme powder, Sri Varsha Food Products operates in a labour-intensive industry where employee skill and productivity are vital.

Data were collected through employee surveys and secondary research, including company profiles and employee feedback platforms. The findings indicate that while the company provides basic training and fosters a positive work culture, there is a notable lack of structured training programs, post-training evaluation mechanisms, and formal career development initiatives.

The study concludes that by adopting a more systematic approach to training—such as regular skill assessments, tailored training modules, and feedback loops—Sri Varsha Foods can enhance employee efficiency and retention. These improvements are likely to lead to greater operational effectiveness and sustained organizational success in a competitive food processing market.

### INTRODUCTION

Training and Development is one of the main functions of the human resource management department. Training refers to a systematic setup where employees are instructed and taught matters of technical knowledge related to their jobs. It focuses on teaching employees how to use particular machines or how to do specific tasks to increase efficiency.

### TRAINING

Training is concerned with imparting developing specific skills for a particular purpose. Training is the act of increasing the skills of an employees for doing a particular job. Training is the process of learning a sequence of programmed behavior. In earlier practice, training program focused more on preparation for improved performance in particular job. Most of the trainees used to be from operative levels like mechanics, machines operators and other kinds of skilled workers. When the problems of supervision increased, the step were taken to train supervisors for better supervision.

## DEVELOPMENT

Management development is all those activities and program when recognized and controlled have substantial influence in changing the capacity of the individual to perform his assignment better and in going so all likely to increase his potential for future assignments. Thus, management development is a combination of various training program, though some kind of training is necessary, it is the overall development of the competency of managerial personal in the light of the present requirement as well as the future requirement.

## DEFINITIONS

**- Edwin B. Flippo**

“Training is an act of increasing the knowledge and skills of an employee for doing a particular job. Development includes process by which employees acquire not only skills and competence in their present jobs but also capabilities for future positions”.

**- Dale's Beach**

“Training is the organization procedure by which people learn knowledge and skill for definite purpose”.

## INDUSTRY PROFILE

The Food and Beverage Industry includes all the companies involved in transforming raw agricultural goods into consumer food products.

The overall industry supply chain includes food processing, packaging, and distribution. It does not cover raw food production, which falls into the closely related agriculture industry.

This industry includes fresh food, packaged food, and beverages (both alcoholic and non-alcoholic). From food sold at the grocery store to cooked meals served at restaurants, institutions, and events, this industry serves a huge variety of retail outlets.

## COMPANY PROFILE

Sri Varsha Food Products India Limited engaged in real estate from 1996 and it successfully completed more than 200 crores turnover. Engaged in the granites from 2006 with a turn over 6 crores per annum. Having agriculture form more than 400 acres of different crops. The varsha food products has set up canning facility in the year 2004 and now expanding and facility to process tropical fruit pulps packed in aseptic bag in drum.

Established on November 3, 2008, the company has leverages over 30 years of industry expertise, Sri varsha Food Products India Limited stands as a trusted leader in the manufacturing, supplying, and exporting of IQF Fruits & Vegetables concentrate, and pulps, showcasing an extensive product line exceeding 22 offering. With a dominant presence in the global IQF F & V market, we proudly represent India produce on the international stage. Alongside, we have cultivated partnerships with over 5000 farmers, aiding and empowering agriculture communities while ensuring a sustainable supply chain.

Experienced promoters lead our company with approximately 40 years of industry experience. Our in-house manufacturing operating system enables real-time tracking, quality assurance, and seamless communication throughout the production process.

## REVIEW OF LITERATURE

### Hashim (2001)

In a survey identified the practices to training providers for evaluating training programs. The results showed that training providers use different evaluation methods that include trainee's feedback, observation, interview, performance analyses, and training reaction forms. However, the most used method was the training reaction forms as clients require them.

### Diane Bailey (2002)

Developing a Training and Development Policy concluded that a training and development policy, which is well constructed and owned by everyone in the organization, is a powerful tool in establishing standards and possibilities. And, training policy is an important document, which has, potentially, a significant effect on how organization's people are developed to meet its business objectives.

