

<b>Topic</b>	: Case Studies on Training and Development Practices in Leading Companies
<b>Date</b>	: 25–27 March 2026
<b>Programme &amp; Year</b>	: II BBA (Honours)
<b>Organised by</b>	: Dr B Prathima

## 1. Introduction

As part of experiential learning and to enhance students' understanding of human resource management practices, seminar presentations were organised for II BBA students from 25 to 27 March 2026. The objective of the seminar was to enable students to explore training and development practices adopted by leading national and multinational companies.

Students were assigned different companies and asked to conduct case study–based presentations focusing on how organisations train employees, develop skills, and build leadership capabilities. The activity helped students connect theoretical concepts of Training and Development in HRM with real-world corporate practices.

## 2. Topics Presented by Students

Students presented seminars on the following case studies:

1. A Case Study on Myntra Training and Development
2. A Case Study on Amazon Training and Development
3. A Case Study on Training and Development at Wipro
4. A Case Study on Nestlé: Implementation of the 70|20|10 Learning Model
5. Training and Development of Employees at FedEx
6. A Case Study on Google Innovation and Training & Development
7. Training and Development at Accenture
8. Marriott Learning Culture
9. Employee Skill Training and Development at Mahindra
10. Infosys Training Culture
11. A Case Study on Training and Development at McDonald's

12. Training and Development Strategy of Rolex Watches
13. A Case Study on NVIDIA and Its Employee Training & Development Programs
14. Apple's AI Training Programme for Developers
15. Zoho Learning Framework
16. Building Future Leaders: Training and Development at Deloitte
17. A Case Study on Employee Training & Skill Development at Suzuki Motor Corporation
18. A Case Study on Flipkart's Corporate Learning and Growth Strategy
19. A Case Study on Training and Development Programmes at Tata Consultancy Services (TCS)
20. Accelerating Excellence: BMW's Training and Development Strategy
21. Employee Training and Development at Mercedes-Benz
22. A Case Study on Training and Development in Honda

### 3. Key Observations

- ▶ Students explored how organisations invest in continuous learning, skill development, and leadership training.
- ▶ IT companies such as Infosys, TCS, and Wipro emphasise structured training programmes and digital learning platforms.
- ▶ Global technology companies like Google, Amazon, and Apple focus on innovation-driven training and technology-based learning models.
- ▶ Manufacturing companies like BMW, Mercedes-Benz, Honda, and Suzuki prioritise technical skill development and employee specialisation.
- ▶ Hospitality and service organisations such as Marriott and McDonald's emphasise customer service training and leadership development.
- ▶ Consumer and retail companies like Myntra, Flipkart, and Zoho demonstrated how Indian organisations are building competitive learning cultures.

### 4. Learning Outcomes

Through this activity, students were able to:

1. Understand the importance of training and development in organisational success.
2. Analyse real-world HR practices adopted by leading national and multinational companies.

3. Develop research, presentation, and analytical skills.
4. Improve communication and confidence in public speaking.
5. Learn different corporate learning models such as the 70–20–10 learning approach, digital learning frameworks, and leadership pipelines.

## 5. Student Participation and Engagement

Students actively participated in the seminar presentations. They used PowerPoint presentations, case analysis, and examples from company practices to explain their topics. Peer learning was encouraged as students were able to learn about training strategies followed by multiple organisations across different industries.

The interactive nature of the sessions fostered healthy discussion, with students drawing comparisons between companies and highlighting best practices from various sectors.

## 6. Conclusion

The seminar presentations provided students with valuable exposure to modern training and development strategies used by global and Indian corporations. The activity successfully bridged the gap between theoretical knowledge and practical corporate practices, helping students gain deeper insights into the role of employee development in organisational growth and competitiveness.

