

A STUDY ON IMPACT OF INDUCTION TRAINING PROGRAM TOWARDS EMPOWERING EMPLOYEE

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ABSTRACT : This study explores the role played by induction training on the performance of new employees at work place. This research focuses on reviewing the findings of previous studies conducted by various researchers with the aim to identify impact of staff induction. The design was explanatory case study using qualitative data collected through interviews from both employees and management personnel. The study reached the conclusion that further investigations need to be conducted regarding Research to better comprehend this complex field of induction training. There should be a continuous follow-up to get feedback from the trainees. There should be sufficient time allocation to orientation training to allow the program to cover all aspects.

The study analyses the factors that influence the effectiveness of induction training program and the impact of induction training program towards middle and lower level employees using factor analysis

Key words : Job performance ,training, induction training, Job satisfaction.

INTRODUCTION

Employee induction is an effective and efficient means of outlining workplace policies and procedures to new starters, for providing specific information new employees need to know to do their job, and for setting expectations within the larger context of company goals, objectives and the business operation as a whole. The main purpose of an induction is to integrate your new hires into the company and show them the systems, procedures, culture, values and the organisation itself. It also helps them ease into a new environment at a time when many new employees will make a call in those early days on whether to stay or leave. When a new team member starts working in an organisation, it is vital to get them to become productive and efficient as quickly as possible. Staff induction training or “on-boarding”, forms a pivotal part in this process. Research shows that providing new staff and employees with a thorough introduction to the company, leads to significantly improved long-term staff retention. Consequently, in order to be effective, an Induction

Programme should include an introduction to the organisation, its values, culture, people and acceptable working practices.

OBJECTIVES OF THE STUDY

- To study the impact of induction training.
- To study about the importance of staff induction training.
- To find the relationship between training satisfaction and job performance.
- To investigate the factor influencing induction training.

REVIEW OF LITERATURE

The paper titled, “A STUDY OF TRAINING IN INSURANCE AND THEIR IMPACT ON EMPLOYEES PRODUCTIVITY” by Dr. Shefali Verma, Rita Goyal (2011). Preparation empowers them with do these parts Also responsibilities. Proficiently and likewise figure out new things, which will get ready them to consume higher responsibilities. Later on. Cor ought detract necessary steps to such an approach that. Representatives ought feel preparing is key should improve the benefit What's more client fulfilment. Will meet those display tests to India.

The paper titled “Induction Staff Training” by Rodica Dragomiroiu, Ion Iulian Hurloiu, Gabriel Mihai (2014). Preparing and Training of representatives makes A collaboration impact.

Toward offering information between representatives What's more joining together they're. Distinct learning director can-wood get will realise a greater amount qualitative over those straightforward whole of cash of learning accessible on. Representatives. Gathering about knowledge, preparing and training about representatives will be the support of each up to date association Improvement.

The paper titled, “Induction and Staff Attitude towards Retention and Organizational Effectiveness” by Odunayo Paul Salau¹, Hezekiah Olubusayo Falola James Olalekan Akinbode (2014). A few investigations need shown that A large number modern associations receive different. Method for acclimatising Furthermore presenting workers will their employments and earth (Wesson & Gogus, 2005). Mostly, the incitement hails clinched alongside two types. The main may be the formal preparation programmes and the second

will be casual incitement which is often conveyed out Eventually Tom's perusing the specialists What's more managers/supervisors alternately A mix of both.

The paper titled, “IMPACT OF INDUCTION TRAINING PROGRAMMES ON PERFORMANCE OF TECHNICAL INSTITUTIONS IN INDIA” by B. L. Gupta. Stages is planned thereabouts that those trainee educators will have the ability will actualise all the outcome-based.

Curricula will attain programme instructive destinations (PEOs), programme results. (POs), programme particular results (PSOs), competencies, span results (COs) Also. Particular Taking in conclusions (SLOs) thereabouts that those people would prepared for those world- of-work.

The paper titled ,”Green HRM: Practices and Strategic Implementation in the Organisations”’,International Journal on Recent and Innovation Trends in Computing and Communication by Sushma Rani, Dr. K. Mishra. Green HRM alludes with utilising each Worker on. Help economical apply Also increment Worker. Responsiveness and commitments on the issues of Manageability. Why need also aided the. Specialist with recognise those zones such as preparing and development,. Execution examination framework What's more a few general exercises. The place non usage from claiming this idea of Green HRM takesput.

