

A Study on Employee Training and Development Dharani Sugars and Chemicals Limited Kalayanallur

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ABSTRACT

This project work has been conducted in Delphi tvs. It is the one of the leading manufacturing diesel system limited. “**A STUDY ON EMPLOYEE TRAINING AND DEVELOPMENT DHARANI SUGARS AND CHEMICALS LIMITED KALAYANALLUR**”. The main objective of the study is to measure the effectiveness of training programme. The secondary objectives is to find out whether the training provided to the employees and to find out the fulfillment of training program me to employees This study has been compiled with the help of primary data and secondary data. Primary data were collected from 100 respondents with the help of structured Questionnaire method. the data were collected from all the employees in the organization. The Secondary sources of data were collected through company profile, organization Website and other related library books. After data collection statistical tools are using for the analysis and find out the average relationship between data’s.statistical tools includes simple percentage analysis are utilized to measure the training and development of employee. Research design in this study is descriptive research study.

I. INTRODUCTION

Industry profile

Training and development program in the **DHARANI SUGARS AND CHEMICALS LIMITED** are taken up in a systematic & strategic manner. This project work provides me an opportunity to understand the companies strategies and the various training program launched by the company through on enrich of environment and experts faculty to help them to achieve maximum growth & development tit analyze various methodologies and training procedure adopted by the company to identify the training needs of its employees & thus based on these requirements the training imparted to the employees in order to correct deficiencies and to further strengthen their strong points.

OBJECTIVES OF THE STUDY

- To study the reflection on the training programme.
- To study about the work attitude regarding development programme.

II. RESEARCH METHODOLOGY

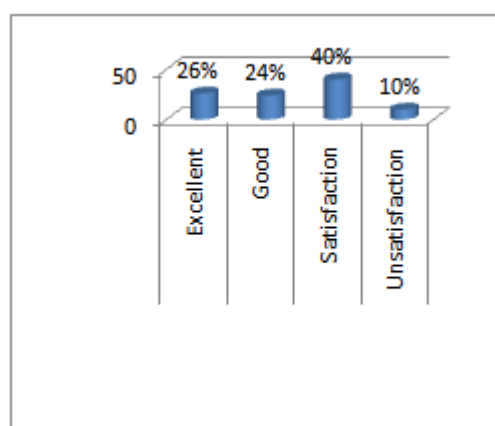
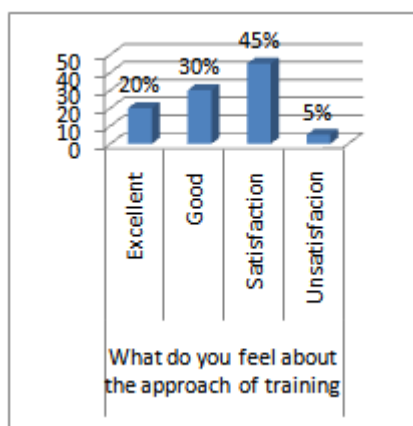
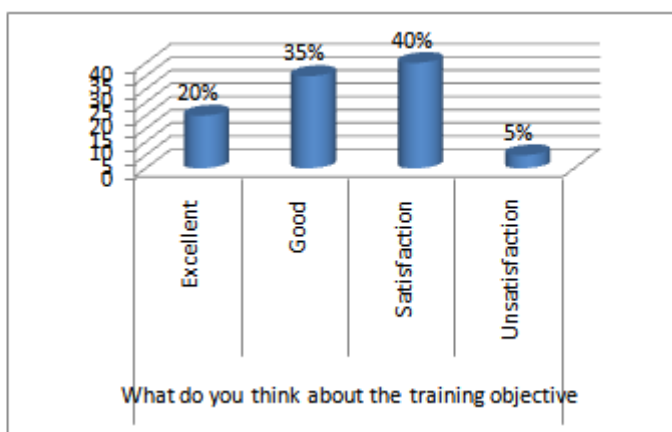
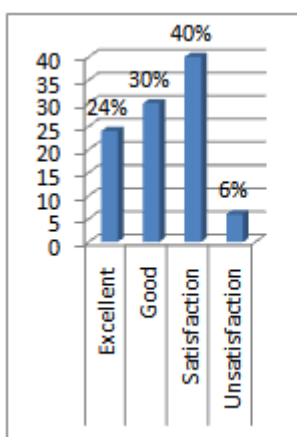
Research in common refers to search for knowledge. It can also be defined as a scientific and systematic search for pertinent information on a specific topic. Research methodology may be defined as a way to systematically solve the research problem. The research methodology adopted for the present study has been systematic and was done in accordance to the objectives, set, which has been detailed as below.

III. REVIEW OF LITERATURE

Levels of the training and development analysis Gold Stein(2003) In simple terms, training and development refers to the imparting of specific skills, abilities and knowledge to an employee. A formal definition of training and development is. It is any attempt to improve current or future employee performance by increasing an employee’s ability to perform through learning, usually by changing the employee’s attitude an increasing his or her skill and knowledge. The need for training and development determined by the employee’s performance deficiency, computed as follows: Training and development need = standard performance – actual performance We can make a distinction among training education and development distinction enables us to acquire a better perspective about the meaning of the terms. Training as was stated earlier, refers to the process of imparting specific skills, education, on the other hand, is confined to theoretical learning in class rooms.

Data Analysis and Interpretation

Factors	Excellent	Good	Satisfaction	Un Satisfaction
Quality of material	24	30	40	06
Think about the training objective	20	35	40	05
Approach of training	20	30	45	05
Learning experience	20	30	45	05



Quality of material * Approach of training Crosstabulation

Count		Approach of training				Total
		un satisfaction	satisfaction	good	excellent	
Quality of material	un satisfaction	0	2	2	2	6
	satisfaction	3	16	12	8	39
	good	2	14	10	4	30
	excellent	0	13	6	6	25
Total		5	45	30	20	100

Hypothesis:

Ho= there is no relationship between colleagues and management

H1=there is relationship between colleagues and management

Inference:

The above analysis resulted that the calculated value is greater than the table value

(4.737 > .857).Accept the H1 Hence, there is relationship between the colleagues and management

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.737 ^a	9	.857
Likelihood Ratio	6.205	9	.719
Linear-by-Linear Association	.074	1	.786
N of Valid Cases	100		

a. 7 cells (43.8%) have expected count less than 5. The minimum expected count is .30.

Degree of freedom = (Column-1) X (Row-1) = (4-1) X (3-1) = 3 X 2=6

Critical value for chi-square distribution 3'' = 4.737, calculated value .857

So calculated value is greater than table value (4.737 > .857). Hence, Accept the H1

FINDINGS:

- 40%of the respondents satisfied to the above statement
- 40%of the respondents satisfied to the above statement
- 45%of the respondents satisfied to the above statement
- 40%of the respondents satisfied to the above statement

SUGGESTIONS:

The program should be designed on the basis of identification of training is needs and relevant to participant’s job.

The management can adopt participation approach so that it would increase the free flow of communication between the training department and other employees. This would help in better identification of training needs.

CONCLUSION

From the study, it is observed that the training method /techniques adopted by the company are good. But the management should ensure that all the employees job designation. Cross-function meeting should be seriously reviewed by management frequently; by this the management can identify provide appropriate training to employees for high productivity.

BIBLIOGRAPHY

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