

A REVIEW OF LOGISTICS'S T&D PRACTICES W. R. T SRIKAKULAM DIVISION

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Abstract

All organizations' approaches for managing their people resources must include T&D. Attempts at T&D to increase employee performance in an organization. These efforts also increase employees' knowledge and abilities through learning or by modifying their attitudes. After the Second World War, training programs were adopted widely by organizations. The findings show that the staff is happy with the methods of T&D overseen by the Srikakulam division of the Logistics. All employee age groups who work for the Logistics's Srikakulam division have the same views on the organization's T&D policies. Additionally, the study found no statistically significant differences. The study also found that there are no appreciable differences in the employees' educational backgrounds with regard to the practices of T&D at Logistics in Srikakulam Division. The study's final finding was that there is a large disparity between employees' experiences with the Srikakulam Division of logistics's T&D techniques.

Keywords: T&D, Performance Management, Logistics, Srikakulam, Human Resource Management

Introduction

All organizations' HR management strategies must include T&D. T&D are necessary to enhance an employee's effectiveness in a company. It is an effort to improve employees' knowledge and abilities through learning or by changing the stances. After the Second World War, training programs were become commonplace among organizations. The training provides a fantastic opportunity to increase everyone's knowledge base. Employers, assumption is T&D programs are too pricey in the current environment. Employees, who involved in training sessions exclude work time, could delay in accomplishing certain initiatives. Though there may be some disadvantages, even though T&D offers benefits both the individual and all organizations. It may lead to the cost and time worthy investment. All organizations' human resource management strategies must include T&D. It goes without saying that

investing in employee development and training will pay off. T&D are attempts to grow employee's performance in a company.

Benefits of Development and Training:

- ✓ Increased Worker Performance
- ✓ Enhanced Staff Morale and Satisfaction
- ✓ Addressing a flaw
- ✓ Reliability
- ✓ Enhanced Productivity and adherence to high standards of quality
- ✓ A rise in invention for fresh tactics and goods
- ✓ A decrease in staff turnover
- ✓ Improves the profile and reputation of the company

Logistics Profile

Logistics as a business concept evolved only in the 1950s. It contributed to solve the complexity of supplying one's business with materials, and shipping out products in an increasingly globalised supply chain. India is emerging as a one of the world's leading consumer market with the raise of middle income group, with an estimation of reaching US \$991 Billion in 2020 The logistics sector plays an important role in accessing this emerging market and enabling growth. Right Item Right Quantity Right Time Right Place Right Price Right Consumer

Literature Review

According to Chadha, D. (2018), training has its advantage and more training sessions, including the modern technology, are required for the advancements of developing the team along with their involvement. In a few Omani public and private sector banking businesses, a study was conducted by Sanyal, S., and Hisam, M. W. (2018) to determine the T&D practices on employee performance and its impact on their performance. The objective is to test how T&D strategies show their impact on worker performance. This review gives the conclusion that employee performance in the Omani banking industry

has its optimistic impact on T&D practices. Ineffective staff T&D in the workplace, Murphy, P. R., & Knemeyer, A. M. (2016). Historically, logistics training involved apprenticeships and mentorship, fostering skill transfer through hands-on experience in areas such as transportation, warehousing, and inventory management.

