

## **AN IMPACT OF TRAINING AND DEVELOPMENT ON EMPLOYEES CAREER ADVANCEMENT, THIRUMALAI CHEMICALS LIMITED, RANIPET**

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### **Abstract**

This study investigates the impact of training and development on career advancement by examining two key objectives: the influence of training and benefits on career growth, and the effect of skill improvement perception on professional progression. Using a descriptive research design, data were collected from 150 employees at Thirumalai Chemicals Limited. The analysis reveals statistically significant positive correlations between both the influence of training and benefits ( $r = 0.524$ ,  $p < 0.01$ ) and skill improvement perception ( $r = 0.535$ ,  $p < 0.01$ ) with career advancement. The findings highlight the importance of strategic training and development programs in fostering professional growth and enhancing organizational success. Organizations are encouraged to invest in skill-enhancing initiatives to improve employee satisfaction, retention, and career progression.

**Keywords:** Training and Development, Career Advancement, Skill Improvement, Employee Development, Professional Growth

### **INTRODUCTION**

Training and development help optimise the utilisation of human resources, which further helps policy personnel's achieve organisational goals as well as their individual goals. Training and development helps to provide an opportunity and broad structure for the development of human resources technical and behavioural skills in the organization. It also helps the employees attain personal growth. Training and development help increase the job knowledge and skills of

employees at each level. It helps to expand the horizons of human intellect and an overall personality of the employees. Training and Development is the framework for helping employees to develop their personal and organizational skills, knowledge, and abilities.

The impact of training and development on employees' career advancement stands as a pivotal aspect in shaping the success of both individuals and organizations. This exploration the multifaceted of strategic learning initiatives, investigating how they catalyse professional growth, boost organizational performance, and foster a culture of continuous improvement. By unravelling these dynamics, its aim to provide valuable insights into the profound and lasting effects that investing in employee training and development has on the overall vitality of today's workforce.

### **OBJECTIVES OF THE STUDY**

- To analyse the influence of training and benefits on career advancement.
- To determine the skill improvement perception on professional progression.

### **THE INFLUENCE OF TRAINING AND BENEFITS**

Training significantly improves employee skills, performance, and adaptability, fostering a culture of continuous learning. At the same time, competitive benefits contribute to employee satisfaction, attract top talent, and enhance overall well-being, collectively shaping a positive organizational environment and influencing long-term success.

### **SKILL IMPROVEMENT PERCEPTION**

Perception of skill improvement is subjective and varies among individuals. Employees may perceive skill enhancement positively when training programs align with their job roles, contribute to career growth, and provide practical, applicable knowledge. Regular feedback, recognition, and opportunities to apply newly acquired skills also influence how employees perceive the effectiveness of skill improvement initiatives. Additionally, the relevance of training to organizational goals and the evolving needs of the industry contribute to employees' overall perception of the value of skill development programs.

## NEED OF THE STUDY

Training and development play a crucial role in an employee's career advancement by enhancing skills, knowledge, and capabilities. Continuous learning fosters professional growth, making individuals more adaptable to evolving job requirements. This, in turn, increases their chances of promotions and career progression. Additionally, well-trained employees often contribute positively to organizational success, creating a win-win situation for both the individual and the company. The training and development of employees are integral for fostering career advancement within organizations.. This adaptability is crucial for career growth as it enables individuals to navigate changing job requirements and industry dynamics, training provides a structured pathway for employees to enhance their competencies, contributing to increased efficiency and productivity.

This commitment, in turn, fosters employee satisfaction and loyalty, reducing turnover and creating a talent pool of skilled professionals ready for higher responsibilities. Ultimately, the ongoing training and development of employees are essential components of a strategic approach to talent management, ensuring that individuals are well-equipped to advance in their careers within the ever-changing professional landscape.

## Literature Review

**Oluseyi and Ayobami (2021) as stated that employee performance is related to the willingness and openness of an individual to try and achieve new things in their job.** The performance of the job can be characterized by a person while carrying out his job. Job performance can also be defined as behaviors and activities to achieve organizational goals (Oluseyi et al.,2021). **Ihsan, (2020) has investigated on skill enhancement of employees,** Training is a process of shaping and equipping individuals by increasing their skills, talents, knowledge, and behaviour so that work can be conducted more quickly, effectively, and reasonably (Ihsan 2020). **Dizaho, et al., (2019), has implemented on the impact of work conflict on career development,** Career development is an essential part of employee growth and organizational effectiveness because when employees are well developed and equipped with the right skills, competencies, knowledge and resources to grow, this affects not only the employee, but also the institution and the country's economy. (Dizaho, Salleh, & Abdullah

2019). Hamid et al, (2019) has determined on emotional intelligence on career satisfaction, Therefore, organizations should start providing or sending employees to trainings related to career enhancing skills and emotional competencies in order to enhance employees' performance. This study seeks the relationship between career development and employees' performance (Hamid and Amir Ishak 2019)

### **RESEARCH DESIGN**

The research design adopted to study the research was descriptive research design. It is designed to determine the relationship between variables. This research enables researcher to generate data through the standardized collection procedures based on highly structured research instruments and well defined study concept and related variables. Descriptive research design used to determine the characteristics of the population without manipulating variables. As a survey method, this type design help to identify the attributes of particular or similar target market by observing and gathering data from the selected phenomena.

