



Study on Opinion and Effectiveness of Training at Work Place.

¹Natasha Padhiyar, ²Asst. Prof. Vimal Makwana

¹Researcher, ²Research Guide

^{1,2}Parul Institute of Social Work

Abstract:

Training is the basic concept in human resource development. It is concerned with developing a particular skill to desired standard by instruction and practice. The concept of training has recently become a strategic option in the development of human

modernizing, simplifying work method have been greatly required as pressing need at all sectors. The modern concept of training is provides that training should be fundamentally channeled towards the construction and innovation of more efficient method in planning up human resource to achieve organizational objectives. The training and development professional's utmost efforts of training program through application through most advanced in training confront recent challenges and development at work environment and bridge gap between actual and targeted performance, through qualified lectures who maintain required theoretical and practical skills. There is no doubt that construction of a solid base of administrators and trainers has become the fruitful outcome of dedicated efforts over the past years of continued training and development.

This study is undertaken at Banco products Pvt. Ltd., Major objective of this study is to know the impact of training at workplace. Samples were taken to the study frequency of training provided, feedback of training, types of training given to the respondents etc.

I. INTRODUCTION

Training

Training equips new or existing workers with the abilities necessary to carry out their tasks. Thus, training could entail demonstrating how to use a new equipment to a machinist, how to market a product to a new salesperson, or how to interview and evaluate people to a new supervisor. Employee and management development is a long-term form of training, as opposed to training, which focuses on the skills needed to perform employees' current employment. Its goal is to train present or prospective employees for positions in the company in the future or to address an issue within the organisation, such as poor interdepartmental communication. The line between training and development is usually somewhat arbitrary, but the approaches utilised in both are frequently the same.

In actuality, modern training has larger objectives than in the past. Companies once placed a strong emphasis on teaching employees the technical skills necessary for their employment, such as educating assemblers to solder wires or teachers to create lesson plans. However, in the 1980s and 1990s, the goals of training and development programmes altered. To remain competitive, employers had to adjust to the quick changes in technology, raise productivity, and improve the quality of their goods and services. Since quality-improvement initiatives presuppose that employees can utilise critical thinking abilities, create charts and graphs, and analyse data, improving quality frequently necessitates remedial education training. Training in technological and computer abilities is required for employees (such as desktop publishing and computer-aided design and manufacturing). Additionally, employers have prioritised greater service as a result of rising competition.

Today, more organisations are utilising the ability of training to increase employee dedication. Continuous chances for personal improvement are among the best ways for a company to show how committed it is to its people, and this dedication is frequently returned. This is one of the reasons why high commitment companies like Toyota provide everyone of their employees about two weeks of training annually—roughly double the national average.

In conclusion, the increased importance of training is a reflection of the fact that "the rules of the game of economic rivalry have changed." Particularly, being effective alone is no longer sufficient. Being quick and responsive is essential for a business to thrive nowadays. Additionally, it necessitates meeting the demands of clients for quality, variety, customization, ease of use, and timeliness. A more technically skilled workforce is necessary to meet these higher expectations. It calls for individuals with the skills necessary to analyse and resolve work-related problems, work productively in teams, as well as "switch gears" and move from one job to another.

II. Meaning

Every firm is constantly in need of skilled and knowledgeable individuals to carry out various tasks in order to accomplish particular goals or objectives. Training is not necessary for an organisation if it can hire people with the right skills. But it becomes vital to improve their skill levels when qualified personnel is not readily available. Any firm must generally invest in training because no one is an expert at every profession. Thus, after the employee has been selected, recruited, and inducted, he must be properly trained. Training is the process of enhancing a worker's knowledge and abilities so they can do a specific task more successfully and effectively. It is a structured product that allows people to study, improve their knowledge, and develop their abilities for a specific goal. Learning a series of pre-programmed behaviours is the process of training. The primary goal of training is to close the competency gap that exists between an employee's current skills and the job requirements.

III. RESEARCH METHODOLOGY

Main objective:

Study of opinion and effectiveness of training at work place.

Sub objective:

- To study the effectiveness of training at work place.
- To know the employees perception on training programs.
- To know the need of training and satisfaction of the employees and to find the best method of training.
- To study the impact of training on productivity of the workers.

