

A Study on the Effectiveness of Training and Development Programs at Learnlytica Private Limited

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Abstract—Training and Development is an important function of Human Resource Management that helps employees improve their knowledge, skills, and overall job performance. Organizations invest in training programs to enhance employee productivity, develop professional competencies, and achieve organizational goals. The present study aims to evaluate the effectiveness of the Training and Development programs conducted at Learnlytica Private Limited. The study follows a descriptive research design and is based on both primary and secondary data. Primary data were collected through a structured questionnaire from 55 respondents, while secondary data were collected from books, journals, company records, and reliable online sources. The collected data were analyzed using the percentage method to understand employees' opinions regarding the training programs.

The findings indicate that the majority of the respondents were satisfied with the training programs. Employees appreciated the trainers' subject knowledge, the improvement in their technical skills, and the positive impact of the training on their professional attitude and behaviour. Overall, the study concludes that the Training and Development programs conducted by Learnlytica Private Limited are effective in enhancing employee learning and professional development. The study also highlights the importance of continuous learning in improving organizational performance and employee growth.

I. INTRODUCTION

Human resources are one of the most valuable assets of any organization. The success of an organization depends on the knowledge, skills, and abilities of its employees. In today's competitive business environment, organizations must continuously improve employee competencies to remain productive

and achieve long-term success. Training and Development plays a significant role in helping employees perform their jobs efficiently while preparing them for future responsibilities.

Training refers to the process of providing employees with the knowledge and skills required to perform their current job effectively. Development is a continuous process that focuses on improving employees' overall capabilities, leadership qualities, and career growth. Together, Training and Development contribute to higher productivity, better work quality, increased employee satisfaction, and organizational effectiveness.

With rapid technological advancements and changing industry requirements, organizations are placing greater emphasis on continuous learning and skill development. Effective training programs help employees adapt to new technologies, improve their technical and professional skills, and increase their confidence in the workplace. They also help organizations reduce errors, improve efficiency, and build a competent workforce.

Learnlytica Private Limited is an Educational Technology (EdTech) company that provides internship programs, certification courses, technical training, and skill development initiatives for students and professionals. The company focuses on practical learning and career development by offering industry-oriented training programs. Since employee knowledge and skills play an important role in organizational success, it is essential to evaluate the effectiveness of the company's Training and Development programs.

The present study aims to examine employees' opinions regarding the effectiveness of the Training

and Development programs conducted at Learnlytica Private Limited. The study also evaluates whether the training programs have helped employees improve their technical knowledge, professional skills, workplace behaviour, and overall job satisfaction. The findings of the study may help the organization further strengthen its training initiatives and improve employee development.

II. REVIEW OF LITERATURE

Training and Development has become an essential function of Human Resource Management because it helps employees improve their knowledge, skills, and overall job performance. Many researchers have studied the impact of training on employee performance, organizational productivity, and career development.

Garavan et al. (2020) found that well-planned training programs improve employee performance and contribute to organizational growth. The study highlighted that effective training increases employees' confidence, knowledge, and productivity. Gary Dessler (2020) explained that training helps employees acquire the skills and knowledge required to perform their jobs efficiently. According to him, continuous training enables organizations to remain competitive in a changing business environment.

Michael Armstrong (2021) stated that Training and Development is an important part of Human Resource Management. He emphasized that organizations investing in employee development achieve higher productivity, better employee performance, and long-term success.

K. Aswathappa (2021) observed that effective training programs improve employees' technical skills, motivation, and work efficiency. He also emphasized the importance of continuous learning for organizational development.

Singh (2022) concluded that training and development programs positively influence employees' professional skills, job performance, and career growth. The study also highlighted that practical training improves employees' confidence and workplace performance.

III. RESEARCH GAP

Several studies have examined the impact of Training and Development on employee performance,

productivity, and organizational effectiveness. However, only limited research has been conducted on the effectiveness of Training and Development programs in emerging EdTech organizations. In addition, very few studies have focused on employees' perceptions regarding trainer effectiveness, technical skill development, professional behaviour, and overall satisfaction with training programs. Therefore, the present study aims to evaluate the effectiveness of the Training and Development programs conducted at Learnlytica Private Limited and identify their impact on employee learning and professional development.