### Cushway (2004)

His research findings pointed that training is concerned with equipping one's responsibilities to the required standard in their job and is concerned with giving individuals the necessary knowledge, skills and experience to enable them to take greater and more demanding roles and responsibilities.

### Pilar Pineda in the year (2010)

Has done his research in this topic "EVALUATION OF TRAINING IN ORGANIZATIONS: A PROPOSAL FOR AN INTEGRATED MODEL".

The author's purpose of this paper is to present an evaluation model that has been successfully applied in the Spanish context that integrates all training dimensions and effects, to act as a global tool for organizations. This model analyses satisfaction, learning, pedagogical aspects, transfer, impact and profitability of training and is therefore a global model. The author says that training is a key strategy for human resources development and in achieving organizational objectives. Organizations and public authorities invest large amounts of resources in training, but rarely have the data to show the results of that investment.

### Thomas Andersson in the year (2010)

Has done his research in the topic "STRUGGLES OF MANAGERIAL BEING AND BECOMING (Experiences from manager's personal development training)".

And has reviewed this paper to investigate the struggles of managerial identity in relation to the process of becoming/being a manager, and the personal conflicts involved within this process.

Management training tends to be based on the idea that management concerns the acquisition of competencies, techniques and personal awareness, while managerial practice is more fluid and contextually based. There is a challenge for organizers of all types of management training to bridge gap between a fixed idea of what is to be a manager and how management is actually practiced.

## NEED FOR THE STUDY

This study aims to address this knowledge gap by investigating the training and development programs in Sri Varsha Foods India Private Limited. The study will examine the current training programs, employee perceptions, and the impact on job performance.

## SCOPE OF THE STUDY

This study focuses on evaluating the training and development programs at Sri Varsha Foods India Private Limited, Tirupati to assess their effectiveness in improving employee performance, productivity, and compliance with food industry regulations. It aims to understand the impact of training on skill enhancement, job satisfaction, and employee retention, ensuring alignment with organizational goals.

## OBJECTIVES OF THE STUDY

- To assess the effectiveness of current training programs.
- To analyze the impact of training on employee performance and productivity.
- To comprehends the effectives of the training programs carried out in the organization.
- To understanding the development of employees through training.
- To measuring the effectiveness of training on the overall development of employees.

## RESEARCH METHODOLOGY

Research design: Descriptive type

Data collection: primary data and secondary data

Research Instrument: questionnaires

Sample size: 110

Sampling Area: Renigunta

Sampling Technique: Conveniences Sampling

Statistical Tool: Percentage & Graphical analysis like bar charts

## DATA ANALYSIS AND INTERPRETATION

### 1. How were you selected for the training?

OPTIONS	NO. OF RESPONDENCE	PERCENTAGE
SELF-NOMINATED	40	37.0%
MANAGER-NOMINATED	32	29.0%
HR RECOMMENDATION	24	21.0%
BASED ON PERFORMANCE REVIEW	14	13.0%
TOTAL	110	100.0%

