

A Study on Identification of Training Requirements of Employees in Pharmafabrikon LTD, Madurai

¹MS P Prithika, ²Dr. C Gnanaprakasam and ^{*3}Dr. B Velmurugan

¹ MBA, NPR College of Engineering & Technology, Natham, Dindigul, Tamil Nadu, India.

² Associate Professor, Department of Management Studies, NPR College of Engineering and Technology, Natham, Dindigul, Tamil Nadu, India.

^{*3} Professor & Head, Department of Management Studies, NPR College of Engineering and Technology, Natham, Dindigul, Tamil Nadu, India.

Article Info.

E-ISSN: 2583-6528

Impact Factor (SJIF): 6.876

Peer Reviewed Journal

Available online:

www.alladvancejournal.com

Received: 09/April/2025

Accepted: 11/May/2025

Abstract

This research investigates the training needs and effectiveness of employee development programs at Pharmafabrikon Ltd, Madurai. Training and development are essential components in enhancing employee performance and ensuring organizational growth. The study uses a combination of surveys and structured questionnaires to identify existing skill gaps, assess employee satisfaction with current training efforts, and evaluate the impact of training on job performance. The findings reveal specific areas where training programs are lacking, particularly in technical and functional skills, and emphasize the need for better alignment between employee expectations and organizational training objectives. The study also highlights that while existing training initiatives have led to some improvements in job performance and team building, there is scope for improvement in content delivery and customization. Suggestions include implementing more interactive training methods such as case studies and group discussions, along with the use of return on investment (ROI) measures to evaluate training impact. Overall, the research concludes that while the current training programs provide value, a more strategic and personalized approach can significantly enhance employee competence, engagement, and satisfaction. These insights can assist Pharmafabrikon and similar organizations in refining their learning and development strategies to achieve higher productivity and organizational efficiency.

Keywords: Training and development, optimum utilization of human resources.

Introduction

Training and development play a vital role in the effectiveness of an organization. It is one of the most pervasive techniques for improving employee's performance enhancing organization productivity. Employees are the indispensable asset and key element of gaining competitive advantage of any organization practices that help in enhancing employee's skills, knowledge and training is essential tool for its actualization. And my study on Identification of training on Pharmafabrikon Ltd give me to scope to know in detail about the different techniques and method adopted by Pharmafabrikon to train their employees very effectively. In the field of Human Resources Management, Training and Development is the field concern with organizational activities which are aimed to bettering individual and group performances in organizational settings. It has been known by many names in the field HRM, such as employee Development, Human Resources.

Statement of the Problem

The problem of statement included various factors such as knowing the training and development facilities to the employees and also to know what best effort has been put in by the firm to improvise it so that it can be utilized effectively and efficiently by the employee in the organization. Employee training and development are terms often used interchangeably, across sector, and encompass various employee learning practices. More specially, employee training involves programs that enable employees to learn precise skills or gain knowledge to improve job performance.

Objectives of the Study

Primary Objectives

To identify the factors affecting training and development among the employees working the Pharmafabrikon Ltd Madurai.

Secondary Objectives

- To analyze the effectiveness of training through employees performance. and
- To identify the lapses in training and to provide suggestions based on finding of the study.
- To Know the employee's expectation and level of satisfaction towards the training program

Need of the Study

Human resources are an important requirement in any organizations. This study includes the various methods followed organizations for training and development. And to know the effectiveness of the training and development. Training is essential for an employee who has just been promoted to a higher level job. With an evaluation I is position in the organization, its responsibilities are also going to multiply. Training is not something needed for the newly recruited staff alone. Even the existing employees of a concern may require training. Such training enables them to update their skills and knowledge.

Scope of the Study

- The study covers specific areas of training in Pharmafabrikon Company, Madurai.
- The scope of the study is the number of training programmers provided, training needs done, types of training, faculty efficiency, enhance of skills and the overall effectiveness in the company.
- The study has covered with vital role of employees training and their skills development.

Hypothesis of the Study

It means tentative generalization of the validity of which remains the tested. In short it deals with certain assumptions made in the study.

Null Hypothesis

A Hypothesis is which assumes that there is significant difference between sample statistics and population parameter is called the null hypothesis. It is denoted by H_0

Alternative Hypothesis

A hypothesis is which assumes that there is significant difference between sample statistics and population parameter is called the Alternative hypothesis. It is denoted by H_1

Research Design

Research Design contributes the blue print of collection, measures and analysis of data. In specific terms, a Research Design is the arrangements of conditions for collection and analysis of data in a manner that aims to combine relevance to the research prose with economy in prose with economy in procedure.

