



A Study On Training Effectiveness And Implementation Of New Skill Development System Of The Automobile Industry

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ABSTRACT

An effective training makes an employee more efficient and productive. It is crucial enhancing the skill, capabilities and knowledge of the employee. The value of the training lies in which it achieves. This article aims to find factors influencing evaluation of effectiveness of employee training and development. The results show that when evaluating the effectiveness of employee training, organisations prefer methods based on subjective evaluation by an evaluator (direct supervisors, colleagues), but also on their own self-evaluation regarding the number of training days. Training has implications for productivity, health and safety at work and personal development.

Key words: Training, effectiveness, skill, knowledge, methods, training days, productivity, health and safety, development.

INTRODUCTION:

Training and Development is one of the main functions of the human resource management department. Training refers to a systematic setup where employees are instructed and taught matters of technical knowledge related to their jobs. It focuses on teaching employees how to use particular machines or how to do specific tasks to increase efficiency.

Whereas, Development refers to the overall holistic and educational growth and maturity of people in managerial positions. The process of development is in relation to insights, attitudes, adaptability, leadership and human relations. Training and development programmes are designed according to the requirements of the organisation, the type and skills of employees being trained, the end goals of the training and the job profile of the employees. These programmes are generally classified into two types:

On the job training and

Off the job training

Different training is given to employees at different levels. The following training methods are used For the training of skilled workers and operators- Specific job training programmes, Technical training at a training with live demos, Internship training, Training via the process of rotation of job. Training given to people in a supervisory or managerial capacity is – Lectures, Group Discussions, Case studies, Role-playing, Conferences etc. People in managerial programmes are given this type of training- Management Games to develop decision making, Programmes to identify potential executives, Sensitivity training to understand and influence employee behavior, Simulation and role-playing, Programmes for improving communication human relations and managerial skills.

REVIEW OF LITERATURE

Piyali Ghosh, Rachita Satyawadi, Jagdamba Prasad Joshi, Rashmi Ranjan, Priya Singh, (2012), The paper aims to ascertain the predictors of training effectiveness with special reference to the characteristics of trainers. Characteristics of trainers as obtained from the extant literature served as seven independent variables to predict training effectiveness, measured in terms of trainee satisfaction with the training program.

Hana Urbancova, Pavla Vrabkova, Monika Hudakova and Gabriela Jezkova Peter 2021, If an organisation is to develop in today's highly competitive environment, it cannot do so without continuous training and development of its employees. The benefit to the individual can be assessed by a measurable degree of his knowledge, mastering a certain operation, etc.

Gowsalya R S, 2ASMA V.K.M 2017, Training plays an important role in the effectiveness of organisations and to the experiences of people in work. Training has implications for productivity, health and safety at work and personal development. Modern organizations therefore use their resources for permanent training and advancement of their employees. Organizations which are constantly creating new knowledge, extending it through the entire organization and implementing it quickly inside the new technologies, develop good products and excellent services.

Gurupandi Muthukkannu 2012, The main objective of this project is to determine the effectiveness of the Skill Development Training Programme provided to the entrepreneurs in Coimbatore. The purpose of the research process is provide guidelines and suggestions for improving and enhancing the existing training programme in the organization

Ann P. Bartel 1994, This study uses data on the personnel policies and economic characteristics of businesses in the manufacturing sector to measure the impact of formal training programs on labor productivity. The major finding is that businesses that were operating below their expected labour productivity levels in 1983 implemented new employee training programs after 1983 that resulted in significantly larger increases in labour productivity growth between 1983 and 1986. This higher rate of productivity growth was sufficient to bring these businesses up to the labor productivity levels of comparable businesses by 1986.

OBJECTIVES OF THE STUDY

To know and evaluate the skills of the employees required to perform their jobs.
 To understand the impact of training programme on the employees
 To find out opinion and satisfaction level of the employees regarding the training programme.

METHODOLOGY OF THE STUDY

The research design adopted is descriptive. The secondary records were collected from specific sources. That includes the Articles, Text-books and websites.

FACTORS IMPACTING GENERAL EFFECTIVENESS TRAINING

Technical Training

Technical training is that type of training that is aimed at teaching employees how a particular technology or a machine.

Quality Training

Quality training is usually performed in companies who physically produce a product.

Quality training teaches employees to identify faulty products and only allow perfect products to go out to the markets.

Skills Training

Skills training refers to training given to employees so as to perform their particular jobs. For e.g. A receptionist would be specifically taught to answer calls and handle the answering machine.

Soft Skills

Soft skills training includes personality development, being welcoming and friendly to clients, building rapport, training on sexual harassment.

Professional Training

Professional Training is done for jobs that have constantly changing and evolving work like the field of medicine and research. People working in these sectors have to be regularly updated on matters of the industry.

Team Training

Team training establishes a level of trust and synchronicity between team members for increased efficiency.

Training effectiveness

Training effectiveness measures the impact of training on the trainee's knowledge, skills, performance, and the company's ROI. The training's goals and objectives should be determined before training occurs, allowing these to be clearly and accurately measured.

Measuring training effectiveness

There are many reasons why organizations (large and small) consistently measure training effectiveness.

CONCLUSION

This article aims to find factors influencing evaluation of effectiveness of employee training and development. The results have shown that the preferred methods for evaluating the training effectiveness include evaluating the employee's responses immediately after the training and evaluating the fulfilment

of goals set in the employee training plan. The factor analysis results have shown that the first factor, "Subjective Evaluation," characterized mainly organisations that, when evaluating employee training effectiveness, prefer methods based on a subjective evaluation by the evaluator (direct supervisors, colleagues) and also methods based on a self-evaluation with regard to the number of training days of the employee, which is inline with research.

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