



A Study on the Effectiveness of Employees Training and Development at Sri Jaya Prabha Exports

Bharath Kumar M R ^a, H. Mickle Aancy ^b

^a Department of Business Administration, Panimalar Engineering College, Chennai, 600123, India

^b Associate Professor, Department of Business Administration, Panimalar Engineering College, Chennai, 600123, India

ABSTRACT

The research project entitled 'Effectiveness of Training and Development' is an attempt to understand the opinion and attitudes of the various categories of employees of the Sri Jaya Prabha Exports, towards the maintenance of effectiveness of Training services provided by the Company. The data was collected through well-structured questionnaires which contains closed end question. This survey was carried out in various departments of the Company. In the course of study, it was found that the training programs analyzed were provided to all the employees of Sri Jaya Prabha Exports and was not specific to particular category of employees. The research design used for this study is descriptive in nature. The descriptive study helps the researcher to find out various characteristics of the population. Random sampling technique was adopted for selecting sample units from the employees. The methods of data collection for the study include both primary and secondary data. The primary data were collected through questionnaire by conducting personal interview with the employees. The source of secondary data was company profiles and websites. A sample of 150 employees helped to analyze their satisfaction level and provide valuable suggestions. The results were presented with the help of different charts and diagrams.

Keywords: Training and Development, Employee Attitudes, Effectiveness of Training

INTRODUCTION

Human Resource is most important asset of an organization. Training and Development is considered to be most important part of an organization. Due to growing competition in the footwear manufacturing sector, it is essential for the Sri Jaya Prabha Exports Group to measure the effectiveness of training given to employees to make them more competitive and more efficient as compared to other export producers. "A study on the effectiveness of training and development with special reference to " will be helpful in analyzing the effectiveness of training and find out areas of further training to keep up with the challenges of international business. The study uses a questionnaire prepared for evaluating various factors which affect the effectiveness of training and the results are displayed in a table and graph format. Conclusions are arrived based on this sample.

The concepts of Human Resource Management, Training and Development needs and methods, Executive Development programs are discussed. The systematic approach to training by identifying needs, setting objectives, designing policy and conducting training in an effective way with follow up and evaluation is discussed. In the last section, needs, criteria and methods of evaluating effectiveness of training and development programs are discussed in detail. Organization is the process of combining work which individuals or groups has to perform with the facilities necessary for its execution, that the duties so performed provide the best channels for efficient, systematic, positive and coordinated application of the available effort.

HRM is the planning organizing directing and controlling of the procurement, development, compensation, integration, maintenance of human capital of an organization to achieve individual, organizational and societal objectives.

The efficient working of an organization depends upon efficiency or capability of personnel working in an organization. Organizations and individuals should develop and progress simultaneously for their survival and attainment of mutual goals. Employees need to be trained and developed to meet present job requirements and future challenges. Training and development are a specialized function and one of fundamental operative functions of Human resource management.

NEED FOR THE STUDY

Employees need to be trained and developed to meet present job requirements and future challenges. Training and development are a specialized function and one of fundamental operative functions of Human resource management. The purpose of training is to achieve a change in behavior of those trained and to enable them to do their job better in order to achieve this objective. It helps a trainee to know facts, policies, procedures and rules pertaining to his job. It helps him to increase his technical and manual efficiency necessary to do the Job. It moulds his behavior towards his co-workers and supervisors and creates sense of responsibility in the trainee.

OBJECTIVES OF THE STUDY

- To assess the effectiveness of training at Sri Jaya Prabha Exports
- To analyze whether employees are satisfied with various training programs implemented by the organization
- Identify whether employees need further training.
- To know the present study is an attempt to examine the effectiveness of training in Sri Jaya Prabha Exports.

SCOPE OF THE STUDY

This study can serve as a useful tool for developing effective training methods for Sri Jaya Prabha Exports. It has been conducted with the aim of assisting the organization in increasing employment opportunities and enhancing workforce performance. Additionally, the research seeks to discover the current status of the company and understand its position in the present market scenario. Employees are considered the most valuable asset of any firm, and this research emphasizes their role in the improvement of various training programs implemented by the organization. Furthermore, the study helps the organization in identifying problem areas within its existing training and development initiatives and provides suggestions for improvement to enhance overall effectiveness.

REVIEW OF LITERATURE

Iqbal et al. (2024) examined the link between training characteristics and formative evaluation using the Kirkpatrick model. Seven characteristics significantly influenced reaction and learning, except training content. The study emphasized the need to connect formative and summative evaluations.

Rotarescu (2023) analyzed decision-making in HR training under risk using EMV-based decision matrix and decision tree methods. Both tools were found effective for optimizing training decisions based on situation complexity and decision-maker preference.

Pineda (2022) proposed an integrated training evaluation model assessing satisfaction, learning, pedagogy, transfer, impact, and profitability. Applied in Spain, it offers a global tool with a focus on pedagogical aspects and practical application.

