



A Study on Effectiveness of Employees Training and Development Program

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Abstract-

Employees are most valuable asset of an organization, so to enhance their performance it is necessary to pay attention to their learning. Training and development programs help organizations to build a skilled and competent workforce in order to maintain a high level of competency and to survive in a dynamic business environment. Findings reveal that overall training and development has a significant impact on employee's performance. It helps the organization in reducing employee's turnover, increasing the productivity of employees and contributing to higher financial returns for the organization.

Keywords: Training, Development, Employees performance, Organization.

INTRODUCTION

Training and developments are a part of an organization's subsystem that focuses on improving individual and group of employees. Training and development refers to educational activities within a company created to enhance the knowledge and skills of employees while providing information and instruction on how to better perform specific tasks. Training is a short-term reactive process meant for operatives and process while development is designed continuous pro-active process meant for executives. In training employees' aim is to develop additional skills and in development, it is to develop a total personality. In training, the initiative is taken by the management with the objective of meeting the present need of an employee. In development, initiative is taken by the individual with the objective to meet the future need of an employee. Training and development in HRM are two different activities which goes hand-in-hand for the overall betterment of the employee. The short term and reactive process is training which is used for operational purpose while the long term process of development is for executive purpose.

OBJECTIVES OF THE STUDY

- ☐ To analyze the effectiveness of training Program.
- ☐ To identify the different methods of training program.

LIMITATIONS OF THE STUDY

- ☐ Limitation of employment personal.
- ☐ Lack of practices in human resource management.

STATEMENT OF THE PROBLEM

Training and Development play vital role in any given organizations in the modern day. No systematic study has been conducted so far about the effectiveness of training in the organization. An important role in motivating employees, organization around the world has come to understand that there are many other aspects.

SWOT ANALYSIS:

Strengths

- Availability of skilled labour.

- Large pool of suppliers for contract manufacturing

Weakness

- Poor infrastructure
- High inflation

Opportunities

- Fast growing market supported by large population

Threats

- Challenging customs environment

REVIEW OF LITERATURE:

1. **Bharthvajan R, S Fabiyola Kavitha, (2019)** "A Research on Effectiveness of Training and Development in its Solution", studied the impact of training methods on employee performance in a direct selling organization in Malaysia. Researchers claimed that building a skilful and knowledgeable workforce is one of the vital activities in an organization to ensure a high level of competency with a proficient team in order to sustain and grow in a dynamic business environment.
2. **R.Sudhakar and Dr.S.Rabiyathul Basariya, (2018)** Theoretical Framework on the Effectiveness of Training & Development discussed the effect of training and development on employee performance in a private company, Malaysia. Researchers stated that the employees are a major asset of the organization; they have a role to play towards an organization's success.
3. **Kamila Ludwikowska, (2018)** "The Effectiveness of Training & Development and its Relation to employee Efficiency", determined the effect of the training dimension on employee performance in Mumias sugar company, Kenya. The study sought to find out the effect of training need assessment on employee performance, the effect of training content on employee performance, and the effect of training evaluation on employee performance.
4. **Sanyal (2018)** "Stated that training & development spreads on important value of the country", stated that training and development is the best possible utilization for employee's capabilities. Training is equipping the employees with the required skills to perform and development is the growth of employees at every level of management.
5. **Amitabh Deo Kodwani, (2017)** "Decoding training effectiveness: the role of organizational factors", Journal of Workplace Learning, The purpose of this study is to extend previous findings and examine various organizational factors, which have not been studied sufficiently, that influence training transfer.
6. **Sumaiya Shafiq Sahibzada Muhammad Hamza (2017)** has done their research on the topic of "The Effect of Training and Development on Employee Performance in Private Company, Malaysia" The researcher attempts to clarify that the worker is the main assets in the organization, they are the main heir to an organizational achievement. The organizations success cannot be underestimated by the organizations.
7. **Gosim Martin Chukwu, (2016)** claimed that training and development is a key factor in improving employee performance in organizations. The purpose of the study was to focus on the effect of training and development on employee performance in a private tertiary institution in Ghana; a case study of Pentecost university college.
8. **Ganesh.M and Dr.R.Indradevi (2015)**, Jennifer Chishamiso Nzonzo, training and development has become an issue of strategic importance. Although many scholars have conducted research on training and development practices in organizations in both developing and developed economies, it is worth mentioning that most of the research has concentrated on the benefits of training in general.
9. **Sheeba Hamid (2011)**, the purpose of the research is to find out how training and development effect organizational performance and to find out what is the impact of training and development in organization. Data is collected from the 100 members of different organizations.
10. **Dr.A.Francis Vijayakumar, (2009)**, the challenges faced by employers and organizations in the effective management of HR T&D varied from concerns about the lack of intellectual HR professionals to coping with the demand for knowledge-workers and fostering learning and development in the workplace.