IV. OBJECTIVES OF THE STUDY

- To study the effectiveness of Training and Development programs at Learnlytica Private Limited.
- To evaluate the impact of training on employees' technical knowledge and skills.
- To examine employees' opinions regarding the effectiveness of trainers.
- To assess the influence of training on employees' professional attitude and behaviour.
- To measure the overall satisfaction of employees with the Training and Development programs.

V. RESEARCH METHODOLOGY

The present study follows a descriptive research design to evaluate the effectiveness of the Training and Development programs conducted at Learnlytica Private Limited. A descriptive research design is appropriate because it helps in collecting, analyzing, and interpreting employees' opinions regarding different aspects of the training programs.

The study is based on both primary and secondary data. Primary data were collected through a structured questionnaire from 55 respondents working at Learnlytica Private Limited. Secondary data were collected from books, journals, company records, research articles, and reliable online sources related to Human Resource Management and Training and Development.

The respondents were selected using the Convenience Sampling Method, as they were easily available and willing to participate in the survey. The collected data were analyzed using the Percentage Method and

presented in the form of tables. The analysis helped in understanding employees' opinions regarding trainer effectiveness, technical knowledge, professional behaviour, and overall satisfaction with the Training and Development programs.

VI. SURVEY RESULTS

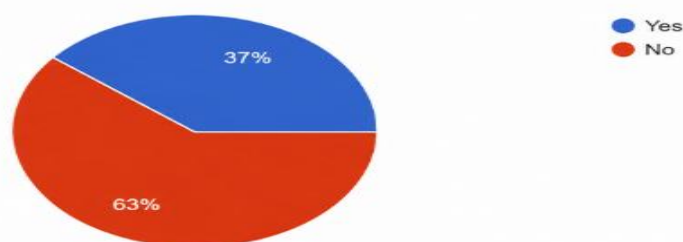
1. Table showing Training and Development Programs Conducted Regularly

Option	No. of respondents	% of respondents
Yes	20	37%
No	35	63%
Total	55	100%

SOURCE: Survey

Chart 4.1.2

1. Does Learnlytica Pvt. Ltd. conduct training and development programs regularly?
55 responses



Analysis

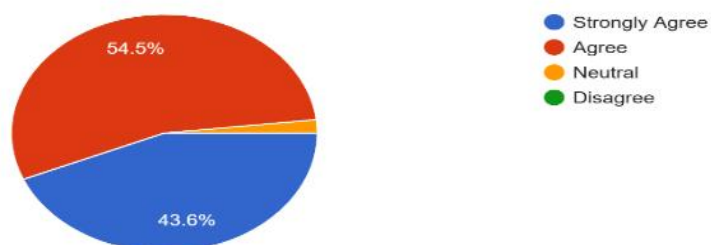
The table reveals that **20 respondents (37%)** believe that Learnlytica conducts Training and Development programs regularly, whereas **35 respondents (63%)** feel that such programs are not conducted on a regular basis.

Interpretation

The majority of the respondents believe that the organization should conduct Training and Development programs more frequently. This indicates that employees expect regular learning opportunities to improve their knowledge, skills, and overall performance.

Chart 4.1.9

8. Were the trainers knowledgeable about the subject?
55 responses



2. Table Showing Whether the Trainers Were Knowledgeable About the Subject

Option	No. of Respondents	% of Respondents
Strongly agree	24	43.6%
Agree	30	54.5%
Neutral	1	1.8%
Disagree	0	0.0%
Total	55	100%

SOURCE: Survey

Analysis

The above table reveals that 30 respondents (54.5%) agreed, 24 respondents (43.6%) strongly agreed, and 1 respondent (1.8%) remained neutral regarding the trainers' knowledge of the subject. No respondents expressed disagreement.

Interpretation

The findings indicate that the trainers possessed strong subject knowledge and were well-prepared to deliver the training programs. Their expertise contributed to improving the learning experience and helped

participants gain a better understanding of the topics covered.

