



Recent Trends of Training and Development Method in Select Organizations of Vadodara City

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Abstract:

This study intends to investigate the aspects of employees' perceptions and satisfaction with training and development methods in a few Vadodara-based companies. This study covers the understanding of which training method more effective according to employee perspective, is training program enhanced positive attitude towards employee workplace and what types of challenge or issue employees facing where undergoing T&D programs. In this study the where 128 employees are taken by using purposive sampling method in different department of L&T technology services and cosmos engitech private limited. Majority of the employees believed that positive outcome of the T&D programs for upgrading the skill, knowledge and skill can be improved by attending training and development programs. Also, employees believed that both on the job training and off the job training method is preferable and usable. The conclusion of the study is that appropriate training and development method ultimately upgrade not only the productivity of employees but also of the organization. Employee development is the secret to organizational sustainability, as has been remarked with some justification.

Keywords: *Training and Development, Training Effectiveness*

I. INTRODUCTION

Training is the method of helping a individual enchant his efficiency and effectiveness in the workplace by improving and updating his or her professional knowledge by creating abilities relevant to his or her job and cultivating suitable behavior and attitude towards job and individuals. Training is specifically formal education in distinct ways. While education is primarily worried with knowledge improvement, training is primarily intended to increase understanding, stimulate attitude, and impart abilities linked to a particular job. It's a lifelong and ongoing method. Training is an activity program that is time-bound. Thus, there is a customized specialized discipline of trainers mixing in the field of human activity.

Training and Development

Human resources are any organization's most precious assets, with machines, equipment and even money, nothing is achieved without manpower. Any organization's efficient functioning needs staff to learn to conduct their employment at a satisfactory skill level. Here's the coaching function. Employee training attempts to enhance abilities or contribute to the current level of understanding so that the staff is better equipped to do his current work or prepare him with enhanced duties for a greater role.

Individual development, however, is not an end itself. The development of the organization requires to be meshed with the development of the individual. The main aim for the organization viability, that it should make adapt itself to a changing environment. Employee growth and development must be seen in the context of this modification. So, training can be defined as.

II. REVIEW OF LITERATURE

1. Krietner (1995) in his book *The Good Manager's Guide* said "no matter how carefully job applicants are screened, typically a gap remains between what the employee does know and what they should know. An organization which desires to gain the competitive edge in its respective industry, needs among other things, extensive and effective training of its human resources."
2. Armstrong (1995) said that there is a wide variety of training techniques that can be used. These can be divided into: On-the-job techniques, which are practiced on a day-today basis or as part of specially tailored training programs. These include job rotation, planned experience and mentoring. Off-the-job techniques, which are used in formal training course away from the place of work. These include lectures, talks, simulation, case study, role playing, workshops etc.

3. Armstrong (1995) There is a wide variety of training techniques that can be used out of which On-the-job techniques are important, which are practiced on a day-to-day basis or as part of specially tailored training programs. These include job rotation, planned experience and mentoring.
4. Ginsberg (1997) Pakistan concluded that training has direct relationship with the employees 'performance. Basically, training is a formal & systematic modification of behaviour through learning which occurs as result of education, instruction, development, & planned experience. Because of the practical implications of training, it is important to have training that is effective. Studies have proven that more costly but effective training can save money that is wasted on cheap but inefficient training.
5. Fajana (1997) argues that the important thing in choosing training methods is to recognize the nature of the training that will take place and facilitate it. According to him, the biggest problem in training methods lies in the failure to realize the distinction between learning theory and principles, and "how to" practice.

III. RESEARCH METHODOLOGY

Aim of the Study

Primary Objectives

- To identify the recent trends of training and development method in select organizations.

Secondary Objectives

- To analyses perceptions of employees regarding T&D methods.
- To measure perceptions of employees regarding effectiveness of T&D programs in enhancing working proficiency.
- To ascertain the employee's perception towards benefits of training programmes.
- To identify various challenges and hurdles being faced by employees while undergoing T&D programs.
- To suggest various measures to improve the existing effectiveness of T&D method.
- To analyses various methods used in assessing Training and Development of employees.

Research Design

- Research design is a link between what has been established and what needs to be done in conducting the study to achieve the goal. Exploratory research design was the research design used in this study.

