A STUDY ON EMPLOYEE TRAINING AT HYUNDAI MOTOR INDIA LIMITED

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ABSTRACT:

A study on employee training at Hyundai Motor India Limited. sIn order to improve workers' abilities to meet the ever-changing needs of the modern workplace, employee training is a crucial part of organizational development. In order to better understand how employee training affects organizational performance in a variety of settings and industries, this study undertakes a thorough assessment. The review presents a comprehensive knowledge of the relationship between training interventions and organizational outcomes by integrating findings from case studies, theoretical frameworks, and empirical research.

INTRODUCTION:

This project seeks to delve into the efficacy of HMIL's staff induction and training program in enhancing workers' efficiency and productivity. By examining the program's design. implementation, and outcomes, this study aims to uncover insights into its strengths and weaknesses. Understanding the nuances of the induction and training process within HMIL's unique organizational context will enable the identification of areas for improvement, thereby bolstering employee performance and contributing to HMIL's overarching business objectives.

OBJECTIVE OF THE STUDY:

PRIMARY OBJECTIVE:

A study on employee training.

SECONDARY OBJECTIVE:

1. To identify the procedures to determine each employees unique training requirements in organization settings.
2. To evaluate the effectiveness of various training programs in terms of improving employee knowledge, skills and performance.
3. To evaluate the training effectiveness and delivery
4. To measure the employees performance before and after the training program.

NEED FOR STUDY:

High-performing firms recognize the importance of staff induction and training in increasing worker productivity. An effective program provides new personnel with the information, skills, and behaviors required to succeed. As a result, productivity increases, job quality improves, and the work environment becomes more positive.

SCOPE OF THE STUDY:

Identify and quantify measures that describe worker efficiency in your setting (such as task completion time, mistake rates, and output volume). Define which roles or departments will participate in the study to ensure relevant results for your needs. Assess staff induction and training programs, including content, techniques, and duration.

REVIEW OF LITERATURE:

TUMANIA MCHETE, FRANCE SAHYO (2023) in their study, states explores the role played by induction training on the performance of new employees at the workplace. The respondents of the study were selected staff from manufacturing.

M.JYOTHI SHUBA, PRABU B. CHRISTOPHER (2023) in their study, stated Innovation is the buzzword in today's organizational context. If the employees' thoughts and actions are creative and innovative then there comes innovation. The need for innovation arises when one tries to carry out non-routine cognitive jobs.

HERMANUS MOOLMAN (2023) in his study, it stated paper discusses the development and enrichment of a theoretical framework for a staff induction program for South Africa. Such a research project could add value to the hospitality industry in South Africa and further afield, by providing a solution to the challenges involved in the recruitment, development, and retention of qualified and skilled hospitality employees.

MARISCA YESSICA, LINA ANATAN (2022) in their study, stated This article aims to examine the effect of training and development on the performance of administrative staff at the University Kristen Maranatha.

KARIMOVA MADINA MIRZADJANOVNA (2021) in their study, stated This scientific article discusses the development of notaries in the context of digital office work. Along with this, the issues of personnel training and advanced training in the use of modern digital technologies in notarial practice are separately emphasized. The relevance of the study lies in the intensive development of digital technologies and the need to ensure the optimality and speed of the notarial process.

RESEARCH METHODOLOGY:

RESERACH DESIGN:

Research design is an arrangement of conditions for the collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

The type of research design adopted in this study is DESCRIPTIVE RESEARCH.

SOURCE OF DATA:

Primary data is collected through the distribution of questionnaires to the employees. The questionnaire includes items that utilize a Likert scale, Dichotomous, Open-ended questions,

HOW CLEAR THE OBJECTIVES OF THE INDUCTION AND TRAINING PROGRAM

SI.NO	FACTORS	NO.OF.RESPONDENTS	PERCENTAGE
1.	HIGHLY DISSATISIFIED	2	1
2.	DISSATISFIED	2	1
3.	NEUTRAL	8	4
4.	SATISFIED	58	31
5.	HIGHLY SATISFIED	115	62
	TOTAL	185	

INTERPRETATION:

 The above table indicates that 1% of respondents are highly dissatisfied about the objectives of the induction and training program, 1% of respondents are dissatisfied, 4% of respondents are Neutral, 31.4% of respondents are satisfied, and 62% of respondents are highly satisfied.