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 49.

Data Collection method- Questionnaire

Tools for analysis :

Excel , SPSS

Sample Method :

Simple random sampling

RESEARCH DESIGN

A research design is the assignment of conditions for collection and analysis of data in a manner that aims to combine relevance to the search purpose formidable problem that follow the fact defining the research is the preparation in this study the researcher has made use of the descriptive research design this is to be determined some definite purpose with the help of structured questionnaire to further primary information to focus on the accurate descriptions of the variables present in the problem.

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

- Gender
- Age
- Educational qualification
- How long you work for the organization
- How many training program organised by organization in the year
- How many training program you have attended in organization
- Do you like to attend the training program

- Duration of the training program in your organization
- Does the training program have helped you in improving skills
- Which methods of training followed by your organization
- Does the training helps to increase the motivational level of employees
- Who conduct the training program in your organization
- Do you agree that training and development program or conducted as per the schedule
- Are you satisfied with the training program
- Does the induction training is well planned exercise in the organization
- Does the training method focus on developing team work and leadership skills
- Training program helped to increase the productivity of both quality and quantity
- Do you think that the feedback can evaluate the effectiveness of the training

ANALYSIS

Chi-square test for gender of employees and how long you work for the organization

Gender * How long you work for the organization? Cross tabulation

Count					
		How long you work for the organization?			
		1 to 5 years	5 to 10years	10 above	Total
Gender	Male	8	23	1	32
	female	7	9	1	17
Total		15	32	2	49

Table-4.19

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.765 ^a	2	.414
Likelihood Ratio	1.737	2	.419
Linear-by-Linear Association	.708	1	.400
N of Valid Cases	49		

Symmetric Measures

		Value	Asymp. Std. Error	Approx. T ^b	Approx. Sig.
Interval by Interval	Pearson's R	-.121	.152	-.839	.406 ^c
Ordinal by Ordinal	Spearman Correlation	-.135	.150	-.932	.356 ^c
N of Valid Cases		49			

Null hypothesis: There is no significant difference between Gender and How long you work for the organization.

Alternative hypothesis: There is significant difference between Gender and How long you work for the organization.

INFERENCE

This level significance between Gender and How long you work for the organization is 2 cells 33.3% have expected count less than 5. The minimum expected count is .69. Accepting null hypothesis

ON'S CORRELATION – 1

Null Hypothesis: There is positive relationship between induction training is well planned exercise in the organization and help increase productivity of the both quality and quantity.

Alternative Hypothesis: There is negative relationship between induction training is well planned exercise in the organization and help increase productivity of the both quality and quantity.

Correlations

	induction training is well planned exercise in the organization	help increase productivity of the both quality and quantity
induction training is well planned exercise in the organization	1	.326*
Sig. (2-tailed)		.025
N	48	47
help increase productivity of the both quality and quantity	.326*	1
Sig. (2-tailed)	.025	
N	47	48

Table-4.21

INFERENCE

Since r is positive, there is positive relationship between induction training is well planned exercise in the organization and help increase productivity of the both quality and quantity.

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