IV. METHODS OF DATA COLLECTION

Primary Source

- Primary data refers to the data that was collected firsthand, directly from the source. The main data was collected through structured questionnaire via google form.

Secondary Source

- Secondary data refers to the data that was previously collected by others for another purpose. It includes:
 - Company Website.
 - Internet.
 - Manuals and Research Papers and Books.

Sampling Method

The Non-Probability Sampling method in that Purposive sampling method use to collect the data.

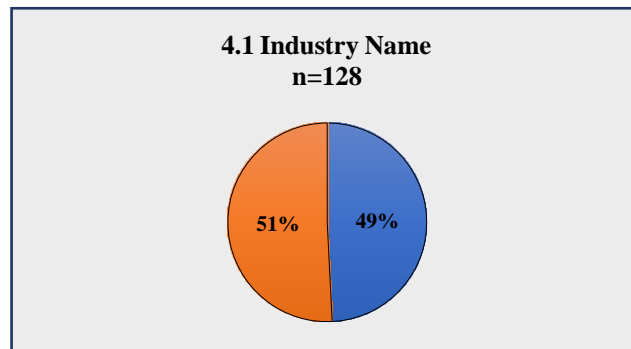
Statistical Tools Used Sample Size

- The sampling technique is a significant choice to be made on the size of the sample. Sample size implies sampling amount. The chosen sample size for this research is 128. Sample size is selected using random sampling method.

Population Size

- The universe considered for this research was all the employees of the L&T Technology Services and Cosmos Engitech Private Limited.

V. DATA ANALYSIS & INTERPRETATION



The above 4.1 pie charts shows that researcher has taken sample form the two organization that is L&T Technology Services and Cosmos Engitech Private Limited. Further shows that 63 (49%) respondents taken from the L&T Technology Services and 65 (51%) respondents taken from the Cosmos Engitech Private Limited.

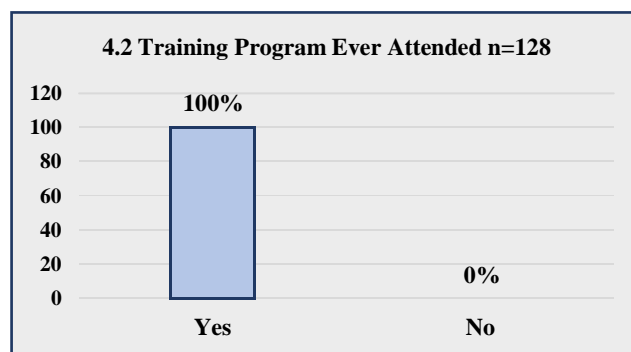
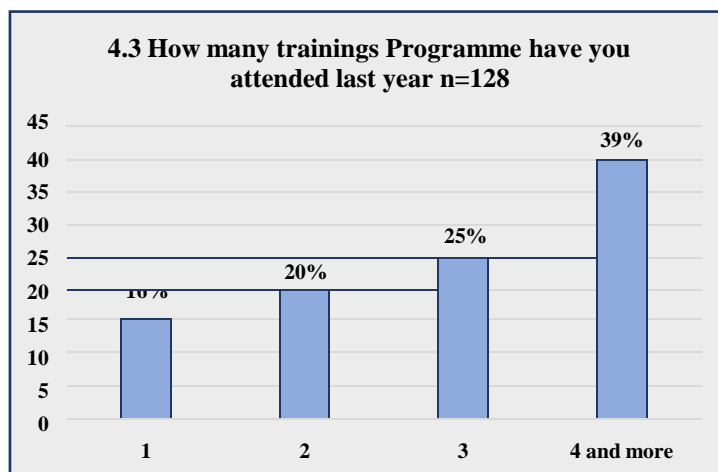
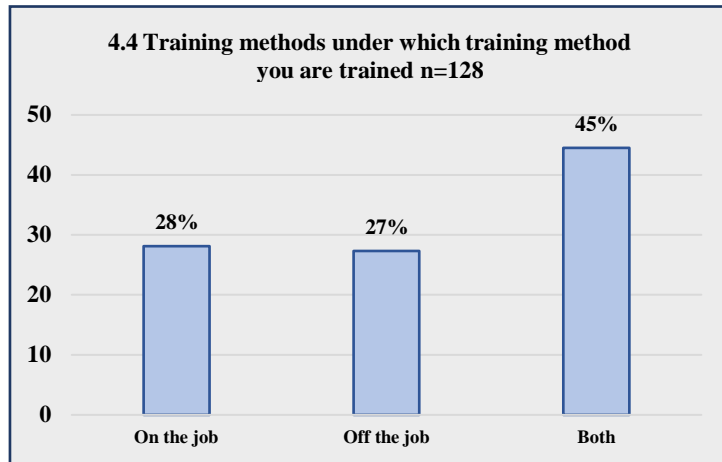