according to Frankin Dang Kum (2014), the organizational productivity is lowered by the ineffective staff T&D practices in their workplaces. A random sample technique usage is helped together the required data. Research on ESCON personnel is scarce, and the sample size was small (60 out of 87 workers). It is concluded that to boost the long productivity, the businesses i.e. the investments in human resource management are helped and the training is also a good source. In order to develop T&D methods, Anto, Bowersox, D. J., Closs, D. J., & Cooper, M. B. (2013)⁷The literature reviews the distinct training needs in logistics, including skills related to inventory management, transportation, warehouse operations, and regulatory compliance. It highlights the importance of tailoring training programs to address the sector-specific challenges faced by logistics professionals. M. L. (2013) evaluates the current T&D practices of a few chosen firms. This study investigates the possibility that the size of the selected organizations—large, medium, and small—significantly affects the extent to which T&D tools and approaches are used. The study came to the conclusion that some of the businesses did not set up a system for performance review. These suggestions to support the comprehensiveness of the employee T&D program, the suggestions stated that the organizations should use the aforementioned system of performance evaluation. According to Khan, R. A. G., Khan, F. A., and Khan, M. A. (2011), there is a significant effect on the job training delivery style and all it has favorable effect on it. Empirical facts support the hypothesis results are strongly grounded in this research. Sebastiano Giangreco, Peccei (2009) Perceived training efficiency (PTE) and perceived usefulness of training (PUT) are the main factors that determine overall training satisfaction (OST) Beaver & Hutchings, (2005) Organizations will gain from varied degrees of training and growth in addition to their competitive position. The most recent unpredictable external events in the sector will not affect them negatively . Boyce, Hall, and Tan (2003) Companies are investing a lot of money in training programmes to get employees ready for future demands. Due to its function and expense, scholars and practitioners have consistently stressed the significance of training.

Objectives of the study

1. To determine the various stages of T&D practices at Logistics's Srikakulam division;
2. To determine whether there are any appreciable differences in attitudes toward T&D practices among different age groups employees;
3. To determine whether there are any notable differences in the educational backgrounds of personnel with regard to the practices of T&D at the Srikakulam Division of Logistics;
4. To determine whether there are any notable differences in the educational backgrounds of employees with regard to the practices of T&D at the Srikakulam Division of the logistics.
5. To determine if there are any notable differences between the employees experiences with regard to T&D procedures in the Srikakulam Division of Logistics.

Hypothesis Statement

- 1.The Logistics's Srikakulam Division's management of T&D practices is unsatisfactory in the eyes of the employees.
2. In terms of the Srikakulam Division of Logistics's T&D policies, there is no discernible age difference among the workforce population.
- 3.In terms of the Srikakulami Division of Logistics's T&D procedures, there are no appreciable differences in the educational backgrounds of the personnel.
4. In terms of T&D procedures at Logistics's Srikakulam Division, there are no appreciable differences in the educational backgrounds of the personnel.
5. There are no appreciable differences in the monthly salaries of employees in relation to the practices of T&D at the Srikakulam Division of Logistics.
6. There are no appreciable differences between the experiences of employees in Srikakulam Division of Logistics with regard to T&D procedures.

Research Methodology

The objective of the present research study is to determine the degree of training and work habits among Logistics personnel in the Srikakulam division. For the study, primary and secondary data were utilized. The Srikakulam Division of the Logistics was where the study was carried out. The sample of 200

employees was selected using a straight forward random sampling method. For the purpose of gathering primary data, direct contact with the employees was made. To understand more about the T&D procedures used by the Logistics's The actual operating Logistics was visited to learn more about the T&D methods operated by the Logistics in Srikakulam division and to verify the validity of the answers provided by the employees. 0.804 is the Cronbach's alpha value. In order to evaluate the primary data gathered from target respondents, descriptive statistics, one-sample t tests, independent t tests, analysis of variance, and SPSS 21.0 version were used.

Data Analysis and Interpretation

T&D Practices' levels

Table 1

| LEVEL | FREQUENCY | PERCENTAGE |
|--------|-----------|------------|
| High | 108 | 54 |
| Medium | 58 | 29 |
| Low | 34 | 16.00 |
| Total | 200 | 100 |

Table 1 explains the Srikakulam division of Logistics's level of T&D methods. According to the above table, 54% of respondents believe that there is a high degree of T&D, while 29% disagree. There are medium level T&D activities, according to respondents, and 16% of the respondents believed that logistics managed training methods at a poor level.

Null Hypothesis – 1

The T&D Procedures Managed by the Logistics in Srikakulam Division are not to the employees' satisfaction.

