

A Study on Effectiveness of Training and Development Towards Endurance Technologies PVT LTD at Chennai

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ABSTRACT

The subject matter of this thesis work is to focus on the impact of employees' training and development on organizational performance. It was inspired by the fact that some companies do not care about improving the strength of their worker but instead frown at and punish any weaknesses portray by the workers. To tackle the research problem, the researcher had as major objective to find out: whether training and development programs conducted for all employees; possible hurdles in the implementation of such programs and the practical effects training and development has on the performance at work. The researcher also focus attention on the various training methods designed and its implementation around the world during the training and development programs. The research also reveals that training and development is a necessity in every company particularly for the unskilled or the less experience employees.

Keywords:

Organizational performance, training and development, performance and an improvement

INTRODUCTION OF THE STUDY

Training constitutes a basic concept in human resource development. It is concerned with developing a particular skill to a desired standard by instruction and practice. Training is a highly useful tool that can bring an employee into a position where they can do their job correctly, effectively, and conscientiously. Training is the act of increasing the knowledge and skill of an employee for doing a particular job. Training is teaching, or developing in oneself or others, any skills and knowledge that relate to specific useful competencies. In addition to the basic training required for a trade, occupation or profession observers of the labor-market recognize as of 2008 the need to continue training beyond initial qualifications: to maintain, upgrade and update skills throughout working life.

METHODS OF TRAINING

Management development is a systematic process of growth and development by which the managers develop their abilities to manage. It is concerned with not only improving the performance of managers but also giving them opportunities for growth and development. There are two methods through which managers can improve their knowledge and skills. One is through formal training and other is through on the job experiences. On the job training is very important since real learning takes place only when one practices what they have studied.

On-the-job Training (OJT) Methods

This is the most common method of training in which a trainee is placed on a specific job and taught the skills and knowledge necessary to perform it. → Job rotation - This training method involves movement of trainee from one job to another gain knowledge and experience from different job assignments. This method helps the trainee understand the problems of other employees.

Off-the-job Methods

On the job training methods have their own limitations, and in order to have the overall development of employee's off the-job training can also be imparted. The methods of training which are adopted for the development of employees away from the field of the job are known as off-the-job methods. The following are some of the off-the-job techniques → Case study method - Usually case study deals with any problem confronted by a business which can be solved by an employee.

STATEMENT OF THE PROBLEM

Training and development have lots of impact on employee's performance. The only factor which is point of hesitation for the employers is "cost", used for the training and development. Otherwise there is always a positive result from training and development. The employees are trained about use of new equipment's and work methods. When promotion and career growth become important. Training is given so that employees are prepared to share the responsibilities of the higher level job

OBJECTIVES OF THE STUDY

- To study the training effectiveness on employee overall performance
- To analyse the types of training that is provided to the employees in the firm
- To analyse overall performance towards improving training activities
- To measure employee performance after the training provided
- To prepare the existing employee for a higher level of tasks and promotion can be provided to them in the future
- To understand the methods of training and development programs provided to the employees and what changes can be done in the future to enhance the productivity of the employees

SCOPE OF THE STUDY

The study includes evaluation of effectiveness of training programs of employees in the company. It also covers the training facilities provided by the organization and the quality service included in the training. The study is confined at Chennai. There is a great scope to extent the study to whole mill field for better inferences and this study can be used as a primary data work and impact of training to the employees. It can be used as a base study for further research on growth, expansion and modernization

LIMITATIONS OF THE STUDY

- Some of the information given by the respondents may be bias.
- Could not able to collect the information from all the employees of organization because of busy schedule of employees.
- Analysis is done on the assumption that respondents have given correct information through the questionnaires.
- Due to the limitation of the time the research could not be made more detailed.

REVIEW OF LITERATURE

Amitabh Deo Kodwani, (2024) "Decoding training effectiveness: the role of organisational factors", Journal of Workplace Learning. The purpose of this study is to extend previous findings and examine various organisational factors, which have not been studied sufficiently, that influence training. A conceptual model based on previous research work is hypothesised and tested. The sample included 123 full-time employees working at one of the major public sector organisations operating in India. The result suggested that training transfer climate; training awareness, participation and involvement in training decision and training assessment mechanism were found to be positively and significantly related to perceived training transfer.