**Dr B Prathima**

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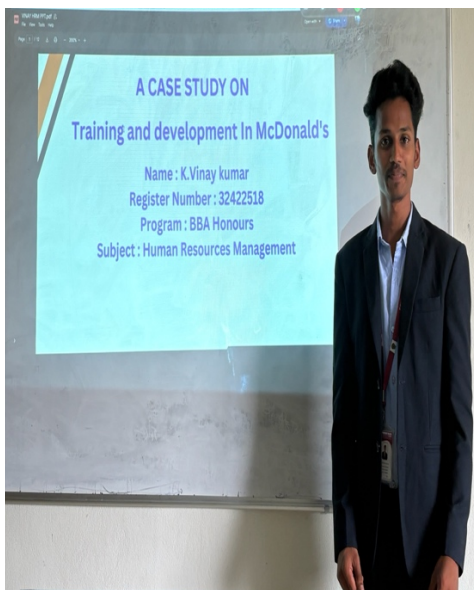
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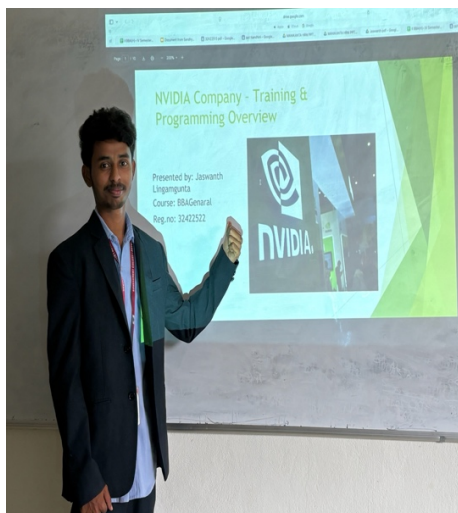
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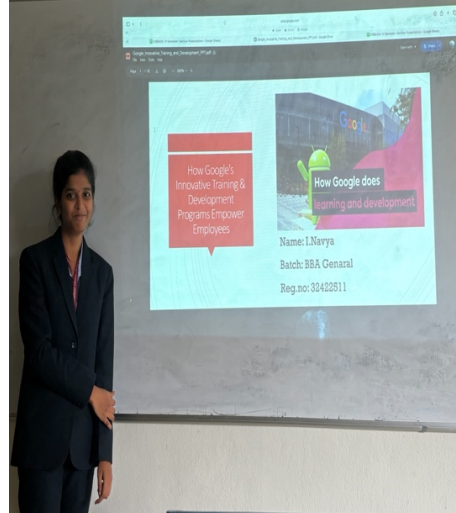
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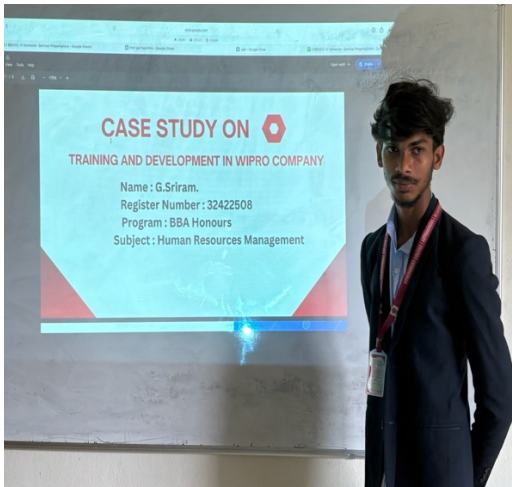


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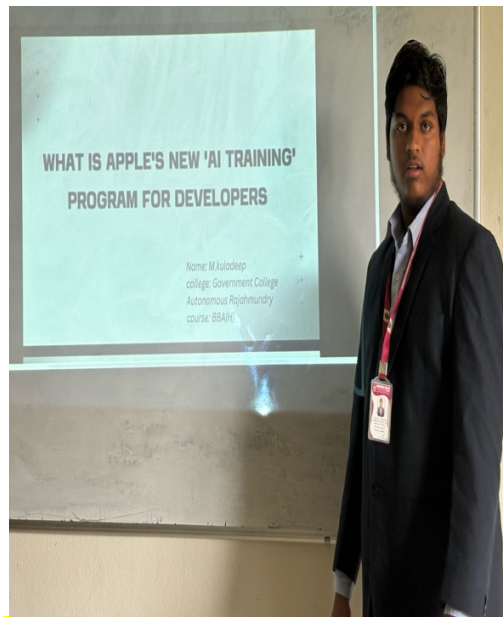