Table 2

One-Sample t-test for T&D practice in Logistics

| T&D | N | Mean | Standard Deviation | T value |
|--|-----|------|--------------------|---------|
| Training methodology update | 200 | 3.45 | 1.40 | 4.5 |
| Duration of the training | 200 | 3.95 | 1.00 | 11.3 |
| Explanation on the nature of the job | 200 | 3.65 | 1.19 | 7.8 |
| Guidance on the quality improvement and magnitude of the work | 200 | 3.89 | 1.03 | 12.3 |
| reducing the wastage and accidents | 200 | 3.53 | 1.30 | 7.2 |
| Competency development | 200 | 3.30 | 1.45 | 3.0 |
| Increase the efficiency of employees | 200 | 3.70 | 1.23 | 14.4 |
| Adequate induction training provision | 200 | 3.90 | 1.00 | 13.7 |
| Increase in the confidence level | 200 | 3.55 | 1.20 | 6.0 |
| Acquisition of technical knowledge and skill in the job | 200 | 3.73 | 1.20 | 8.3 |
| Performance development | 200 | 4.00 | 1.00 | 16.6 |
| work culture and programs | 200 | 3.64 | 1.23 | 7.3 |
| Training quality material provision | 200 | 3.43 | 1.40 | 4.5 |
| Provision of additional knowledge to cope with the requirements of job | 200 | 3.60 | 1.21 | 7.1 |

Highlights of the outcomes from Table-2 One-Sample t-test for Logistics’s T&D Procedures. Since each statement about T&D practices has a p-value of less than 0.01 and it is statistically significant. The null hypothesis is disapproved at the 1% level of significance. Thus, it can be stated that the employees are content with the methods of T&D overseen by the Srikakulam division of the Logistics. The study also discovered that all of the statements' means have greater significance than three, which suggests that all of the claims on T&D have a big impact on how satisfied people are with those practices.

Null Hypothesis 2

Regarding T&D practices, Logistics, Srikakulam Division employees' ages do not differ much from one another.

Table 3

Analysis of variance test for Age group of the Employees and T&D Practices.

T&D Score

| Age | Mean | SD | No. | F. value | Sig |
|--------------|-------|------|-----|----------|-----|
| 41-50 yrs | 43.00 | 6.18 | 57 | 2.23 | 1 |
| 31-40 yrs | 45.59 | 5.44 | 86 | | |
| Up to 30 yrs | 44.90 | 5.40 | 29 | | |
| Total | 44.50 | 6.12 | 200 | | |

The variance test findings for employee age group and T&D practices are analyzed and shared in Table 3. The findings show that the computed P-value is 0.786 and the F-value is 2.227. The P-value is over 0.05 and is statistically insignificant. The null hypothesis is accepted at a 5% significant level. It is therefore possible to draw the conclusion from the study that there are no age-related differences that are material with regard to the practices of T&D in the Srikakulam Division of Logistics.

Null Hypothesis 3

There is no significant difference among the Educational Qualification of employees concerning towards the T&D practices in Logistics in Srikakulam Division

Table 4**Analysis of variance test for Educational Qualification of the Employees and T&D**

| Education | Mean | SD | No. | F-Value | Sig |
|------------|-------|------|-----|---------|-------|
| PG | 43.75 | 2.63 | 4 | 2.563 | 0.842 |
| DRGREE | 44.71 | 6.03 | 56 | | |
| DIPLOMA | 45.62 | 4.59 | 34 | | |
| HSC | 44.42 | 6.23 | 77 | | |
| BELOW SSLC | 40.33 | 6.78 | 18 | | |
| OTHERS | 47.55 | 7.46 | 11 | | |
| TOTAL | 44.50 | 6.12 | 200 | | |

The variance test findings for the employees' educational backgrounds and the T&D practices are found and shown in the above table 4. As the P-value is statistically insignificant and more than 0.05. Therefore, at a 5% level of significance, the null hypothesis is accepted. Hence, the null hypothesis is accepted at a 5% significant level at Logistics in Srikakulam Division.