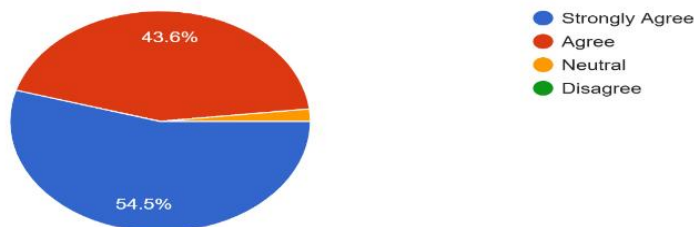
3. Table Showing Whether the Training Improved Technical Knowledge

Option	No. of Respondents	% of Respondents
Strongly agree	30	54.5%
Agree	24	43.6%
Neutral	1	1.8%
Disagree	0	0.0%
Total	55	100%

SOURCE: Survey

Chart 4.1.12

11. Did the training improve your technical knowledge?
55 responses



Analysis

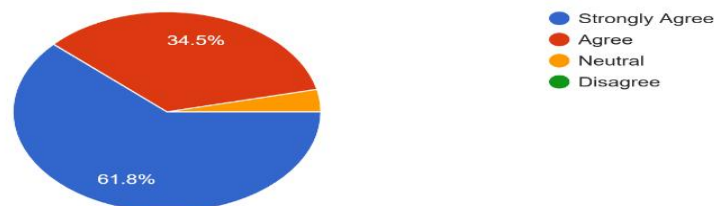
The above table indicates that 30 respondents (54.5%) strongly agreed, 24 respondents (43.6%) agreed, and 1 respondent (1.8%) remained neutral that the training improved their technical knowledge. None of the respondents disagreed with the statement.

Interpretation

The findings suggest that the training programs conducted by Learnlytica Private Limited significantly enhanced the technical knowledge of the participants. This demonstrates the effectiveness of the training in improving employees' professional competencies.

Chart 4.1.17

16. Did the program help you improve your professional attitude and behavior?
55 responses



4. Table Showing Whether the Program Improved Professional Attitude and Behaviour

Option	No. of Respondents	% of Respondents
Strongly agree	34	61.8%
Agree	19	34.5%
Neutral	2	3.6%
Disagree	0	0.0%
Total	55	100%

SOURCE: Survey

Analysis

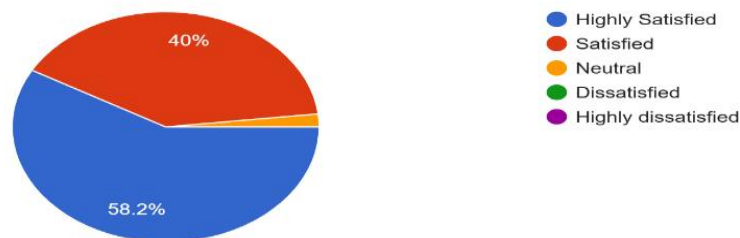
The above table shows that 34 respondents (61.8%) strongly agreed, 19 respondents (34.5%) agreed, and 2 respondents (3.6%) remained neutral that the training program improved their professional attitude and behaviour. None of the respondents disagreed with the statement.

Interpretation

The findings indicate that the training program had a positive impact on participants' professional attitude and workplace behaviour. It helped improve discipline, communication, teamwork, and professionalism among the respondents.

Chart 4.1.21

20. Overall how satisfied are you with the training program?
55 responses



Analysis

The above table shows that the majority of the respondents were either Highly Satisfied or Satisfied with the overall training program. A small number of respondents expressed a neutral opinion, while very few reported dissatisfactions.

Interpretation

The findings indicate a high level of overall satisfaction with the Training and Development programs conducted by Learnlytica Private Limited. The positive responses suggest that the programs successfully met participants' learning needs and contributed to their knowledge, skill development, and professional growth.

VII. CONCLUSION

Training and Development is an essential function of Human Resource Management that helps employees improve their knowledge, skills, and overall job

5. Table Showing the Overall Satisfaction with the Training Program

Option	No. of Respondents	% of Respondents
Highly Satisfied	32	58.2%
Satisfied	22	40.0%
Neutral	1	1.8%
Dissatisfied	0	0.0%
Highly Dissatisfied	0	0.0%
Total	55	100%

SOURCE: Survey

performance. The findings of the present study indicate that the Training and Development programs conducted by Learnlytica Private Limited have positively influenced employees by enhancing their technical knowledge, improving their professional attitude and behaviour, and increasing their overall satisfaction with the training. The respondents also expressed positive opinions about the trainers' subject knowledge and the quality of the training programs. Overall, the study concludes that the Training and Development initiatives at Learnlytica Private Limited are effective and contribute to employee development as well as organizational growth.

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