Research Methodology

A good research work requires a clear scientific methodology because only through the application of correct methodology in selection of sampling techniques, appropriate tools of data collection, tools for analysis etc., well founded conclusion can be drawn on the phenomena under consideration. The present study conducted at Pharmafabrikon limited at Madurai.

Methods of Data Collection

Data collection of data can define to be techniques used in gathering empirical research data this process typically

stipulates how information is gathering methods of data. Which are as following questions focus group, test, observation interview and secondary data?

Primary Data

Primary Data are those which are new and original in nature. These data are the first hand information generated to achieve the purpose of the research. For example, the data relating the population collected by the enumerators of the government are primary data.

Secondary Data

Secondary data are those data which are not new and original in nature. These data are obtained from published or unpublished sources. For example, if we use the data relating to the population which is published by the government.

Tools Used for Data Collection

Among the various methods, which can be used to collect the primary data, the researcher has adopted Questionnaire method. The researcher has prepared structured questionnaires, which contained predominantly multiple choice questions.

Tools for Analysis of Data

The data collected through questionnaires were analyzing the data. Content analysis procedure is used to determine relationship between subject's answers.

- Simple Percentage Method
- Chi-Square Method

Period of the Study

The period of study is from 02.01.2025 to 30.04.2025.

Area of the Study

The survey was conducted in Pharmafabrikon limited Madurai.

Limitations of the Study

- Some of the respondents were not clear with the answer
- The time and resource available for the study is limited
- Due to the work pressure some staff members were not able to give the information in time

Company Profile

Pharmafabrikon Company is one of the India Leading Pharmacy Manufacturing and Marketing Company. It is found in 1981. The headquarters is located in Madurai, Tamil Nadu, and India. The Key Persons of Pharmafabrikon are P. Pon Rajan Pharm, Lakshman Pharm, Gunasegaram Pharm, and Kaja Mohideen B. Pharm.

Pharmafabrikon is considered as the cornerstone by offering medicines at very economical price. They are marketing in all over Tamil Nadu and Kerala. These two states people are having the products of the company. Pharmafabrikon develops their markets in Sri Lanka and also covers whole India. Pharmafabrikon A WHO-GMP Pandis 09001:2008 certified company is equipped for manufacturing Tablets, Capsules, Inject able and Dry Syrup Formulations with installed plant capacity. Pharmafabrikon has carved out a distinct place of its own in third party manufacturing of best quality pharmaceutical products. The company is focused on dedicated contract manufacturing facility for specialized pharmaceutical products and is now effectively harnessing global opportunities to cement its international presence. Spread over 7 acres, this state of the art ultra-modern facility

is set up in the Tamil Nadu. This excise free zone is hub of leading pharmaceutical companies of India, as it provides a cost competitive edge over manufacturing units operating in other parts of India. The company boasts of an impressive product list inclusive of niche DCGI approved formulations to meet all customer needs. It is presently a co-producer to leading pharmaceutical companies of India. The Pharmafabrikon Motto is 'For Healthy Lives' it is committed to provide quality branded medicines & generics at affordable prices to patients worldwide aiming to reduce health care costs.

Manufacturing Process in Pharmafabrikon

Varieties of Tablets and 30 Types of Injections (SVP –Small Volume Percentiles).

Regulatory Department

The regulatory team of the Pharmafabrikon plays critical roles throughout the product life cycle, from concept through product commercialization. The team provides strategic tactical and operational direction and support for working within regulations to expertise the development and delivery of safe and effective products for the health care systems. Continues in the regulatory environment, the as well the new science safe the dynamic and expanding scope of the regulatory team.

Production Department

Once the drug approved by the regulatory broad, the regulatory department will give the master formulations record to the production department. The Production Department is involved in the preparation of pharmaceutical product from the receipt of materials throughout processing packaging and repacking, labeling and relabeling to completion of the finished product.

Raw Material Department

Raw Material gets received in the industry were deducting removal of dust takes place and visual checking for damage takes place if there is an assurance of damage is in the raw material are packaged items, it will not be sent to the industry and the raw materials get discarded. After checking the raw materials must be approved record in the material received entry that the material has been received.