METHODOLOGY

Descriptive Research - is defined as a research method that describes the characteristics of the population or phenomenon that is being studied. This methodology focuses more on the “what” of the research subject rather than the “why” of the research subject., this study is followed to depict the participants to have an accuratedata.

The study consist of date from both from primary and secondary sources.

Primary data: The responses collected from the employees by the survey through questionnaires which were filled up with the involvement of the researcher.

Secondary data: Referred to research articles for the information. Population size: 500 Employees. Sample size :The sample size consists of 54 respondents

Sampling Type : The sampling design used in this study is Random sampling.

SPSS software was used to perform the following statistical analysis: After data was collected, it was edited for completeness and consistency. The data was then analysed using descriptive statistics including frequencies, percentage , T Test, Anova and Correlation based on the objectives set. It was also used to establish the relationship between employee motivation and job satisfaction

DISCUSSIONS :

On completing the project “A study on impact of induction training towards empowering employee”, the correlation test was done to find out the relation between job performance and satisfied with training provided, pers. To find out the impact of induction training the analysis was done with the structure questionnaire with easy understanding flexible and clear.

ANOVA

Age and Job responsibilities & performance standard

H0-There is no significance difference between age in regards with Job responsibilities & performance standard

H1-There is significance difference between age in regards with Job responsibilities & performance standard

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	0.202	2	0.101	0.112	0.894
Within Groups	114.721	127	0.903		
Total	114.923	129			

The one way anova of age,Job responsibilities and performance standard is greater than 0.5 and the value of frequency 0.112.

The value of significant is 0.894 (Table 4.1.17) and it accept null hypothesis .so there is no difference in opinion among age and Job responsibilities and performance standard.

Experience and Satisfied with the training provided

H0-There is no significance difference between Experience in regards with Satisfied with the training provided

H1-There is significance difference between Experience in regards with Satisfied with the training provided.

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.379	3	0.460	0.684	0.563
Within Groups	84.591	127	0.671		
Total	85.969	129			

The one way anova of gender, Satisfied with the training provided is greater than 0.5 and the value of frequency 0.684.

The value of significant is 0.5563 (Table 4.1.18) and it accept alternative hypothesis .so there is no difference in opinion among experience and satisfied with the training provided .

CORRELATION

H0-There is no relationship between job performance in regards with Satisfied with training provided

H1-There is relationship between job performance in regards with Satisfied with training provided

		Job performance level rise as a result of training course	Satisfied with training provided
Job performance level rise as a result of training course	Pearson Correlation	1	.351**
	Sig.(2-tailed)		<.001
	N	130	130
Satisfied with training provided	Pearson Correlation	0.351**	1
	Sig.(2-tailed)	<.001	
	N	130	130

The table illustrates the relationship between job performance and Satisfied with training provided. The correlation between job performance and Satisfied with training provided is

.351 which indicates that there is a strongly negative correlation.

Hence the alternative hypothesis is accepted .so there is significant relationship between job performance and Satisfied with training provided .

4.3 T- Test

H0-There is no significance difference between Gender in regards with Induction training awareness on career growth

H1-There is significance difference between Gender in regards with Induction training awareness on career growth

	N	Mean	Std. deviation	Std. error mean
Gender	130	1.31	0.463	0.041
Induction training awareness on career growth	130	2.01	1.015	0.089

	t	df	Sig (2 tailed)	Mean Difference	Lower	Upper
Gender	32.180	129	<.001	1.308	1.23	1.39

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The table illustrates the significance between Gender and Induction training awareness on career growth . The significance between Gender and Induction training awareness on career growth is <0.01 which is lesser than 0.05 and hence H1 is accepted. There is significance difference between Gender and Induction training awareness on career growth.

CONCLUSION :

For employees, starting a new role in a new organisation can be an anxious time and an induction programme enables them to understand more about the organisation, their role, ways of working and to meet new colleagues. Even if induction is arguably one of the most important human resource practices, yet it should not be the only form of training in the company. Ideally, not only this research improves the quality of induction, but also provides perspective for applying continuous training and development practices. The study shows that there is a relationship between job performance and job satisfaction. A company must focus more on induction program to improve their employee performance and productivity of the organisation.

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