Research design:

According to Paulin V. Young, 'a research design is logical and systematic planning and directing a piece of research'.

The research design would be descriptive research.

Universe:

The universe of the study is the employees of Banco products pvt.ltd, bhayli.)

Sample and sampling techniques:

-The sample of my study is 60 respondents from the universe.

-The sampling technique used for research is stratified sampling.

Variables:

There are two sets of variables independent and dependent.

Independent:

Includes personal information like age, education, occupation, religion,etc..

Dependent:

Includes skills, ability, knowledge,etc..

Tool of data collection:

Structured Questionnaire was used for data collection.

Primary Data: interview schedule

Secondary Data: internet, books, previous dissertation

Limitations of the study:

Sample size is small

Sample may be biased

Non – response error

Huge space between what people say and what they actually do.

IV. FINDINGS

- Majority Of the Respondents (22%) Are Belongs to the Age Group Of 56-60.
- Majority Of the Respondents That 98% (50) Respondents Are Male.
- Majority Of the Respondents (42%) Are Graduate
- Majority Of the Respondents (40%) Are Officer.
- All the respondents 100% (51) respondents are agree with all of the above option are correct.
- All the respondents 100% (51) are agree that training programme is compulsory for all.
- All the respondents 100% (51) are agree that training is must for enhancing productivity and performance.
- Majority of the respondents 98% (50) are gone through both the training method.
- Majority of the respondents 90% (46) are attend the training programme before induction.
- Majority of the respondents 61% (31) are undergone through both training method.
- All the respondents 100% (51) respondents are undergone through lecture method.
- Majority of the respondents 78% (40) are undergone through internal training program.
- All of the respondents 100% (51) are agree that training is relevant to need of organization.
- All of the respondents 100% (51) are agree that training content meet their expectation.
- All of the respondents 100% (51) are agree that the knowledge improve after training program.
- Majority of the respondents 45% (23) are average satisfied with the training program.
- All of the respondents 100% (51) are thing that feedback can evaluate the effectiveness of training program.
- Majority of the respondents 80% (41) respondents are think that after 1 month is the ideal time to evaluate the training.
- Majority of the respondents 86% (44) respondents are thought that feedback after training worth the time, money, efforts.
- All of the respondents 100% (51) are like to attend training program.
- All of the respondents 100% (51) are agree that organization considers training as a part of organizational strategy
- Majority of the respondents 96% (49) are prefer both the training method.
- All of the respondents 100% (51) are agree that induction training is a well-planned exercise in the organization.
- All of the respondents 100% (51) are agree with the on-the-job training method.
- All of the respondents 100% (51) are agree that induction training is a well-planned exercise in the organization.
- All of the respondents 100% (51) are agree that training helps to improve employer-employee relation.
- All of the respondents 100% (51) are agree that the training program conduct in the organization every month.
- All of the respondents 100% (51) are agree that training helps to increase the motivation level of the employee.
- All of the respondents 100% (51) are agree that training enable employees to be productive.
- All of the respondents 100% (51) are satisfied with present method of selection of candidates for training.
- All of the respondents 100% (51) are agree that training program helps to increase the productivity at quality and quantity.
- All of the respondents 100% (51) are agree that training method focus on developing team work and leadership skills.

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- All of the respondents 100% (51) are agree that the developmental activity helps the management in identifying, analyzing, forecasting, and planning change needed in company's HR area.
 - All of the respondents 100% (51) are agree that they were given enough time and resources to complete the training.
 - All of the respondents 100% (51) are agree that the material was easy to understand.
 - All of the respondents 100% (51) are agree that the training meet your expectation.
 - All of the respondents 100% (51) are agree that they able to get all of your questions and answers during the training.
 - All of the respondents 100% (51) are agree that the trainer was engaging and supportive.
 - All of the respondents 100% (51) are agree that they feel competent and confident at the end of the training.
 - Majority of the respondents are gave 4 rate to the training program.

References: -

<http://hdl.handle.net/10603/294569>

<http://hdl.handle.net/10603/222173>