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A Study on Effectiveness of Employees Training and Development Program

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ABSTRACT-

The role of training has broadened beyond training program design. Effective instructional design remains important, but training managers, human resource experts, and trainers are increasingly being asked to create systems to motivate employees to learn, not only in programs but informally on the job; create knowledge; and share that knowledge with other employees in the company.

INTRODUCTION

Traditionally, training and development were not viewed as activities that could help companies create "value" and successfully deal with competitive challenges. Today, that view has changed. Companies that use innovative training and development practices are likely to report better financial performance than their competitors that do not. Training and development also help a company develop the human capital needed to meet competitive challenges. Many companies now recognize that learning through training, development, and knowledge management helps employees strengthen or increase their skills in order to improve or make new products, generate new and innovative ideas, and provide high quality customer service. Also, development activities and career management are needed to prepare employees for managerial and leadership positions and to attract, motivate, and retain talented employees at all levels and in all jobs.

OBJECTIVES OF THE STUDY

- To analyze the effectiveness of training Program.
- To analyze the satisfaction level with the training program.

LIMITATIONS OF THE STUDY

- The study is limited in this autoproducts company only and fore there the findings of the study cannot be extended to other areas.
- Some labours are not ready to express their views frankly.

STATEMENT OF THE PROBLEM

The problem statement included various factors such as knowing the training and development facilities to the employees and also to know what best effort has been put in by the firm to improvise it so that it can be utilized effectively and efficiently by the employees in the organization.

SWOT ANALYSIS OF AUTOPRODUCTS INDUSTRY:

Strengths

- The second largest population in the world

- Abundant labour

- Availability of skilled labour

- Large pool of suppliers for contract manufacturing

Weakness

- Poor infrastructure

- Road and Rail network

- Port congestion and traffic delays

- High inflation

Opportunities

- Fast growing market supported by large population

- Rich labour availability

- Development focus on infrastructure

Threats

- Fluctuating currency

- Increasing labour cost

- Challenging customs environment

REVIEW OF LITERATURE:

(Raymond A. Noe 2020) The development of an organization's human resources is becoming more critical as an organization attempts to survive in an increasingly turbulent, dynamic, and competitive global marketplace.

(Sanat Kozhakhmet 2020) The use of corporate management practices in higher education has led to spread of result-oriented practices to improve research productivity, including publication rewards and requirements. In this paper we stress the importance of input and process based approaches by examining the mediating role of research self-efficacy on the relationship between training & development practices and research productivity, and the moderating role of knowledge sharing climate.

(Kuvaas and Dysvik 2019)T&D practices help individuals to gain a sense of control over their career paths, due to organizational help and support for relearning old skills and learning new ones . This leads to the improvement of psychological states such as self-efficacy and self-esteem. Fourth, T&D practices facilitate an organizational climate in which feelings of trust, cooperation, and optimism occur .

 Bastalich (2017) In an attempt to identify effective approaches of academic training, the higher education literature has investigated how academic training is delivered – in particular, how supervisors interact with junior scientists, and found substantial variations in the approaches of training between supervisors even in the same scientific field .

Janet Kottke (2016) described that employee development programs must be comprises with core proficiencies, appropriate structure through which organizations develop their businesses at corporate level. The basic function of the theory is to gain knowledge, cooperation, inventive thinking and resolving problem.

(Rosenwald 2015) companies offered tuition reimbursement package to their employees so that they can improve their knowledge and education. It has been found by the Corporate University that almost 10 percent of employees are entitled for this benefit.

Mel Kleiman (2015) described that the essentials parts of a worthy employee training program are constructed on orientation, management skills, and operational skills of employees. These theories are the groundwork of any employee development program.

Gerbamn (2014) Employee development programs includes a variety of teaching technique, schedule, and helping learning environment that ensure employee to improve their skills and later apply on their jobs.

Goldstein, I. L. and Ford, K. (2011) in their book Training in Organizations: Needs assessment, Development and Evaluation said that training and development play a vital role in the effectiveness of an organisation.

Iftikhar Ahmad and Siraj-ud-din, (2009) Training & development increase the employee performance like the researcher said in his research that training & development is an important activity to increase the performance of organization .

I.RESEARCH METHODOLOGY

Source of data- The data collected for the analysis is through primary data.

