A Study on Effectiveness of Employee Training and Development

U.Dineshkumar[1], S.Vijayakumar[2]

[1]Assistant Professor, Department of Management Studies, Erode Sengunthar Engineering College, Thudupathi, Erode, Tamilnadu-India.
[2]Department Of Management Studies Erode Sengunthar Engineering College, Thudupathi, Erode, Tamilnudu-India.

Abstract: *The main objective of the study is to analyze factors for training and development in Ahill Apperal exports (p) limited, uthukuli , Tirupur, Tamilnadu The main focus of the study is to measure the factors of employee training and development. The secondary 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 & chi-square analysis are utilized to measure the training and development of employee. Research design in this study is descriptive research study. From the analysis it was found that the employees are satisfied or not with their company training and development. But the management has to provide more practical sessions in the training and development to improve their respective fields. Such development programs will help them to enhance their knowledge in the respective fields.*
*   **Meaning of training:** It is a learning process that involves the acquisition of knowledge, sharpening of skills, concepts, rules, or changing of attitudes and behaviours to enhance the **performance of employees.***
***Meaning of development:** Formal education, job experiences, relationships and assessments of personality and abilities that help employees prepare for the future*

Keyword: *Training, Development, Knowledge, employee performance, job experience*

I. INTRODUCTION OF THE STUDY

Training can be introduced simply as a process of assisting a person for enhancing his efficiency and effectiveness to a particular work area by getting more knowledge and practices. Also training is important to establish specific skills, abilities and knowledge to an employee. For an organization, training and development are important as well as organizational growth, because the organizational growth and profit are also dependent on the training. But the training is not a core of organizational development. It is a function of the organizational development.

Training is different form education; particularly formal education. The education is concerned mainly with enhancement of knowledge, but the aims of training are increasing knowledge while changing attitudes and competences in good manner. Basically the education is formulated with in the framework and to syllabus, but the training is not formed in to the frame and as well as syllabus. It may differ from one employee to another, one group to another, even the group in the same class. The reason for that can be mentioned as difference of attitudes and skills from one person to another. Even the situation is that, after good training programme , all different type skilled one group of employees can get in to similar capacity, similar skilled group. That is an advantage of the trainings.

Meaning of training

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II. OBJECTIVES OF THE STUDY

Primary objective
❖ A Study on employee training and development at Ahillapperal exports (p) limited.
Secondary objective
❖ To evaluate the impact of training of employees.
❖ To analyze the suggestion of employees to improve the training program.
❖ To find whether the employees feel are recognized by the organization.

❖   To identify the satisfaction level of employees about the training provided by the organization.

III.   SCOPE OF THE STUDY

"Employee attitude towards training and development in the post recession period" help to analyze the real needs and requirement for their development. This study help the management to determine the right kind of training &development, mentoring career planning & succession planning etc.

IV.   RESEARCH METHODOLOGY

Data was collected from around 50 employee in the Ahill Apperal exports (p) limited, uthukuli , Tirupur city by survey method. The primary data is collected through questionnaire with employee. The secondary data is collected from journals, text books and through internet. Random sampling method is adopted used to select the employees for collecting data.

STATISTICAL TOOLS

• Percentage Analysis
• Chi Square Analysis

V.   DATA ANALYSIS AND INTERPRETATION

6.1General Profile of the Respondent

The general profile of the respondents is given in Table No.6.1. Out of 50 respondents taken for the study,70% of the respondents belongs to the age of 20-40 years,30% of the respondents belongs to the qualification Below 10th ,76% of the respondents belongs to themale gender,36% of the respondents belongs to theexperience of 2-5 years, 50% of the respondents belongs to theincome of below 10000.

Table-6.1

PARTICULARS	CLASSIFICATION	NO. OF RESPONDENTS	PERCENT AGE
AGE	Below 20 years	7	14%
	20-40 years	35	70%
	40-60 years	8	16%
	Above 60 years	0	0%
QUALIFICATION	Below 10th	15	30%
	10th -12th	14	28%
	UG	14	28%
	PG	6	12%
	OTHERS	1	2%
GENDER	MALE	38	76%
	FEMALE	12	24%
EXPERIENCE	Fresher	2	4%
	<2	16	32%
	2-5	18	36%
	>5	14	28%
INCOME LEVEL	Below 10000	25	50%
	10000-20000	19	38%
	20000-30000	5	10%
	Above 30000	1	2%

Table 6.2	how is training helpful for communication and the importance of training	NO. OF RESPONDENTS	%
FACTORS	CLASSIFICATION		
How is training helpful for communication	Keep good relationship between employee and employer	15	30%
	Increase the productivity	20	40%
	Attention the organizational goal	15	30%
	To increase the productivity	11	22%

what is the importance of training			
	To achieve the organizational goal	17	34%
	To achieve the target	10	20%
	To reduces the wastages	12	24%

VI. CHI-SQUARE ANALYSIS

Table6.3: how is training helpful for communication and the importance of training

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
training for communication of the respondents * importance of training of the respondents	50	100.0%	0	.0%	50	100.0%

training for communication of the respondents * importance of training of the respondents Crosstabulation

Count

		importance of training of the respondents				
		To increase the productivity	To achieve the organizational goal	To achieve the target	To reduces the wastages	Total
training for communication of the respondents	Keep good relationship between employee and employer	3	4	3	5	15
	Increase the productivity	3	9	5	3	20
	Attention the organizational goal	5	4	2	4	15
Total		11	17	10	12	50

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.382[a]	6	.625
Likelihood Ratio	4.361	6	.628
Linear-by-Linear Association	.699	1	.403
N of Valid Cases	50		

a. 9 cells (75.0%) have expected count less than 5. The minimum expected count is 3.00.

FINDINGS
- 30% of the respondents are below 10th Standard.
- 70% of the respondents are age of 20-40 years.
- 76% of the respondents are male.
- Degree of freedom = 6
- **Alternative Hypothesis** – There is significant relationship between how is training helpful for communication and the importance of training
- **Null Hypothesis** – There is no significant relationship between how is training helpful for communication and the importance of training
- Table value = 12.592
- Calculated Value = 4.382
- Since the calculated value (4.382) is more than table value (12.592), Alternative hypothesis
- is accepted (i.e.) A significant relationship between the how is training helpful for communication and the importance of training.
- 36% of the respondents are 2-5 years experience employees.
- 50% of the respondents are below 10000 income level.
- 40% of the respondents are increase the productivity.
- 34% of the respondents are achieve the organizational goal.

VII. SUGGESTION

The questionnaire includes the closed ended and open ended questions; basically to get their views on the techniques adopted to measure training and open ended questions; basically to get their views on the techniques adopted to measure training and development and the difficult faced by them and in relation of training.

➢ The facilities in the training and development programmers can be improved to satisfy the training.
➢ The organization will provide training program for employees and trainees.
➢ The training and development programmers can be provided to the employees based on their knowledge and experience to gain efficiency.

VIII. CONCLUSION

Since employee are the backbone of the company so company should satisfy them in order to improve their quality and provide appropriate training program for their future growth. so the top management must concentrate on the employee's training & development programs to organize them in such a way that maximum number of employees wants to attend these program. This must be related to employee and their jobs. From the above study it has found that the employees are satisfied with the training and development programs. It is more effective when some new techniques followed in existing system by the organization