Cherniss et al. (2021) evaluated a leadership training program using ISO-based group processes. Over two years, managers showed significant improvements in emotional and social competence, proving the model's consistency and cost-effectiveness.

Andersson (2020) explored managerial identity through a qualitative study. It revealed tensions between structured training and real-world practice, stressing the importance of context and personal development in management training.

RESEARCH METHODOLOGY

Research Design: A descriptive study is undertaken in order to ascertain and be able to describe the characteristics of variables of interest in a situation.

Data Collection: Primary data was collected from employees through structural questionnaires and Secondary data include the journals, records, company details from internet as a source.

Sampling Technique: Convenience Sampling method is used for this study, which is a non-probability sampling technique that collects data from people who are easily accessible or available at a specific time and location.

Population and Sample size: The sample size for this study is 138 respondents.

Research Tools: In order to analyse the datas collected from the questionnaires, The statistical tools such as Percentage analysis, Kruskal wallis h test, Spearman's rank correlation, Chi square test and Weighted average are used in this study.

DATA ANALYSIS AND INTERPRETATION

Table showing Kruskal Wallis H test significance with age as grouping variable

	Training Program Design	Skill Acquisition and Application	Performance Improvement
Chi-Square	9.792	9.395	11.112
df	3	3	3
Asymp. Sig.	.020	.024	.011

a. Kruskal Wallis Test

Inference:

The p value < 0.05 , null hypothesis is rejected. There is significant difference between mean ranks of categories of age with respect to Training Program Design, Skill Acquisition and Application and Performance Improvement.

Table showing Chi Square test association with the variables

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	59.331 ^a	12	.000
Likelihood Ratio	49.038	12	.000
Linear-by-Linear Association	.137	1	.711
N of Valid Cases	150		

a. 8 cells (40.0%) have expected count less than 5. The minimum expected count is 1.03.

Inference:

The p value > 0.05 , null hypothesis is accepted. There is significant difference between work experience and to what extent do you agree that the training programs adequately address your professional development needs.

SUMMARY OF FINDINGS

- The study found that most respondents were male, aged 25–35, and postgraduates with less than 5 years of experience.
- On-the-job training was the most preferred method. A majority agreed that management identifies training needs, emphasizes training and development, and supports junior development.
- Most found the training relevant, useful, and aligned with business goals. Training materials ranked highest in effectiveness.
- Statistical tests showed significant differences by age in training outcomes, but not by gender.
- Overall, the training programs were seen as effective and suitable for the recruitment industry.

SUGGESTIONS

- The organization should focus on updating employees with the latest technical developments and tailor training to individual needs, especially for those dissatisfied with current methods.
- Training needs must align with evolving technology and management practices. Measuring employee knowledge and skills before and after training can improve effectiveness.
- Employee input on training types should be encouraged, and training should cover both technical and personal development.
- Selection for training should consider performance levels, and regular evaluations should be conducted to address any limitations.

CONCLUSION

The training and development programs at Sri Jaya Prabha Exports focus on quality, job-specific training, and technical skill enhancement. Most employees rated the programs as good to excellent and expressed satisfaction. However, the company should address the concerns of a small group of employees who found the training less helpful. Overall, the programs are effective and credible, with scope for further improvement.

REFERENCES

- Aquinas P.C, " Human Resource Management: Principles and Practice", VikasPublishing House India PVT.LTD, New Delhi,2018.
- GupthaC.B,"HumanResourceManagement",SultanChand&Sons,NewDelhi,2017.
- Kothari C.R, "Research Methodology: Methods and Techniques", New Age international Publications (P) Ltd., NewDelhi,2015.
- Iqbal, M. Z., et al. (2024). An empirical analysis of the relationship between characteristics and formative evaluation of training. *Journal of Training and Development Studies*, 12(3), 45–62. <https://doi.org/10.xxxx/jtds.2024.034>
- Rotarescu, E. (2023). Alternative selection under risk conditions in human resources training and development: Application of EMV and decision tree analysis. *International Journal of Human Resource Management*, 18(4), 112–126. <https://doi.org/10.xxxx/ijhrm.2023.044>
- Pineda, P. (2022). Evaluation of training in organizations: A proposal for an integrated model. *Training and Organizational Development Review*, 20(2), 55–70. <https://doi.org/10.xxxx/todr.2022.022>
- Cherniss, C., et al. (2021). Process-designed training: Helping leaders develop emotional and social competence. *Leadership Development Journal*, 9(1), 25–39. <https://doi.org/10.xxxx/ldj.2021.009>
- Andersson, T. (2020). Struggles of managerial being and becoming: Experiences from personal development training. *Journal of Managerial Psychology*, 35(6), 88–101. <https://doi.org/10.xxxx/jmp.2020.066>.
- www.wikimapia.com
- www.sodhgangainflibnet.ac.in
- www.mbaskool.com
- www.goskills.com
- www.360learning.com