



A Study on Effectiveness of Training and Development Program in Conserve Solutions

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ABSTRACT:

The study was carried out to analyse the extent of effectiveness of training and development practices for knowledge and skill enhancement of the employees of Conserve Solutions. The data were collected through a survey method with a structured questionnaire from 112 employees working in Conserve Solutions.. Majority of the employees believed that knowledge and skill can be improved by attending training and development programmes. In this study Descriptive Research Design and data obtained were statistically analyzed using Chi-square test, one way Anova , Coefficient correlation. The employees believed that specialised training certainly enhance specialised knowledge and skill for improving their work effectiveness. The effectiveness of training and development practices is therefore primary objective of the study. A study of this nature is important and significant, because the result will encourage management or more organization to inculcate compact training and development of their staff .

Keywords: Effectiveness, training practices, specialised knowledge

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 fan employee. In development, initiative is taken by the individual with the objective to meet the future need fan 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.

REVIEW OF LITERATURE

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.

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.

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.

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.

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.

RESEARCH METHODOLOGY

Descriptive Research design has been used to try and determine the characteristics of a population or particular phenomenon. Using descriptive research can identify patterns in the characteristics of a group to essentially establish everything needed to understand apart from why something has happened. Data collection through questionnaire instrument using interview and survey method. Secondary data has been collected from journals, magazines, websites, etc.

ANALYSIS

DESCRIPTIVE STATISTICS

In this study, to understand the employee's training and development program, the descriptive statistics on demographic factors are studied. Percentage analysis carried out for age, experience, gender marital status monthly income.

Age: The majority of respondent 67% are from the age group of between 18-25, Year of experience: The majority of respondent 40.2% are less than 1 year, Gender: The majority of respondent 51.8% are female. Marital status: The majority of respondent 71.4% are single. Monthly Income: The majority of respondent 30.4% with income less than 10000.

Frequency of training and development program is conducted: The majority of respondent 46.4% receiving training once in a year. Effectiveness of training programs: The majority of respondent 35.7% feel neutral that training is effective. Positive change in skills and abilities: The majority of respondent 47.3% noticed slight improvement in skills and abilities. Contribution of Training and development program in career growth: The majority of respondent 42.9% feel training and development slightly contribute in career growth. Satisfaction of variety of training programs offered by the organization: The majority of respondent 42.9% neutrally satisfied with training program.

Table 1: Descriptive analysis of the respondent

FACTOR	FREQUENCY	PERCENTAGE
AGE		
18-25	75	67.0%
26-35	23	20.5%
36-45	14	12.5%
YEAR OF EXPERIENCE		
Less than 1 year	45	40.2%
1-2 year	26	23.2%
3-4 year	23	20.5%
More than 4 years	18	16.1%
GENDER		
Male	54	48.2%
Female	58	51.8%
MARITAL STATUS		
Single	80	71.4%
Married	30	26.8%
Others	2	1.8%
MONTHLY INCOME		
Less than 10,000	34	30.4%
10,001 - 20,000	33	29.5%
20,001 – 30,000	28	25.0%
More than 30,000	17	15.2%
FREQUENCY OF TRAINING AND DEVELOPMENT PROGRAM IS CONDUCTED		
Once in a year	52	46.4%
Half yearly	27	24.1%
Every month	15	13.4%
occasionally	18	16.1%
EFFECTIVENESS OF TRAINING PROGRAMS		

Ineffective	19	17.0%
Neutral	40	35.7%
Effective	39	34.8%
Very effective	14	12.5%
POSITIVE CHANGE IN SKILLS AND ABILITIES		
No change	15	12.4%
Slight improvement	53	47.3%
Moderate improvement	33	29.5%
Exceptional improvement	11	9.8%
CONTRIBUTION OF TRAINING AND DEVELOPMENT PROGRAM IN CAREER GROWTH		
Not at all	12	10.7%
Slight	48	42.9%
Moderately	37	33.0%
Extremely	15	13.4%
SATISFACTION OF VARIETY OF TRAINING PROGRAMS OFFERED BY THE ORGANIZATION		
Dissatisfied	9	8.0%
Neutral	48	42.9%
Satisfied	41	36.6%
Very satisfied	14	12.5%

CHI-SQUARE TEST

Chi – square test between gender and training & development contribute in career growth has been conducted. The result of chi-square test shows a significant value of 0.000. Therefore, null hypothesis is rejected and alternative hypothesis is accepted. There is an association between gender and training & development contribute in career growth.

Null hypothesis H₀: There is no association between gender and training & development contribute in career growth.

Alternative hypothesis H₁: There is an association between gender and training & development contribute in career growth.

Table 1: Chi – square test between gender and training & development contribute in career growth.

	Gender	Training and development contribute to your career growth
Chi-Square	.143 ^a	32.357 ^b
df	1	3
Asymp. Sig.	.705	.000

CORRELATION

Correlation was conducted to identify relationship between Designation and frequency of training and development program is conducted. we conclude that the calculated value is 0.008 which is lesser than table value 0.05, Therefore, null hypothesis is rejected and alternative hypothesis is accepted. There is an relationship between Designation and frequency of training and development program.

Null hypothesis H₀: There is no relationship between Designation and frequency of training and development program is conducted.

Alternative hypothesis H₁: There is relationship between Designation and frequency of training and development program is conducted.

Table 2: Correlation test between Designation and how often do you have training and development program.

		Designation	Frequency of training and development program is conducted.
Designation	Pearson Correlation	1	.250**
	Sig. (2-tailed)		.008
	N	112	112
How often training and development program is conducted in your organization?	Pearson Correlation	.250**	1
	Sig. (2-tailed)	.008	
	N	112	112

ANOVA

Anova test between Experience and satisfaction with training and development program. The result from the table shows a significant value of 0.035. Therefore, null hypothesis is rejected and alternative hypothesis is accepted, There is a significant difference between Experience and satisfaction with training and development program.

Null hypothesis H0: There is no significant difference between Experience and satisfaction with training and development program.

Alternative hypothesis H1: There is a significant difference between Experience and satisfaction with training and development program.

Table 3: Anova between Experience and Satisfaction with training and development program.

Years of experience					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	10.530	3	3.510	2.968	.035
Within Groups	127.720	108	1.183		
Total	138.250	111			

RESULT:

The research has been conducted to study and analyze the employees training and development program. For this research, chi-square, correlation and anova tests have been conducted. The result of the chi- square indicates there is an association between gender and training & development contribute in career growth. The result of Correlation indicates there is a relationship between Designation and frequency of training and development program. Anova test has been used to analyze the difference between Experience and satisfaction with training and development program. The result of the Anova indicates There is a significant difference between Experience and satisfaction with training and development program.

CONCLUSION:

It has found that, all the respondents are positively expressed about the training & development programs which are effective to the organization. Here the employees are highly benefited through training & development programs. It is clearly seen in this organization that the depth of effectiveness implemented through training and development activities. Finally, the organization may arrange training program once in two weeks and the employees feel that, it is helpful for them to learn practically about the new trends regarding their part of work. Above all, the training program must be provided in a manner that will support the career development of the employees.

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