

PROJECT REPORT ON
"A Study on Impact of Training and Development Programs on
Employees at Cardolite Speciality Chemicals LLP, Mangalore"

Submitted by

KISHAN KUMAR

4AL22BA037

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE
AWARD OF THE DEGREE OF

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

MRS. PRIYA SEQUEIRA
ASSISTANT PROFESSOR

EXTERNAL GUIDE

MRS. PREETHI KOTIAN
HR AND ADMIN



Department of MBA

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

MIJAR, MOODBIDRI,

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Cardolite Specialty Chemicals India LLP
(A limited liability partnership registered under the LLP Act, 2008)
LLPIN AAC-1765
IP-1 & IP-2, Mangalore Special Economic Zone,
Bajpe, Mangaluru – 574 142, Karnataka, India
☎ +91- 824 -2888 300

25/06/2024

CERTIFICATE

(To whomsoever it may concern)

This is to certify that Mr.Kishan Kumar (Reg No 4AL22BA037) student of Alva's Institute of Engineering and Technology has done his project work on "A study on impact of Employee Training and Development Programme at Cardolite Specialty Chemicals India LLP" from 23rd April 2024 to 06th June 2024.

During the above period we found him sincere & hard working and he has taken proper initiative and efforts towards completing his project work.

We wish him all the best in his future endeavors.

For **Cardolite Specialty Chemicals India LLP**

Authorised Signatory

Visit us at : www.cardolite.com

Registered Office:

No. 61-63, Dr. Radhakrishnan Salai,
Mylapore, Chennai - 600 004, India.



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Accredited by NBA (CSE & ECE)

Date: 09/09/2024

CERTIFICATE

This is to certify that **Kishan Kumar** bearing **USN 4AL22BA037**, is a bonafide student of Master of Business Administration course of Alva's Institute of Engineering and Technology, Moodbidri for the batch 2022-2024, affiliated to Visvesvaraya Technological University, Belgavi. The Project report on "**A study on impact of training and development programs on employees at cardolite speciality Chemicals LLP, Mangalore**", is prepared by him under the guidance of Mrs. Priya Sequeira, Associate Professor, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi, Karnataka.

Signature of Internal Guide

Signature of HOD

Signature of Principal
PRINCIPAL

Alva's Institute of Engg. & Technology,
Mijar, MOODBIDRI - 574 225, D.K

HOD

PG Dept. of Business Administration
Alva's Institute of Engineering & Technology
Mijar, Moodbidri

Viva – Voce Examination

Signature of Internal Examiner
(Name & Affiliation)

Signature of External Examiner
(Name & Affiliation)

Shobhavana Campus, Mijar, Moodbidri -574225, Mangalore, Karnataka, India

☎ 08258-262724 (O), 262725 (P)

✉ principalaiet08@gmail.com

🌐 www.aiet.org.in

DECLARATION

I, Kishan Kumar, USN: 4AL22BA037, hereby declare that the Project report titled "A study on impact of training and development programs on employees at Cardolite Speciality Chemicals LLP, Mangalore" prepared by me under the guidance of Mrs. Priya Sequeira Assistant Professor, PG Dept. of Business Administration, Alva's Institute of Engineering and Technology, and Mrs. Preethi Kotian, Officer HR& Admin, External Guide, Cardolite Speciality Chemicals India LLP, Mangalore.

I also declare that this Project work is towards the partial fulfillment of the university regulations for the award of the degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi.

I have undergone a summer project for a period of six weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other university/institution.

Place: Mijar

Date: 20/09/2024

Kishan

Signature of the Student

ACKNOWLEDGEMENT

I am happy to take this opportunity to extend my sincere thanks to all those who have supported me, directly and indirectly in completing this project work meaningfully.

I would like to thank my external guide Preethi Kotian HR & admin, Cardolite Speciality Chemicals India LLP, Mangalore for their encouragement, suggestion and support throughout the duration of my project.

I would like to thank Dr. Peter Fernandes, principal AIET for his support and encouragement to undertake a purposeful project.

My heartfelt thanks to Mrs. Priya Sequiera, Head, PG Department of Business Administration for giving me the direction for a good project work.

My thanks to my internal guide Mrs. Priya Sequiera, Assistant Professor, PG Department of Business Administration, for her feedback and suggestion which have greatly help me in completing this project.

Finally, my gratitude to each and everyone who have been associated with my project.

With sincere regards,

Kishan Kumar

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Executive Summary

This Project report, titled "Impact of Training and Development Program on Employee Performance at Cardolite Specialty Chemicals LLP," investigates how training and development (T&D) initiatives affect key employee outcomes such as skill enhancement, job satisfaction, and performance. Conducted over a six-week period, this study aimed to assess the efficacy of T&D programs in driving organizational success and employee retention.

The report is divided into five sections. The first section introduces Cardolite Specialty Chemicals LLP, a leader in specialty chemicals derived from cashew nutshell liquid. A SWOT analysis is provided to evaluate the company's strengths, including its robust R&D capabilities, and identify opportunities for improvement in employee training processes.

The second section presents a detailed literature review that covers various theories of training and development. This section identifies a gap in the research, particularly focusing on the chemical industry and its specific training requirements.

The third section outlines the research objectives, problem statement, and methodology. The study employed a population survey of 122 employees, utilizing statistical tools such as Chi-Square tests to analyze the relationship between T&D programs and employee outcomes. The analysis explored the effectiveness of these initiatives in enhancing job-relevant skills, employee satisfaction, and overall job performance.

The fourth section offers an in-depth data analysis, with findings revealing that 81.1% of employees reported a significant improvement in job skills post-training, while 90.1% found the training content highly relevant to their job roles. However, areas for improvement include the customization of training for specific job functions and more emphasis on practical applications.

The final section concludes with actionable recommendations for Cardolite. It suggests enhancing the alignment of training programs with the company's strategic goals, increasing employee engagement, and offering more personalized training modules to address individual skill gaps. The report emphasizes that ongoing investment in employee development is essential for fostering innovation, employee retention, and overall business growth.