### **SAMPLING FRAME**

The study conducted among people who are at age of between 20 years to Above 50 years. As the research conducted on topic of impact of training and development on employee's career advancement. So the target audience for the survey was people who are undergraduates, postgraduates, professionals of the employees in the organization. Sampling Frame collected from undergraduate and postgraduate professionals of the employees from Thirumalai chemicals limited.

### **SAMPLING METHODS**

Probability and non-probability sampling are the two primary types; in the case of probability sampling, every member of the research population has an equal probability of taking part in the investigation. A simple random, systematic, stratified sampling that was employed by the researcher. Since it was possible to predict who would consent to fill out the survey and the population as a whole is known, the method was suitable for this study.

**HYPOTHESIS STATEMENT**

H1: There is substantial relationship between influences on training benefits with career development.

H1: There is absolutely relationship between skill improvement perceptions with professional progression.

**Data Analysis and Interpretation**

**CORRELATION**

**Objective 1: To analyse the influence of training and benefits on career advancement**

		Influence of training and benefits	Career advancement
Influence of training and benefits	Pearson	1	.524**
	Correlation		
	Sig. (2- tailed)		.000
	N	150	150
Career advancement	Pearson	.524**	1
	Correlation		
	Sig. (2- tailed)	.000	
	N	150	150

**\*\*.** Correlation is significant at the 0.01 level (2-tailed)

**Interpretation:**

The correlation analysis reveals a statistically significant positive relationship between the, with a Pearson correlation coefficient of 0.524 ( $p < 0.01$ ). This moderate positive Influence of Training and Benefits and Career Advancement association suggests that employees who perceive training and benefits as valuable are more likely to experience career growth opportunities within their organization. The significance level of 0.000 indicates that this relationship is robust and unlikely to occur by chance. The findings emphasize that training

programs tailored to enhance skills and knowledge, coupled with attractive benefits; play a critical role in facilitating career advancement. This relationship highlights how strategic investments in employee development initiatives not only enhance individual competencies but also create pathways for professional growth, which in turn can improve retention, job satisfaction, and organizational performance. The sample size of 150 strengthens the reliability of these findings, providing actionable insights for organizations aiming to align training and benefits with career development frameworks to achieve sustainable employee engagement and success.

**Objective 2: To determine the skill improvement perception on professional progression.**

		Skill improvement perception	Professional progression
Skill improvement perception	Pearson	1	.535**
	Correlation		
	Sig. (2- tailed)		.000
	N	150	150
Professional progression	Pearson	.535**	1
	Correlation		
	Sig. (2- tailed)	.000	
	N	150	150

\*\* . Correlation is significant at the 0.01 level (2-tailed).

**Interpretation:**

The correlation between Skill Improvement Perception and Professional Progression ( $r = 0.535$ ,  $p < 0.01$ ) suggests that as employees perceive an improvement in their skills, they are more likely to experience professional growth. This moderate to strong positive correlation emphasizes the importance of skill development in advancing one's career. Organizations that prioritize skill enhancement through targeted training and development programs may find that employees not only perceive growth in their capabilities but also see more opportunities for career

advancement. The statistical significance of the correlation further supports the idea that skill improvement is a key driver of professional progression.

## **FINDINGS**

The study found statistically significant positive relationships between both the influence of training and benefits on career advancement ( $r = 0.524$ ,  $p < 0.01$ ) and skill improvement perception on professional progression ( $r = 0.535$ ,  $p < 0.01$ ). These findings indicate that employees who perceive training and benefits as valuable are more likely to experience career growth. Furthermore, employees who perceive improvements in their skills are more likely to achieve professional advancement.

## **SUGGESTIONS**

Organizations should prioritize strategic investments in training programs that enhance both technical and behavioral skills. Tailoring training to align with job roles and career advancement goals can help employees perceive skill improvement, which in turn supports their career growth. Additionally, integrating competitive benefits that contribute to employee satisfaction can further enhance their career development prospects.

## **CONCLUSION**

The study emphasizes the critical role of training and development in promoting employee career advancement. A focus on skill enhancement through well-structured training programs not only boosts employee capabilities but also fosters a culture of continuous improvement. This approach benefits both employees, by offering opportunities for professional progression, and organizations, by improving employee engagement, satisfaction, and retention.

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