Data Analysis and Interpretation

Percentage Analysis



Fig 1: Opinion Training & Development Programs

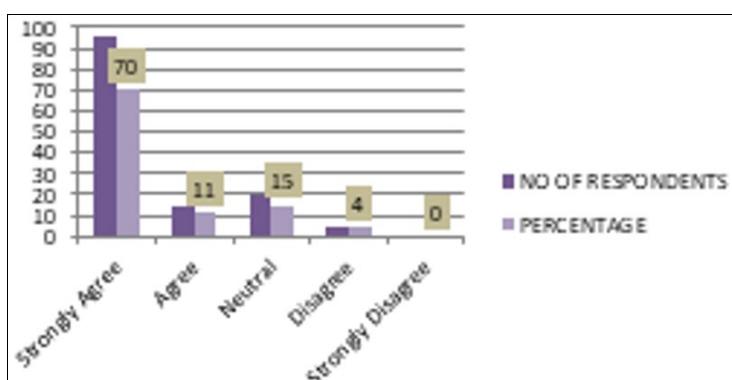


Fig 2: Queries & Doubts Rectified by the Trainer

Human Resource Department

Management of human resource is a new filled of studying behavioral science knowledge is relating to the working of line and staff official and union leaders to motivate and develop employees in attaining organizational goals. In human resource approach to the management of employees represents a significant measure of utilizing human resource to accomplish organizational goals through the application of behavioral science and experimental psychology it is a highly comprehensive field involving the use of numerous concepts such a personnel management, labor relation, manpower management and employment relation definition of these concept will enhance the understanding of this field.

Finance Department

The part of an organization that manages its money comes under the finance department finance function is needed in all type of organization. Of all business functions, finance functions are the most important one. Finance function is concerned with the evaluation of how funds are powered and used.

Quality Control Department

The term quality control refers to be slim of all procedures undertake to ensure the identity and purity of a process of checking or testing, that specification are met through which the industry measures actual quality performance, compares to which standard and acts on the difference.

Quality Assurance Department

Quality Assurance is the most vital function of Total Quality Management (TQM) in Pharmafabrikon industry quality assurance function as the company internal quality auditing and compliance. Generally they are most involved on global issue and frequent conduct periodic GMP training to personnel at all levels of organization.

Research and Development Department

For this type of test they must to follow,

1. FDA-Food and Drug Administration.
2. ICH-International Conference Harmonization.
3. MHRA-Medicine Health Recognized Association.