THE TRAINING PROGRAMME PROVIDES OPPORTUNITIES TO ASK QUESTIONS AND CLARIFY DOUBTS

SI.NO	FACTORS	NO.OF.RESPONDENTS	PERCENTAGE
1.	YES	171	93
2.	NO	14	7
	TOTAL	185	

INTERPRETATION:

The data from the table above illustrates a significant response with 93% of respondents being provided opportunities to ask questions and clarify doubts, and 7% of respondents are N0. INFERENCE:

It inferred that the majority of the respondents are YES being provided opportunities to ask questions and clarify doubts.

BEFORE THE INDUCTION TRAINING, HOW CONFIDENT WERE YOU IN PERFORMING YOUR JOB TASKS

SI.NO	FACTORS	NO.OF.RESPONDENTS	PERCENTAGE
1.	HIGHLY DISSATISFIED	3	2
2.	DISSATISFIED	2	1
3.	NEUTRAL	7	4
4.	SATISFIED	42	23
5.	HIGHLY SATISFIED	131	71
	TOTAL	**185**	

INTERPRETATION:

From the above table, it is found that 2% of respondents are highly dissatisfied, 1% of respondents are dissatisfied, 4% of respondents are neutral, 23% of respondents are satisfied, and 71% of respondents are highly satisfied.

RECEIVING POST-TRAINING SUPPORT IN ORDER OF THEIR USEFULNESS

WEIGHTED AVERAGE METHOD

FACTORS	R1	R2	R3	R4	R5	TOTAL	RANK
Access to the training knowledge base or online resource	3	4	8	22	148	109	5
Availability of trainers of answering follow up questions	4	6	10	58	107	197	1
Peer to peer mentoring program with expected with experienced colleagues	3	4	11	27	140	132	3
Scheduled refreshers training sessions	4	3	9	61	108	188	2
On-Demand video tutorials for specific skills	3	4	13	22	143	124	4

Weighted average = sum of weighted terms

Total number of the terms

$WA1 = (3 \times 5) + (4 \times 4) + (8 \times 3) + (22 \times 2) + (148 \times 1) = 109$ 15

$WA2 = (4 \times 5) + (4 \times 4) + (11 \times 3) + (27 \times 2) + (140 \times 1) = 132$

15

$WA3 = (4 \times 5) + (3 \times 4) + (9 \times 3) + (61 \times 2) + (108 \times 1) = 188$ 15

$WA4 = (4 \times 5) + (6 \times 4) + (10 \times 3) + (58 \times 4) + (107 \times 1) = 197$

15

$WA5 = (3 \times 5) + (4 \times 4) + (13 \times 3) + (22 \times 2) + (143 \times 1) = 124$

15

INTERPRETATION:

From the above table, it is shown that the elements are rated as follows Access to the training knowledge base or online resource is rated as fifth, Availability of trainers of answering follow up questions is rated as first, Peer to peer mentoring program with expected with experienced colleagues is rated as third, Scheduled refreshers training sessions is rated as second, On-Demand video tutorials for specific skills is rated as fourth.

FINDINGS:

- ❖ Majority of the respondents are strongly agrees the training material in helping them understand your job role and responsibilities.
- ❖ Majority of the respondents are highly satisfied with the training program well-structured and organized.
- ❖ Majority of the respondents are yes being provided opportunities to ask questions and clarify doubts.
- ❖ It is inferred that Team introduction & integration activities to your role was rated highest by the majority of respondents as it is ranked 1.

SUGGESTIONS:

- Instead of a short-term analysis, extend the study over a longer period. Include booster training sessions or on-the-job coaching to ensure skill retention and sustained efficiency gains.
- Use a combination of objective data (e.g., task completion time) and subjective data (e.g., employee surveys) to provide a more holistic picture of how training affects efficiency and employee perception.
- Supplement quantitative data with qualitative interviews with key stakeholders like trainers, managers, and employees. This can uncover deeper insights into the training's effectiveness and transfer of learning challenges.

CONCLUSION:

A study on employee induction and training program to improve workers efficiency has Evaluating the impact of your employee induction and training program on worker efficiency is crucial for optimizing its effectiveness. By implementing a comprehensive evaluation strategy, you can gain valuable insights into how well the program equips employees with the skills and knowledge they need to excel in their roles.

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