Sample size-The sample size for the research is taken as 50.

Data Collection method- Questionnaire

Tools for analysis :

Excel , SPSS

Sample Method :

Simple random sampling

RESEARCH DESIGN

A Research design is purely and simply the framework or plan for the study that guides the collection of the data. It is used to fulfil the research objective and answering questions. "A research design is the arrangement of conditions of collection and analysis of data in a matter that aims to combine relevance to the research purpose with economy in procedure".

Descriptive Research Design:

Descriptive research describes a population, situation, or phenomenon under investigation.Instead of answering the why, it focuses on the how, what, when, and where questions of a research problem.

This is primarily due to the fact that before looking into why a research problem exists in the first place, it is essential to have a solid understanding of what it is about.

CHI SQUARE TEST

A *chi-squared test* (symbolically represented as χ^2) is basically a data analysis on the basis of observations of a random set of variables. Usually, it is a comparison of two statistical data sets. This test was introduced by *Karl Pearson* in 1900 for categorical data analysis and distribution. So it was mentioned as *Pearson's chi-squared test*.

The chi-square test is used to estimate how likely the observations that are made would be, by considering the assumption of the null hypothesis as true.

A hypothesis is a consideration that a given condition or statement might be true, which we can test afterwards. Chi-squared tests are usually created from a sum of squared falsities or errors over the sample variance.

The chi-square formula is: $\chi^2 = \sum (O_i - E_i)^2 / E_i$, where O_i = observed value (actual value) and E_i = expected value.

CORRELATION

Correlation describes the strength of an association between two variables, and is completely symmetrical, the correlation between A and B is the same as the correlation between B and A.

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

- r = Pearson Coefficient.
- n= number of the pairs of the stock.
- $\sum xy$ = sum of products of the paired stocks.
- $\sum x$ = sum of the x scores.
- $\sum y$= sum of the y scores.
- $\sum x^2$ = sum of the squared x scores.
- $\sum y^2$ = sum of the squared y scores

QUESTIONNAIRE

- Age
- Gender
- what do you understand by training
- .Do you feel training is compulsory for the employees
- Does training helps to improve employee-employer relationship
- How much you satisfied with the information provided by the trainer
- Do you feel that the training helped you to improve your work efficiency
- How many training programs are conducted in a year in your company
- Is your company conducting training programs frequently
- Does the training session involve only theory concepts or even practical
- Does your company consider training as part of organizational strategy

- To whom the training is given more important in your organization
- What are the important barriers to training and development in your company
- How much you satisfied with the effectiveness of the program

ANALYSIS

chi-square test for age of employees and how much they are satisfied with the training

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
satisfied * Age	50	100.0%	0	.0%	50	100.0%

satisfied * Age Crosstabulation

Count

		Age			Total
		20-30	30-40	Above 40	
Satisfied	1	0	1	0	1
	2	0	1	1	2
	3	0	2	1	3
	4	5	17	3	25
	5	6	6	7	19
Total		11	27	12	50

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.039[a]	8	.339
Likelihood Ratio	10.672	8	.221
N of Valid Cases	50		

a. 11 cells (73.3%) have expected count less than 5. The minimum expected count is .22.

Correlation between how much the employees satisfied with the information provided by the trainer and how much they satisfied with the effectiveness of the program

Correlations

		satisfied	effectiveness
Satisfied	Pearson Correlation	1	.180
	Sig. (2-tailed)		.212
	N	50	50
effectiveness	Pearson Correlation	.180	1
	Sig. (2-tailed)	.212	
	N	50	50

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NULL HYPOTHESIS

The null hypothesis is a typical statistical theory which suggests that no statistical relationship and significance exists in a set of given single observed variable, between two sets of observed data and measured phenomena.

ALTERNATIVE HYPOTHESIS

An alternative hypothesis is one in which a difference (or an effect) between two or more variables is anticipated by the researchers; that is, the observed pattern of the data is not due to a chance occurrence.

Interpretation:

The significant level is equal to 1.So it is not perfect correlation

CONCLUSION

Training and development is considered as a strategy for growth in every organization. It is adopted by the organization to fill the gap between skills and future opportunities. The training programs definitely enhance skills, improve efficiency, and productivity and growth opportunities for employees.

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