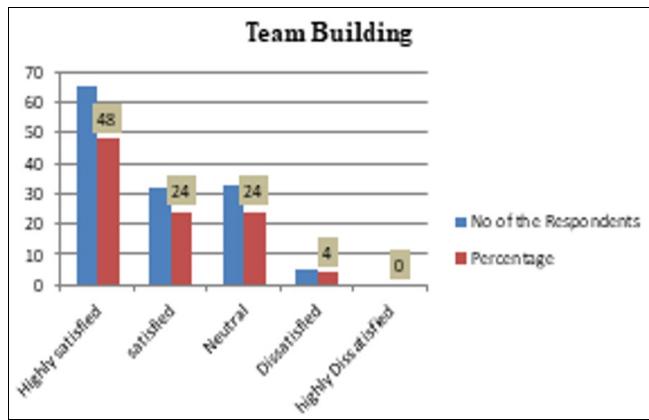


Fig 3: Team Building

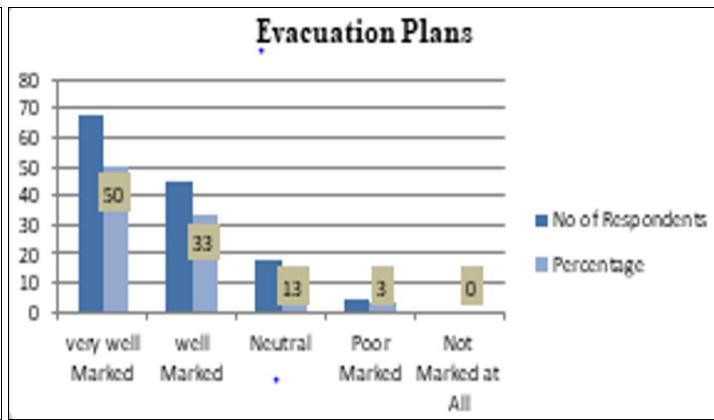


Fig 4: Evacuation Plans

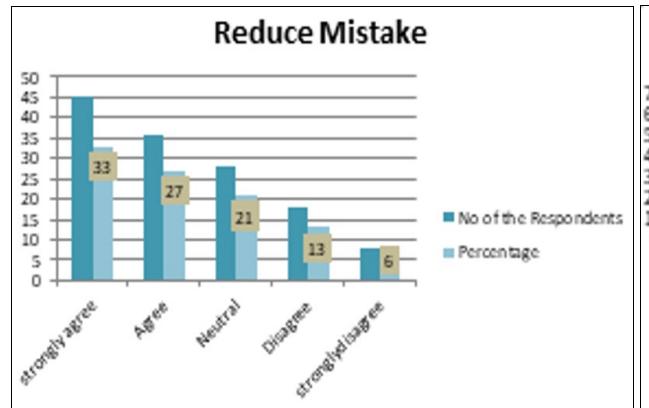


Fig 5: Reduce Mistake After Undergone Training

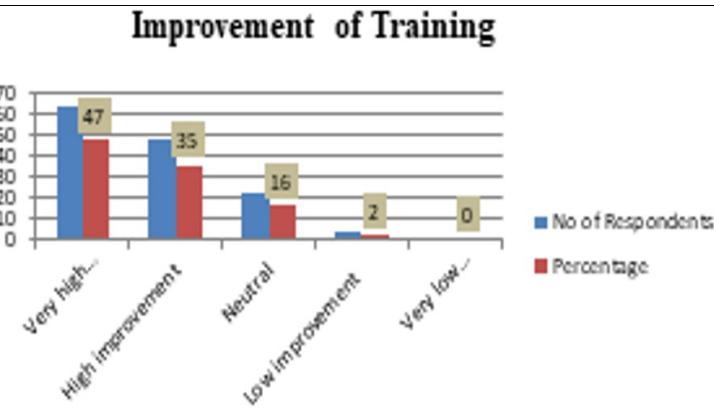


Fig 6: Level of Improvement After Attend Training

Suggestions

- Group discussion and case study are prepared to attain the success of the training programmed.
- More technical and functional training programs can be arranged in the organization to bring out effective training.
- Learning and return investment criteria can be used to evaluate the effectiveness of training.
- Assessment centre 360 degree management by objectives can be followed to measure the current competency levels of the employees.
- Training needs identification process can be improved to provide enough material to the trainees.

Conclusion

- Training and development is a highly useful tool which can an employee into a position where he can do his job correctly, effectively and efficiency. Training focuses knowledge skills and behaviour that enable the implementation of the organizational strategy.
- At the end of this study researcher concludes that training program were effective in all aspects in relations to skill up gradations and development all program yet it need to be improvement in number of training program conducted to have more positive effectiveness of training programs.

Reference

1. Research Methodology-Dr Peer Mohamed Fifth Edition pass Publication, Madurai, 2010.
2. K. Aswathappa, Human Resource Management, Tata McGraw-Hiling Publishing Company Limited, New Delhi, Fifth Edition, 2008.

3. Nivethigha RP, Divyabharathi S, Velmurugan B. Business ethics, values and social responsibility to an entrepreneur. *International Journal of Research in Management & Business Studies*. 2017; 4(1):18-21.
4. Velmurugan B. "AI insights deciphering India's ascendancy through the digital library: Navigating the digital realm India's odyssey towards information equity and technological eminence", *Improving Library Systems with AI: Applications, Approaches and Bibliometric Insights*. IGI Global, 2024, 285-293.
5. Murugeswari S, Jambulingam S, Velmurugan B, Binith Muthukrishnan K. Challenges of women leaders and managerial effectiveness in it industry in Coimbatore. *Ann. For. Res.* 2022; 65(1):6725-6731.
6. Sangeetha M, Tamilselvi V, Velmurugan B. "A study on employee absenteeism: Study at Sri Vinayaga Containers, Dindigul," *International Research Journal Education and Technology*. 2023; 5(6):140-143.
7. Gopikannan B, Lilian PTJK, Velmurugan B. A Study on Performance Appraisal among Employee in Kauvery Hospital, Chennai. *International Journal of Advances in Social Science and Humanities*, 2024, 01-08.
8. Aishwarya T, Tamilselvi V, Velmurugan B. An Analytical Study: Stress Management of an Employee in Trioangle Minds Technology PVT LTD, Madurai. *International Journal of Advances in Social Science and Humanities*, 2024, 13-19.
9. Saranya MSMDS, Velmurugan B. A Study on Employees Payroll in AMEX Alloys Private Limited, Coimbatore, 2024.
10. Sangeetha MM, Tamilselvi MV, Velmurugan B. A Study on Employee Absenteeism: Study at Sri Vinayaga Containers, Dindigul, 2023.

11. Fathima AS, Tamilselvi V, Velmurugan B. Analytical Study: Employee Absenteeism on Naga Limited Innovative Foods Division, Dindigul.
12. Velmurugan B. Lignocaine Effect on the Sevoflurane Requirements Monitored by the Bispectral Index.
13. Nelson Debra L, quick James Campbell, Organizational Behavior 1st Edition, (Thomson South-Western), New Delhi, 2007.
14. Pareek Udai. Training Instruments in HRD and OD, (Tata M.C. Graw –Hill), New Delhi, 2002b.
15. Nargundkar Rajendra. Marketing Research-Text and Cases, 2nd Edition, Tata McGraw-Hill, Publishing company Ltd, New Delhi, 2007.