**Chart 1**

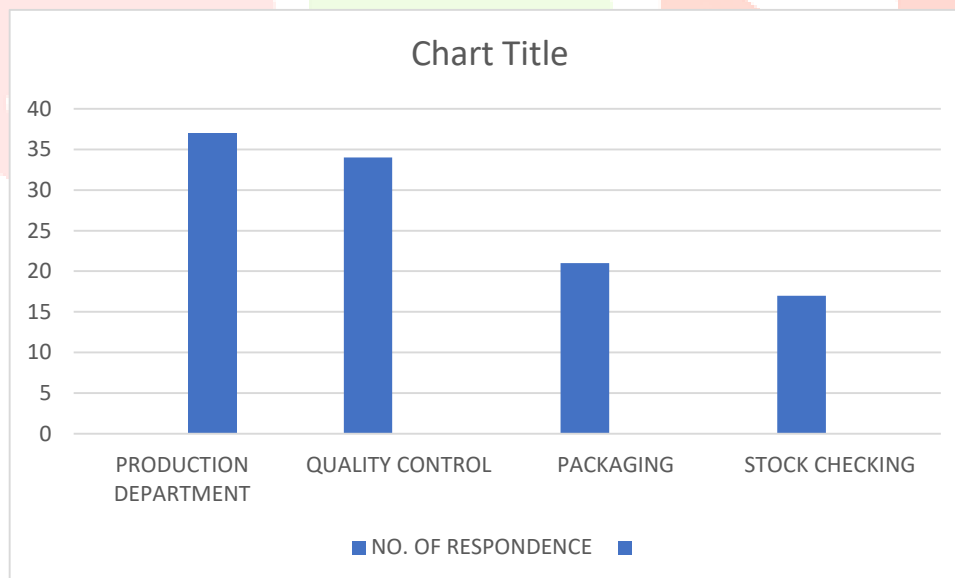
## Interpretation

From the above chart show that, 37% of the employees are self-nominated, 29% are manager nominated, 21% are HR recommendation and 13% are based on their performance review, Self and manager nominations are the main methods.

### 2. If yes, what type of training did you attend?

OPTIONS	NO. OF RESPONSE	PERCENTAGE
PRODUCTION DEPARTMENT	37	36.0%
QUALITY CONTROL	34	29.0%
PACKAGING	21	22.0%
STOCK CHECKING	17	13.0%
TOTAL	110	100.0%

Chart 2



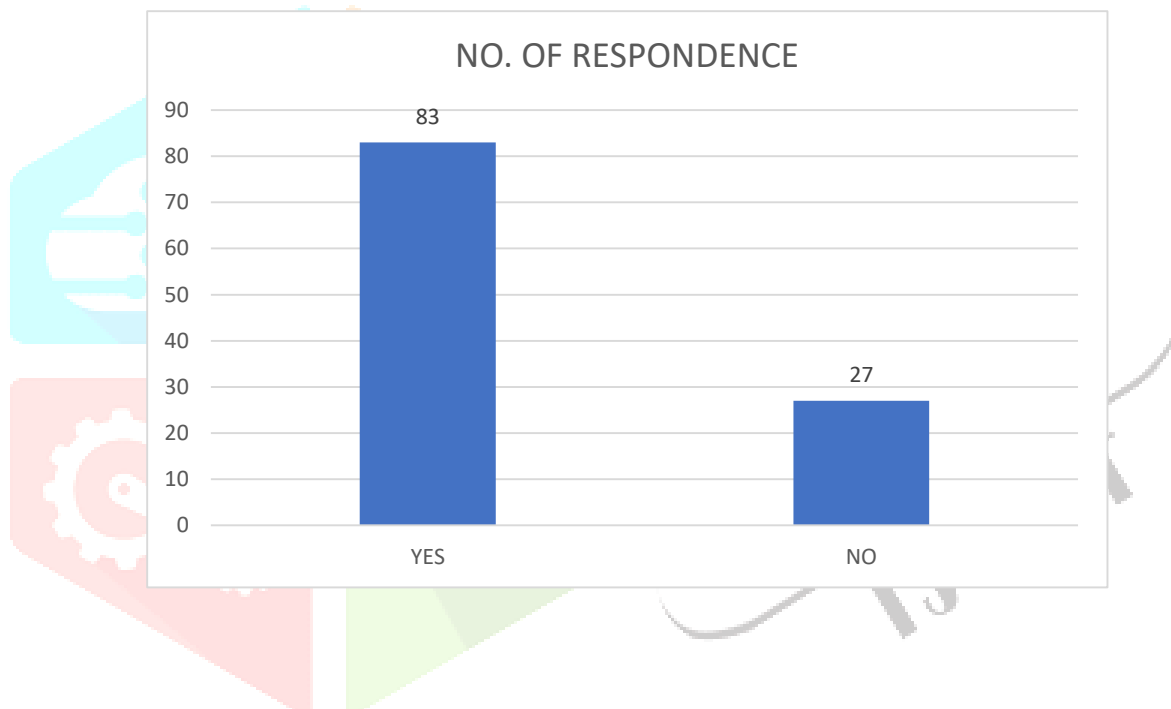
## Interpretation

From the above table shows that, 36% of employees are attend production department, 29% quality control, 22% packaging, and 13% stock checking attended, in the training period.