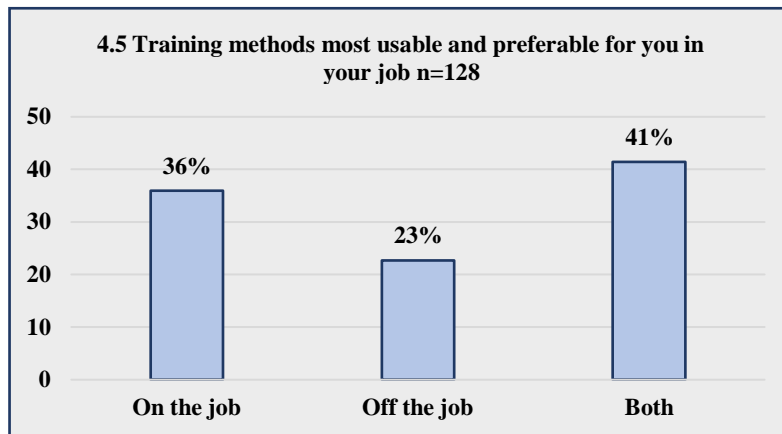
Table 4.2 gives us the detail of training program of respondents in the selected sample. It is discovered that all the 128 (100%) respondents attended training program in their organization. There were none who did not attend training program.



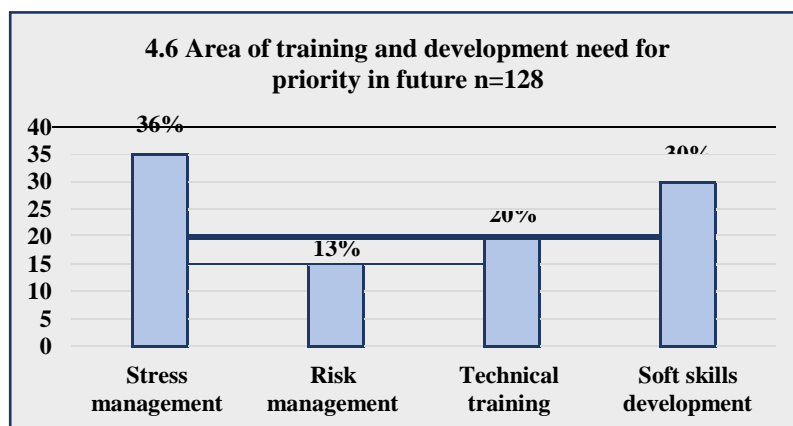
The 4.3 shows that how many training program attended by employees in last year. The analysis of the data shows that in most of the respondents 50 (39%) are attended 4 and more training program, whereas 32 (25%) respondents are attended 3 training programs, followed by 25 (20%) respondents are attended training program and 21 respondents (16%) are attended only 1 time training program in the organization.



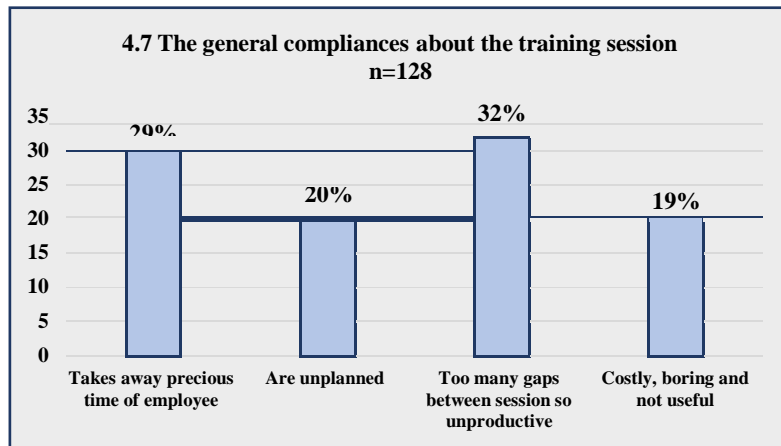
From the above table 4.4 shows that 57 (45%) respondents have received both On the Job training and Off the Job training, whereas 36 (28%) respondents have received only on the job training. On the Other side 35 (27%) respondents have received only off the job training. We can conclude that majority of the respondents have received both On the Job training and Off the Job training.



