

A Study on Impact of Training

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ABSTRACT

The Data collected for the study were both primary and secondary data, the primary data collected from the employees of the company and the secondary data collected from the books, company brochures, and internet for the study. The type of research adopted for the project was descriptive in nature. Sample size of 110 employees, sample population is 195, the type of questionnaire used is structured, open-ended, close –ended questions, multiple choice, and dichotomous questions. The tool which was used for the data analysis, Percentage Method, Chi-square Analysis,& Weighted average method.

Key words: Employees, Organization, Training

1. INTRODUCTION

Training is a series of activities conducted to identify problems or other issues in the work place, and to determine whether training is an appropriate response. The needs analysis is usually the first step taken to cause a change. This is mainly because a needs analysis specifically defines the gap between the current and the desired individual and organizational performances.

2. REVIEW OF LITERATURE

O.Jeff Harries, Jr. Observes and states that

“Training of any kind should have as its objective the redirection or improvement of behaviors so that the performance of the trainees becomes more useful and productive for himself and for the organization of which he is a part normally concentrates on improvements of their operative skills, interpersonal skills, or a combination of these.”

3. NEED FOR THE STUDY

- The study helps to increase their level of performance, attitudes and knowledge of the employees.
- The study helps increase the morale of employee.
- The study finds the employee preference towards the training programmes.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- A study on impact of training

SECONDARY OBJECTIVES

- To know the employee attitude towards the training programmes.
- To identify the level of improvement in knowledge, skills& performance.
- To find out the employees perceptions towards the training programmes.
- To give suitable suggestion for improving the training programmes.

4. RESEARCH METHODOOGY

Type of Research	-	Descriptive Research
Research Design	-	Descriptive Research Design
Data Collection method	-	Survey method
Population Size	-	195 WORKERS
Sample Size	-	110
Sampling Technique	-	Convenience sampling Method.

TYPE OF DATA

Primary data	-	Questionnaires.
Secondary data	-	Books,Internet&Company records

TOOLS FOR ANALYSIS

- Simple Percentage method
- Chi square test
- Weighted average methods

DATA ANALYSIS**SHOWING ON THE JOB TRAINING METHODS PROVIDED BY THE COMPANY**

S.NO	PARTICULAR	NO. OF RESPONDENT	PERCENTAGE
1	Demonstration	20	18.18
2	Coaching	30	27.27
3	Job rotation	25	22.73
4	Positioning rotation	25	22.73
5	Job instruction	10	9.09
	Total	110	100

TABLE NO 1**INFERENCE**

From the above table it's clear that 18.18% of the respondents are said to conduct the demonstration methods, 27.27% said to conduct the training programme of the respondent are coaching methods, 22.73% of the respondent are said to conduct the training programme job

rotation methods , 22.73%of the respondent are said to conduct the training programme positioning rotation method ,9.09 said to conduct the training programme of the respondent are job instruction method.

TABLE SHOWING THINK ABOUT OFF THE TRAINING

PARTICULAR	NO. OF RESPONDENT	PERCENTAGE
Excellent	13	11.82
Good	20	18.18
Average	37	33.64
Bad	30	27.27
Very bad	10	9.09
Total	110	100

TABLE NO 2**INFERENCE**

From the above table it's clear that 11.82% of the respondents are said to excellent,18.18% of the respondent are told that good,33.64% of the respondent are said to average,27.27%of the respondent are told that bad ,9.09 of the respondent are said to very bad.

CHI-SQUARE TEST**AIM**

To find the relationship between the employees' age limit and training increasing performance its employees.

NULL HYPOTHESIS (H₀)

There is no significant relationship between the employee's age and training increasing performance its employees.

There is a significant relationship between the employee's age and training increasing performance its employees.