Null Hypothesis 4

There is no significant difference among the Educational Qualification of employees concerning towards the T&D practices in logistics in Srikakulam Division

Table 5

Analysis of variance test for a monthly income of the Employees and T&D Practices

| Designation | Mean | SD | No. | F-value | Sig |
|----------------------|-------|------|-----|---------|-----|
| Administrative staff | 42.79 | 5.90 | 14 | 0.716 | NS |
| Conductor | 44.14 | 5.91 | 97 | | |
| Driver | 44.91 | 6.36 | 69 | | |
| Staff (Technical) | 46.10 | 7.03 | 14 | | |
| Other | 46.00 | 5.20 | 6 | | |
| Total | 45.00 | 6.12 | 200 | | |

The results of the analysis of variance test for employee's monthly income and the T&D Practices are displayed in the table above. Since the statistical significance is zero and the P-value is greater than 0.05. Therefore, at a 5% level of significance, the null hypothesis is accepted. The study came to this conclusion. Because there is no discernible difference in the employees' positions with respect to methods for T&D at the Srikakulam Division of Logistics.

Null Hypothesis 5

There are no discernible differences in the employees' educational backgrounds with regard to T&D procedures at logistics in the Srikakulam Division.

Table 6**Analysis of variance test for a monthly income of the Employees and T&D Practices**

| Monthly income | Mean | SD | No. | F- value | Sig |
|-----------------|-------|------|-----|----------|-------|
| Rs. 45001-55000 | 44.94 | 6.89 | 47 | 4.916 | 0.028 |
| Rs. 35001-45000 | 42.59 | 5.79 | 27 | | |
| Rs. 25001-35000 | 45.92 | 5.42 | 88 | | |
| Up to Rs. 25000 | 42.00 | 5.99 | 38 | | |
| Total | 44.50 | 6.12 | 200 | | |

The findings of the analysis of variance test for employee salaries and practices related to T&D are shown in Table 6. According to the statistical significance of the P-value being less than 0.05 that's why, the null hypothesis is rejected at the 5% level of significance. As a result, the study concluded that there are major differences in employee designation with regard to the procedures of T&D at Logistics in Srikakulam Division.

Null Hypothesis 6

Employees' experiences with T&D practices at Srikakulam logistic's Srikakulam Division are essentially the same.

Table 7**Analysis of variance test for Experience of the Employees and T&D Practices**

| Experience | Mean | SD | No. | F-value | Sig |
|-------------|-------|------|-----|---------|-------|
| Up to 5yrs | 41.09 | 6.16 | 23 | 3.939 | 0.041 |
| 6-15 yrs | 45.64 | 5.51 | 101 | | |
| 16-25 yrs | 44.24 | 5.39 | 42 | | |
| Above 25yrs | 43.71 | 7.73 | 34 | | |
| total | 44.50 | 6.12 | 200 | | |

Table7 presents the variance test analysis for employee's experience and T&D procedures. P-value is 0.041 and F-value is 3.939 as a consequence. The value of P is 0.05 and has become statistically significant at 5% significance level. Therefore the null hypothesis is disproved and it is concluded that there is a disparity in the employee's opinions on the T&D techniques utilized by Logistics in Srikakulam Division.

Conclusion

T&D plans are essential to the success of every company since they have a significant impact on employees' performance, whether directly or indirectly. Through training opportunities, employees may gain and maintain the required skills for their job in their workplace through the various training opportunities. Employers encourage the skill development of their staff members by providing training. If employees are properly trained, they will work tirelessly to support the company's objectives. According to the current study's findings, employees are satisfied with the T&D tactics employed by Logistics in its Srikakulam division. The study also discovered that staff members are happy with T&D practices.

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