From the above table 4.5 shows that 53 (41%) respondents both On the Job training and Off the Job training method is Usable and preferable, whereas 46 (36%) respondents prefer only on the job training. On the Other side 29 (23%) respondents prefer only off the job training. We can conclude that majority of the respondents prefer both On the Job training and Off the Job training methods.



From the above table 4.6 shows that 46 (36%) of the respondents ranked stress management need for priority in future to be the rank one among the various options, followed by 39 (30%) of the respondents ranked soft skills development training need for priority in future to be the second rank, 26 (20%) of the respondents ranked technical training need for priority in future to be the third rank and 17 (13%) of the respondents ranked risk management training need for priority in future to be the fourth rank.



From the above table 4.7 shows that 41 (32%) of the respondents ranked general complaints about training programs too many gaps between session to be the rank one among the various options, followed by 37 (29%) of the respondents ranked takes away precious time of employees to be the second rank, 26 (20%) of the respondents ranked are unplanned to be the third rank and 24 (19%) of the respondents ranked costly, boring and not useful to be the fourth rank.

VI. FINDING

- The majority of all the respondents agreed that at L&T Technology services and Cosmos Engitech Private Limit all the time they were encouraged to participate in a training program, on the other hand, none a respondent felt that they were never encouraged to do so.
- It can be observed that most of the respondents attended more than four training programs in the previous year.
- It is revealed that the more than half of respondents have received both On the Job training and Off the Job training, whereas 28% (N=36) respondents have received only on the job training. On the Other side 27% (N=35) respondents have received only off the job training.
- It is also revealed that both On the Job training and Off the Job training method is preferable and usable for 41% (N=53) respondents. whereas 36% (N=46) respondents prefer only on the job training. On the Other side 23% (N=29) respondents prefer only off the job training.
- It is observed that 36% of the respondent's future priority area of training is stress management. whereas 30% of the respondents need and want soft skills development training in the future, 20% of the respondents want and need technical training in the future and 13% of the respondents want and need risk management training in future.
- It is revealed that 32% of the respondents' general complaints about training programs is too many gaps between session. Whereas 29% of the respondents' complaints are takes away precious time of employees, 20% of the respondents' complaints are unplanned training programs and 19% of the respondents' complaints are costly, boring, and not useful.

VII. SUGGESTIONS

- It is suggested that the allotment of training slots must be done keeping the employees' convenience into consideration to enhance the active participation of employees.
- It is suggested that daily working should be made more structured and with the help of technical fusion learning opportunities can be made more readily accessible for the employees.
- The employees expect for stress management training soon, so company will provide and concentrate on their relative field of stress management training.
- It is suggested that proper planning should be made before conducting the training.
- It is suggested that conduct a skills gap analysis, do a preliminary employee survey, taking care weaknesses of the employees, select the appropriate training programme and measure the effectiveness of l&d method.
- It is suggested that future requirements should be taken into consideration while creating such t&d programmes to prepare the employee base for upcoming issues.
- It is suggested to make training more interactive and active, try to use more visual and audio aids.

VIII. CONCLUSIONS

Recent trends of training and development method in manufacturing and service sectors is examined in the current study and the outcome has been presented in this chapter. The study of this aspect was important because appropriate T&D methods changing behavior of employees (in a positive direction) enables the organization to attain its goals and to easily face the changing environment, internal as well as external. Today, the environment of higher education especially technical and professional courses is becoming more competitive. The recreational phase is long over. Over the last decade, technical have transformed their pattern and structure to meet tough challenges in the global market. In this unpredictable business environment, these organization will have to change to meet the competitive threats and opportunities. Appropriate T&D method will serve in matching the needs of a new generation and will bring flexibility, creativity, innovation, determination, and professionalism in their operations for much needed success.

Appropriate training and development method ultimately upgrade not only the productivity of employees but also of the organization. Employee development is the secret to organizational sustainability, as has been remarked with some justification. Employees at an organization must be able to quickly adapt to a global market that is always changing.

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