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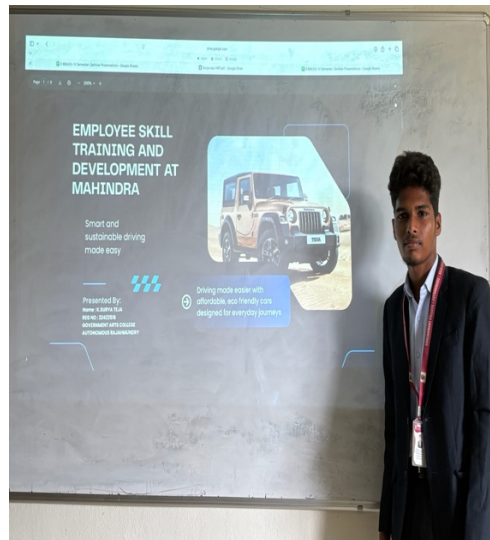
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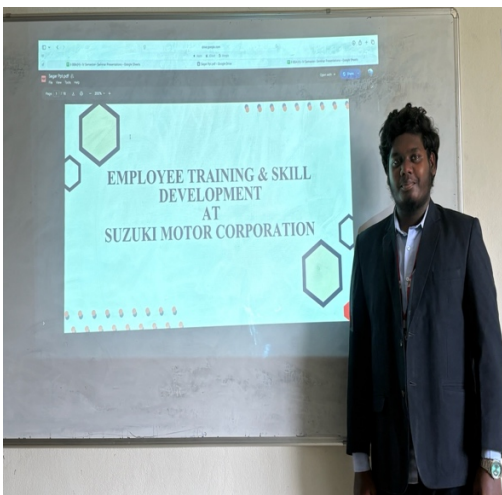
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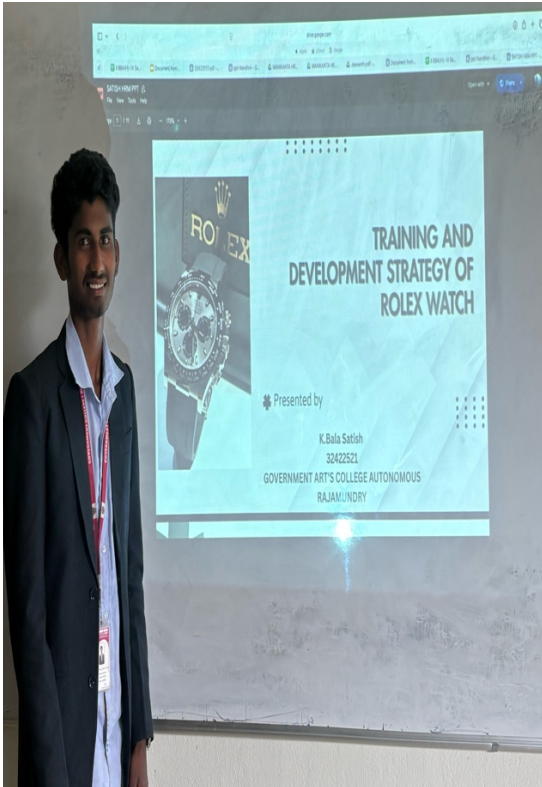


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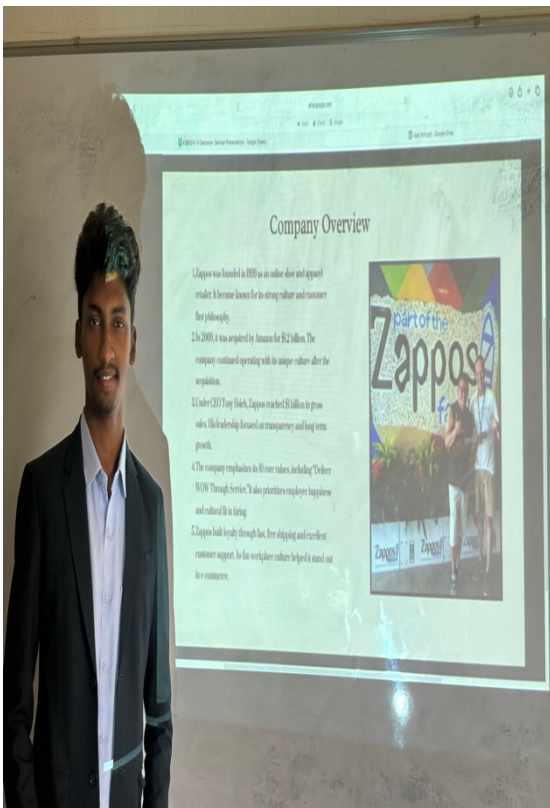
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