### 3. Was the training programs conduct are relevant to your job?

OPTIONS	NO. OF RESPONDENCE	PERCENTAGE
VERY RELEVANT	86	78.0%
NOT RELEVANT	24	22.0%
TOTAL	110	100.0%

Chart 3



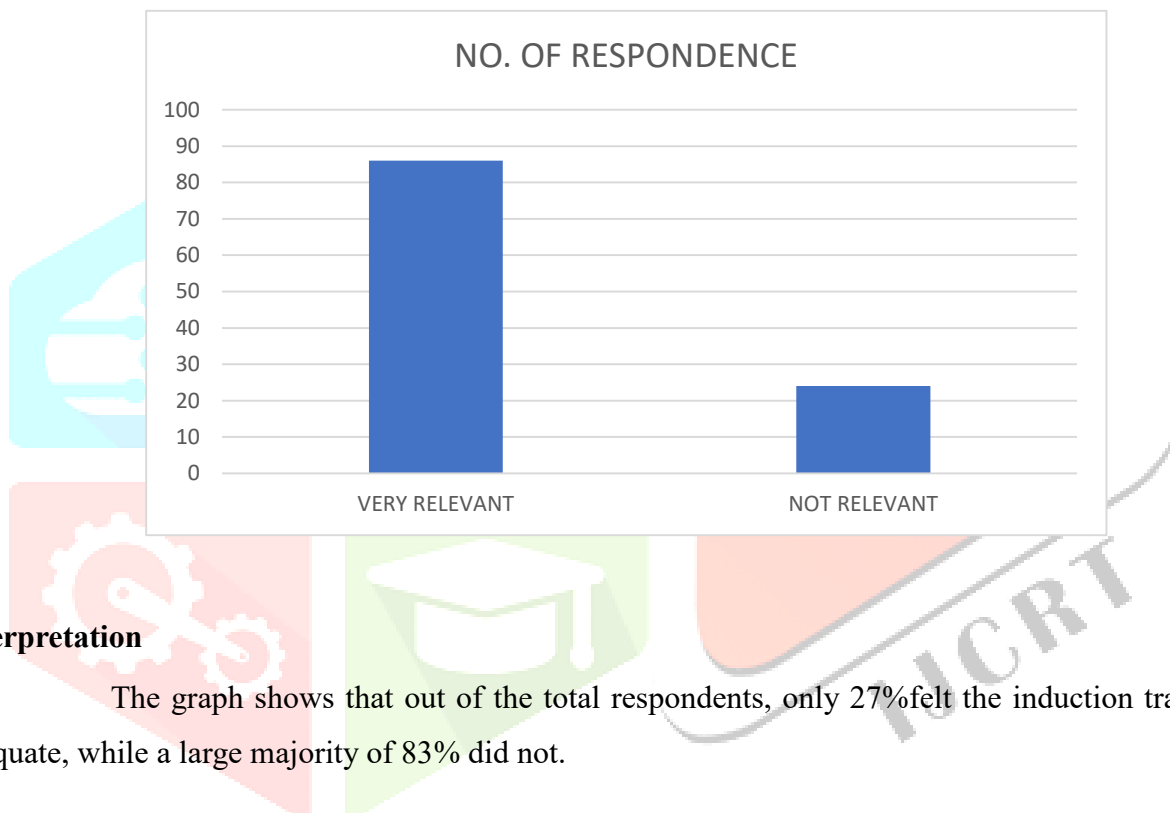
#### Interpretation

From the above data shows that, 78% of the employees are relevant to the job, remaining 22% are the employees are not relevant to their job, most training aligns well with job roles.

4. Do you feel that the current induction training program adequately prepares new employees for their job roles and responsibilities?

