



Impact of Training and Development towards Information Technology Employees Sharp Hydro Private Limited, Peelamedu, Coimbatore

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ABSTRACT

The research analyses the role of training and development initiatives in information technology (IT) for Sharp Hydro Private Limited, a pioneering hydroelectric company. The study analyses the role of systematic IT training programs in boosting employee productivity, strengthening technical skills, and promoting innovation within the organization. It also emphasizes the importance of constant learning in enhancing the operational efficiency of the company, management of systems, and adjustment to changing technologies. It explores, through surveys and interviews between employees and the management, core advantages like software application competency gain, error decrease, and a simplified communication system. It further highlights the strategic significance of correlating IT training with organizational objectives to enhance business expansion and industry competitiveness. The study provides evidence that sound training programs form part of what contributes to an expert workforce to use state-of-the-art technology in the successful running of business operations. It helps explain the role that IT training and development can play in offering a source of competitiveness to businesses operating within the ever-evolving business terrain of the hydroelectric industry.

Keywords: IT Employees, Technical training, orientation training

I. INTRODUCTION

Training and development play a pivotal role in the growth and success of any organization, and for Information Technology employees at Sharp Hydro Private Limited, it is no different. As a leading company in the hydro sector, Sharp Hydro is heavily reliant on the expertise of its workforce, particularly those in the Information Technology department, to drive innovation and maintain efficient operational systems. The impact of training and development on Information Technology employees within this company is profound, contributing not only to their personal growth but also to the overall advancement of the company's technological capabilities. The constant evolution of technology necessitates that Information Technology professionals keep their skills sharp and relevant. Therefore, continuous training is essential to ensure that employees are up-to-date with the latest tools, programming languages, cybersecurity measures, and Information Technology solutions. This process begins with onboarding training, where new hires are familiarized with the company's Information Technology infrastructure and tools, followed by specialized programs targeting their specific roles and responsibilities.

STATEMENT OF THE PROBLEM

The problem at Sharp Hydro Private Limited is further exacerbated by the lack of consistent employee engagement in Information Technology training programs, leading to decreased employee morale and increased turnover. Without continuous skill development, employees may feel underprepared for new challenges, causing frustration and a sense of stagnation in their roles. Additionally, the company's Information Technology infrastructure may become outdated or inefficient due to a lack of trained personnel who manage or optimize these systems. This results in frequent system breakdowns, delays, and an overall decrease in productivity. Furthermore, the absence of structured training programs for new technologies limits the company's ability to innovate, making it difficult to leverage new software, tools, or methodologies that could enhance business operations and customer service. Consequently, the organization risks falling behind competitors who are investing in regular Information Technology skill development. Therefore, it becomes crucial for Sharp Hydro Private Limited to establish a comprehensive Information Technology training and development program to close the skill gap, boost employee engagement, and drive long-term business success program working in Sharp Hydro Products. The study also identifies the effect of training and development on employee's productivity.

OBJECTIVES

1. To know the company Information Technology training and development program provided by the company Peelamedu, Coimbatore.
2. To study the effect of Information Technology training and development on employee productivity

3. To analyze employees' satisfaction on Information Technology training and development program.

SCOPE OF THE STUDY

The scope of this study focuses on examining the impact of Information Technology employee training and development at Sharp Hydro Private Limited. It aims to assess how training programs enhance employee skills, improve productivity, and contribute to overall organizational growth. The research will explore the alignment of training initiatives with company objectives, the effectiveness of various training methods, and the long-term benefits for both employees and the company. By evaluating the influence of Information Technology-focused development programs, the study intends to provide insights into how such investments contribute to the company's technological advancement, operational efficiency, and competitive advantage in the market.

RESEARCH METHODOLOGY

1. Research Design

Type of Research: Descriptive and exploratory research.

Descriptive: To understand the existing impact of training programs on Information Technology employees.

Exploratory: To explore factors contributing to effective training and development programs.

2. Data collection

A. Primary Data

Surveys/Questionnaires: Distributed to Information Technology employees, including questions related to training effectiveness, skills enhancement, job satisfaction, and performance after training.

B. Secondary data

Review of company records related to past training sessions, performance metrics before and after training, and feedback surveys.

3. Sampling method

- Convenience sampling

Sample Size: Approximately 122 respondents, depending on feasibility and company approval.

4. Data Analysis Techniques

- Simple percentage analysis
- Likert scale analysis
- Chi-square test
- Correlation analysis

5. Research limitation

- Employee hesitancy to express negative feedback.
- Limited access to confidential HR data.
- Potential bias in self-reported survey responses.

RESEARCH GAP

The impact of training on Information Technology employees at Hydro Private Limited remains understudied, particularly regarding long-term performance and organizational growth. A research gap exists in understanding how tailored training programs affect skill retention, job satisfaction, and employee productivity in the Information Technology sector.

III. REVIEW OF LITERATURE

Mohanraj & Barathnivash., (2023)¹ studied the effect of training and development on employee performance with respect to automobile industry. The success of the training program to improve employee skills depends on the relevancy of the programs to the business environment. The employees were satisfied with the program as it helps employees to reduce errors and improved communication. Organization can benefit from training programs only if the organization goals are aligned with training approaches.

Sharma, A., Raj, R., & Kumar, M. (2023)³ investigate the connection between IT training and development programs and job satisfaction in India. The results show a favorable relationship between training and development programs and job satisfaction. The study concluded that only high quality training can boost employees' levels of happiness, motivation, productivity, and dedication to their jobs.