OBSERVED FREQUENCY-

INCREASE PERFORMANCE → Age ↓	VERY HIGH	HIGH	AVERAGE	LOW	VERY LOW	ROW TOTAL
Above-20	2	2	2	4	6	16
20-30	4	6	14	13	27	64
31-40	3	5	2	4	4	18
41-50	1	1	2	3	5	12
Column Total	10	14	20	24	42	110

TABLE NO 3

O _i	E _i	O _i -E _i	(O _i -E _i) ²	$\frac{(O_i - E_i)^2}{E_i}$
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2	1.5	0.55	0.30	0.205
2	2.0	-0.04	0.00	0.001
2	2.9	-0.91	0.83	0.284
4	3.5	0.51	0.26	0.074
6	6.1	-0.11	0.01	0.002
4	5.8	-1.82	3.31	0.568
6	8.1	-2.15	4.60	0.565
14	11.6	2.36	5.59	0.480
13	14.0	-0.96	0.93	0.067
27	24.4	2.56	6.57	0.269
3	1.6	1.36	1.86	1.136
5	2.3	2.71	7.34	3.204
2	3.3	-1.27	1.62	0.495
4	3.9	0.07	0.01	0.001
4	6.9	-2.87	8.25	1.201
1	1.1	-0.09	0.01	0.008
1	1.5	-0.53	0.28	0.182
2	2.2	-0.18	0.03	0.015
3	2.6	0.38	0.15	0.056
5	4.6	0.42	0.17	0.038
			Total	8.850

Degrees of freedom = (C-1) (R-1)
= (4-1) (5-1) = 12

Total tabulated value at 16% level of significance =20.465

Calculated Value= 8.850

C.V < T.V

So we accept NULL HYPOTHESIS (Ho) and we reject ALTERNATIVE HYPOTHESIS (H1).

5. WGIGHTED AVERAGE METHOD

The weighted average stands for relative importance of the different items the formula for computing the weighted average.

W=Weight

W1, W2, W3, W4 ... Wn

Each cell is multiplied by their respective weight.

R1 average = $\Sigma R1/E (W)$

R2 average = $\Sigma R2/E (W)$

R3 average = $\Sigma R3/E (W)$

Rn average = $\Sigma Rn/E (W)$

		NO. OF RESPONDENTS	PERCENTAGE	RANK
1	On the job training	46	41.82	I
2	Brain storming	15	13.64	IV
3	Lecture method	17	15.45	III
4	MGT games	18	16.36	II
5	Other	14	12.73	V
Total		110	100	

TABLE NO 4**INFERENCE**

- Rank 1:- On the job
Rank 2:- Management games
Rank 3:- Lecture method
Rank 4:- Brain storming
Rank 5:- Other

6. FINDINGS

- 78.18% of the employees are male in the company. Remaining 21.82% of the employees are female in the company
- 33.64% of the employees are 41–50 years age group of people in the company, 26.36% of the employees are 31–40 years age group of people in the company, 23.64% of the employees are 20–30 years age group of people in the company, Remaining 16.36% of the employees are above-50 years gentle man working in the company.
- 79.09% of the employees are married in the company. Remaining 20.91% of the employees are single in the company.
- 45.45% of the respondent are average, 27.27% of the respondent are bad, 18.18% of the respondents are excellent, 13.64% of the respondent are good, 4.54% of the respondent are very bad.
- 36.36% of the respondent are average, 22.73% of the respondent are high, 22.27% of the respondents are very high, 9.09 of the respondent are low, 4.54% of the respondent are very low.
- 31.82% of the respondents said to high enthusiasm, 25.45% of the respondent told that average, 20% of the respondent are intend to attend, 13.64% of the respondent said to boring, 9.09% of the respondent told that highly boring.
- 27.27% of the respondent a said to high. 24.54% of the respondent told that average 20.91% of the respondents said to very high, 5.45% of the respondent told that low, and 3.64% of the respondent are very low.

7. SUGGESTIONS

- Training should be conducted in the organization periodically in order to assess the training requirements of the employees and basis of employee performance.
- A well organized and specialized training program should be conducted for the employees working in the Boiler Operation under Engineering department to upgrade their Knowledge, Skills and Abilities.

- A training calendar is necessary for the organization to train the employees periodically in appropriate time.

8. CONCLUSION

From this study it is concluded that, although overall training of the employees is above the average level, the employees in the level are lacking in expertise knowledge, skills and ability to perform their task. This study concluded that Operation is the most important task in the organization. Also the employees are keen to undergo a specific training program to increase their knowledge, skill and attitude. Most of the employee exposed them the training is help to improving the productivity and personal skills, so management should provide the training program, to all the employees' consequences easily to archive to the better performance of the company in future.

9. REFERENCE

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