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A Study On Impact Of Upskilling And Reskilling Of Employees At Fourrts (India) Laboratories Pvt. Ltd.

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Abstract: In the context of a rapidly evolving pharmaceutical industry, upskilling and reskilling have emerged as critical strategies for workforce sustainability. This study investigates the impact of upskilling and reskilling initiatives at Fourrts (India) Laboratories Pvt. Ltd., on employee productivity, job satisfaction, and career advancement. A sample of 100 employees was surveyed using structured questionnaires, and the data was analyzed using percentage analysis, correlation, chi-square, and factor analysis. The findings demonstrate that targeted skill development programs significantly enhance individual and organizational outcomes. Notably, 96% of respondents expressed a willingness to enhance their skills, and a significant majority acknowledged improvements in job performance. The study concludes with strategic recommendations to enhance training delivery and effectiveness.

Keywords: Upskilling, Reskilling, Employee Development, Pharmaceutical Industry, Career Advancement, the organization

I. INTRODUCTION

In today's dynamic business environment, the ability of organizations to maintain a competitive edge depends heavily on the adaptability and continuous development of their workforce. This is particularly true in the pharmaceutical sector, where innovations, regulatory shifts, and market demands necessitate a highly skilled and responsive workforce. At the center of this transformation lies Human Resource (HR) strategy, particularly in fostering upskilling and reskilling programs.

This paper examines the strategic role of upskilling and reskilling at Fourrts (India) Laboratories Pvt. Ltd., a well-established pharmaceutical company. The study aims to understand how these HR initiatives influence employee productivity, satisfaction, and overall organizational growth.

II. REVIEW OF LITERATURE

Extensive literature highlights the importance of continuous learning in the workplace. Prof. Sahana G N et al. (2023) emphasized the role of training in enhancing employee promotion chances, while Dr. Samuvel and Gilsha (2023) linked training to productivity and engagement in IT firms. Others, such as Chakma and Chaijinda (2020), advocate for structured workforce development as a cost-effective alternative to recruitment. Chakma and Chaijinda (2020) emphasize that investing in employee development is more cost-effective than rehiring and improves retention and productivity. Oludwajinmi and Adekomaya (2023) found that continuous training boosts job satisfaction and motivation, particularly in FMCG sectors. Rashmi V.K. and Dr. Samartha (2024) argue that structured learning initiatives enhance promotions and build strong internal talent pipelines. Muchiri (2022) observed that timely reskilling efforts in Kenyan enterprises help bridge skill gaps amid automation and globalization. These studies collectively support the idea that upskilling and reskilling foster both organizational resilience and employee satisfaction.

III. OBJECTIVES OF THE STUDY PRIMARY OBJECTIVE:

To analyze the impact of upskilling and reskilling of employee at Fourrts (India) Laboratories Pvt. Ltd.

SECONDARY OBJECTIVES:

- To explore how upskilling and reskilling contribute to employee productivity and efficiency.
- To evaluate how acquiring new skills enhances job satisfaction and motivation.
- To examine the factors of skill development in career advancement and promotion.
- To identify challenges in implementing upskilling and reskilling initiatives and propose solutions.

IV. RESEARCH METHODOLOGY

Research Design:

A descriptive research design was employed. The study was conducted at Fourrts (India) Laboratories Pvt. Ltd., with a target population of 450 employees. A sample of 100 respondents was selected using Convenience sampling method.

Sources of data:

- Primary data was collected through structured questionnaires.
- Secondary data included company documents and existing literature.

Tools Used for Analysis:

- Percentage analysis
- Correlation analysis
- Chi-square test
- Factor analysis

v. ANALYSIS AND INTERPRETATION

S. No	Demographic Variable	Majority Category	Percentage
1	Gender	Male	66%
2	Age	25-45 years (combined)	70%
3	Department	Quality Control (QC)	25%
4	Years of Experience	1-5 years	27%
5	Educational Qualification	Undergraduate (UG)	48%

S. No.	Tool Used	Variables Analyzed	Test Value	Significance (p-value)	Inference
1.	Correlation	Age of respondents vs Perception of employees whether upskilling & reskilling improved productivity	$r = -0.166$	$p > 0.05$, $p = 0.099$	No significant relationship between age and perceived productivity improvement through training.
2.	Chi-Square Test	Gender vs Job Satisfaction after acquiring new skills	$\chi^2 = 1.067$	$p > 0.05$, $p = 0.785$	No significant association between gender and job satisfaction after acquiring new skills.
3.	Factor Analysis	Multiple items related to upskilling programs, satisfaction, and career growth	KMO = 0.787, Bartlett's $\chi^2 = 371.756$	$p < 0.05$, $p = 0.000$	Factor analysis is appropriate; data shows adequate sampling and significant inter-variable correlation.

VI. FINDINGS

- It is found that 96% of respondents expressed willingness to learn new skills.
- It is found that 100% of respondents had participated in some form of upskilling or reskilling.
- It is found that 61% of respondents had agreed on upskilling improved productivity.
- It is found that the respondents of 57% agree training skills are directly applicable to daily tasks.
- It is found that 69% of respondents are satisfied with upskilling programs.
- It is found that 68% of respondents feel more satisfied with their job after training.
- It is found 29% reported promotions, but 68% felt more confident at work.
- It is found that 56% of respondents take initiative by upgrading themselves.
- It is found that 74% of respondents had agree supervisor support encourages upskilling.
- It is found that 48% of respondents gave 4-star ratings to training initiatives.

VII. SUGGESTIONS

These results suggest that upskilling and reskilling significantly enhance productivity, job satisfaction, and perceived career opportunities. However, challenges such as training relevance and scheduling conflicts remain. To improve effectiveness, the company should:

- Provide more customized training programs.
- Align training with individual career paths.
- Include practical sessions alongside theoretical content.
- Increase awareness and access to digital learning platforms.

By implementing these suggestions and recommendations, they can further strengthen its workforce and ensure long-term organizational competitiveness.

VIII. CONCLUSION

This study confirms that upskilling and reskilling significantly influence employee performance, job satisfaction, and career progression in the pharmaceutical sector. The Fourrts (India) Laboratories Pvt. Ltd., examined in this research has effectively implemented learning programs that align with both organizational objectives and employee development needs. However, to maximize the long-term impact of these initiatives, training must be continuous, tailored to specific job roles, and actively supported by leadership. A strategic and sustained focus on workforce development will enable organizations to remain competitive and future-ready in a rapidly evolving industry landscape.

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