OPTIONS	NO. OF RESPONDENCE	PERCENTAGE
YES	27	75.0%
NO	83	25.0%
TOTAL	110	100.0%

**Chart 4**

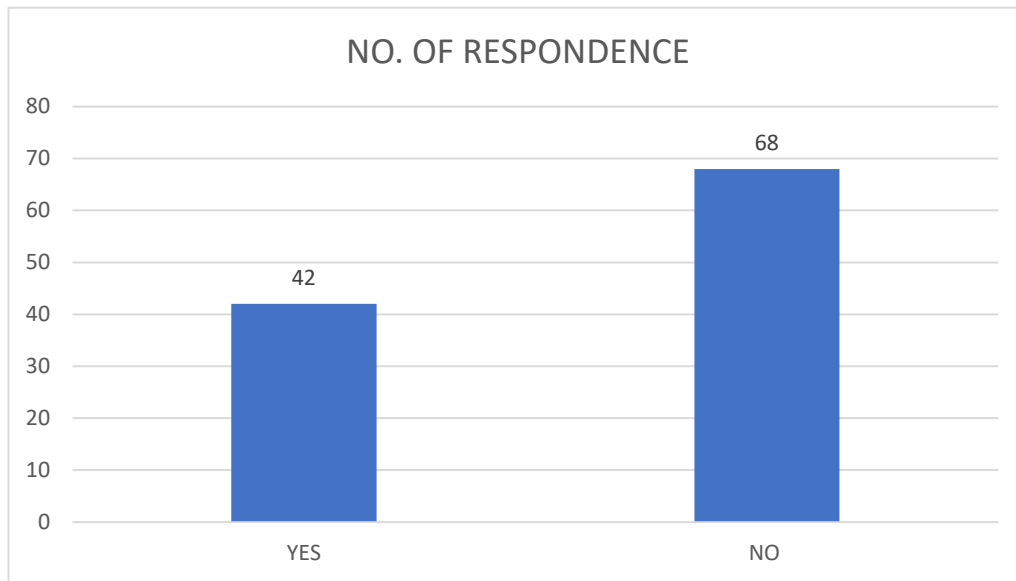


### Interpretation

The graph shows that out of the total respondents, only 27% felt the induction training was adequate, while a large majority of 83% did not.

5. Do you believe the training you received has positively impacted your job performance and productivity?

OPTIONS	NO. OF RESPONDENCE	PERCENTAGE
YES	42	38.0%
NO	68	62.0%
TOTAL	110	100.0%

**Chart 5****Interpretation**

The graph indicates that 42 respondents believe the training has positively impacted their job performance, while 68 do not share the same view.

**FINDINGS**

- 37% of the self-nominated, 29% manager-nominated for training.
- Production department (36%) and quality control (29%) was stock checking.
- 78% of the respondents reported that the training was job-relevant.
- 77% of respondents found the induction training inadequate, indicating a gap in its effectiveness.
- 62% felt confident applying what they learned.

**SUGGESTION**

- The process for selecting participants for training should be transparent and balanced, incorporating both self-nomination and manager requirement.
- Sri varsha foods private ltd focus should be placed on offering both product department, quality control and stock checking training, as these are most beneficial to employee development.
- Continued investment in skilled trainers and relevant to their job, engaging content will help maintain high satisfaction and performance outcomes.
- The induction training program should be redesigned to ensure it effectively prepares new employees for their roles.
- To improve training and development content to better match employees' job needs.

## CONCLUSION

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.

## REFERENCES

**Pilar Pineda** in the year (2010) has done his research in this topic “EVALUATION OF TRAINING IN ORGANIZATIONS: A PROPOSAL FOR AN INTEGRATED MODEL”.

**Thomas Andersson** in the year (2010) has done his research in the topic “STRUGGLES OF MANAGERIAL BEING AND BECOMING (Experiences from manager’s personal development training)”.

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A classic HR textbook that provides foundational knowledge on employee development and training systems.

## WEBSITES

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