Upadhyay, R., (2023)³ studied the relationship between Employee Training and development and organizational performance. The study findings show a connection between Employee Training and development and organizational performance. The improvement of employee skills, knowledge, and aptitudes from employee training and development has the potential to activate an increase in effectiveness, efficiency, and overall productivity.

IV. DATA ANALYSIS AND INTERPRETATION

Data analysis and interpretation is the process of assigning meaning to the collected information and determining the conclusions, significance, and implications of the findings. The steps involved in data analysis are a function of the type of information collected; however, returning to the purpose of the assessment and the assessment questions will provide a structure for the organization of the data and a focus for the analysis.

The statistical tools are

- Percentage Analysis
- Chi –Square Test

PERCENTAGE ANALYSIS

TABLE NO 4.1.1

AGE OF THE RESPONDENTS

AGE	NUMBER OF RESPONDENTS	PERCENTAGE
Below 25	28	22.9
25-35	38	31.1
36-45	30	24.6
Above 45	26	21.3
TOTAL	122	100

Source: primary data

INTERPRATION

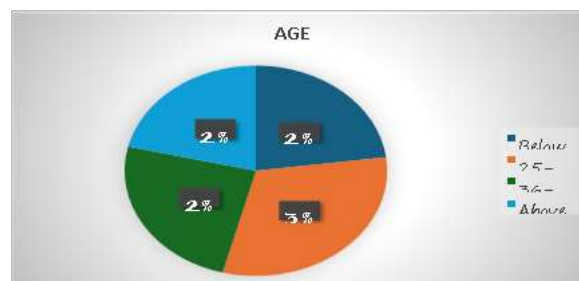
The above table shows that, 22.9% of the respondents belongs to the age group of below 25, 31.1% of the respondents belongs to 25-35, 24.6% belongs to 36-45 and 21.3% belongs to above 45 years.

INFERENCE

Most (31.1%) of the respondents are in the age group of 25-35 years.

EXHIBIT NO: 4.1.1

CHART SHOWING AGE GROUP OF THE RESPONDENTS



CHI-SQUARE

A chi-square 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 1990 for categorical data and distribution analysis. 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-square tests are usually created from a sum of squared falsities or errors over the sample variance.

TABLE 4.2.1

EDUCATION AND POSITIVE IMPACT OF THE TRAINING

Null Hypothesis (Ho)

There is no significance relationship between educational qualification and positive impact has the training.

EDUCATIONAL QUALIFICATION	POSITIVE IMPACT OF THE TRAINING				
	Boosted my speed and accuracy	Helped me prioritize tasks better	Made little difference in my work	decreased my efficiency slightly	TOTAL
Under graduate	11	13	9	2	35
Post graduate	8	19	10	4	41
Diploma	14	11	7	0	32
Other	0	9	5	0	14
TOTAL	33	52	31	6	122

Source: Primary Data

CHI-SQUARE TEST

Calculate value	Table value	Degree of freedom	Level of significance	Results
15.64	15.12	9	0.075	Rejected

INTERPRETATION

The table deals with the calculated value of X^2 value is (15.64) is greater than the table value (15.12) so the null hypothesis is rejected and the alternative hypothesis is accepted. Hence it can be concluded that there is significant relationship between educational qualification and positive impact has the training.

V. FINDINGS, SUGGESTIONS & CONCLUSION

FINDINGS

Percentage Analysis

1. Most (31.1%) of the respondents are belongs to 25-35 years of age.
2. Majority (59.8%) of the respondents are male.
3. Most (33.6%) of the respondent's educational qualification are Post Graduate.
4. Majority (62.3%) of the respondents are married.
5. Most (45.1%) of the respondents are 1-3 years of experience in the company.

Chi Square Test

The table deals with the calculated value of X^2 value is (15.64) is greater than the table value (15.12) so the null hypothesis is rejected and the alternative hypothesis is accepted. Hence it can be concluded that there is significant relationship between educational qualification and positive impact has the training.

SUGGESTIONS

1.Improved Skill Set and Technical Competence in training programs to enable IT employees to stay updated with the latest technologies and improve their technical skills. As Sharp Hydro is a business that likely deals with hydro-power and engineering systems, employees can learn new programming languages, software tools, or hardware technologies that are relevant to the industry.

2. Enhanced Problem-Solving Abilities Regular training helps employees develop strong problem-solving skills. For IT professionals, these are critical for troubleshooting issues related to systems, networks, and software in a company like Sharp Hydro that might operate on complex technological setups. Implement hands-on workshops or real-world scenario training to sharpen these skills.

CONCLUSION

In Sharp Hydro Private Limited, the role of training and development in information technology (IT) has been extremely impactful. Through investments in ongoing skill development and IT training initiatives for its workforce, the company has increased operational effectiveness, promoted innovation, and enhanced employee performance. Immersing technology and software training have enabled employees to remain current in trends within their industries and bring more sophisticated IT solutions into use, leading to streamlined business functions and market competitiveness.

In addition, efficient IT training has minimized errors, enhanced customer satisfaction, decision-making processes, and problem-solving skills among employees. It also fosters a culture of on-going learning, and this is essential in responding to fast-changing technologies. In total, the focus on IT training and development within Sharp Hydro Private Limited has resulted in an educated workforce with the ability to utilize technology to achieve better productivity, customer satisfaction, and sustainable business growth.

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