Anton Robert Sabella, Farhad Analoui, (2025) "Managerial training and development in telecommunication organizations in Palestine", The purpose of this paper is to explore the nature and extent of management development and training in Palestinian telecommunication organizations using a basic dichotomous (three-stage) model: needs assessment, training development, and evaluation. A survey questionnaires supported by semi-structured interviews was conducted to capture and corroborate the issues raised by middle and senior managers. Subsequently, the valid data were analysed using Statistical Package for the Social Sciences and was tabulated for the purpose of interpretation and comparison with the findings available from literature.

Vishal Arghode, Jia Wang, (2025) "Exploring trainers' engaging instructional practices: a collective case study", This study aims to explore the phenomenon of training engagement from the trainers' perspective. Specifically, two questions guided this inquiry. First, how do trainers define engagement in the training context? And what strategies do trainers use to engage trainees? The collective case study approach was adopted for this qualitative study. Seven cases were selected for in-depth analyses.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them. It is necessary for the researcher to know not only the research methods techniques but also the methodology.

RESEARCH DESIGN

The formidable problem that follows the task of defining the research problem is the preparation of the design of the research, popularly known as the "research design". A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. As such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data.

SAMPLE DESIGN

Sampling may be defined as the selection of some part of an aggregate or totality on the basis of which a convenience or interpretation about the aggregate or totality is made. In other words, it is the process of obtaining information about an entire population by examining only a part of it.

SAMPLING TECHNIQUES

The sampling technique used in this study is "convenience sampling" when the population element for inclusion in the sample is based on the ease of access. It can be called as convenience.

SAMPLE SIZE: The research has selective respondent 120 samples only.

METHODS OF DATA COLLECTION

- Primary data
- Secondary data

PRIMARY DATA: Primary goal is original and collected by the researcher freshly. In this study Primary data was collected through questionnaire. A questionnaire is a popular means of collecting Primary data.

SECONDARY DATA: Secondary data is the data, which is already available. It can be obtained through company records, internet and some data collected from the observation method by the researcher.

TOOLS FOR AND TECHNIQUES

- Simple Percentage Method
- Chi-square Method
- Correlation
- Anova

DATA ANALYSIS AND INTERPRETATION

IMPROVED DURING THE TRAINING SESSIONS

Training sessions	No. of Respondents	Percentage (%)
Re-design the job	47	39.2%
Remove interference	37	30.8%
Re-organize the work place	20	16.7%
Upgrade the information of the material given during training	16	13.3%
Total	120	100.0%

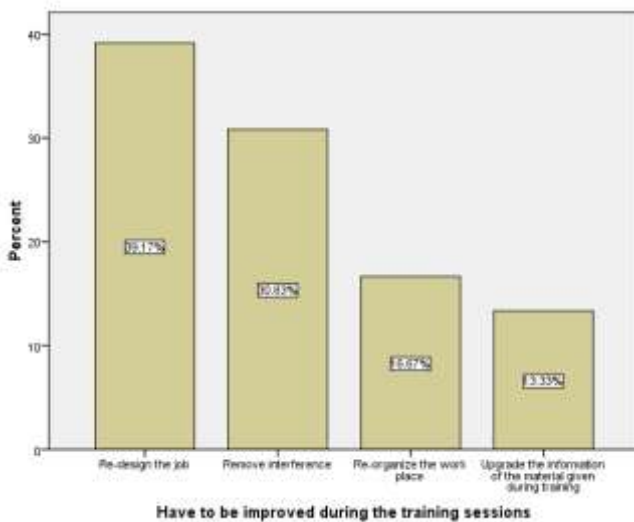
Source: Primary Data

INTERPRETATION:

The above table clearly shows that nearly 39.2% of the respondents are being improved for Re-design the job, 30.8% of the respondents are being improved for Remove interference, 16.7% of the respondents are being improved for Re-organize the work place and 13.3% of the respondents are being improved for Upgrade the information of the material given during training.

Mostly 39.2% of the respondents are being improved for Re-design the job.

IMPROVED DURING THE TRAINING SESSIONS



KINDS OF TRAINING IMPARTED FOR NEW RECRUITMENT

Kinds	No. of Respondents	Percentage (%)
Technical training	36	30.0%
Management training	59	49.2%
Presentation skill	12	10.0%
Others	13	10.8%
Total	120	100.0%

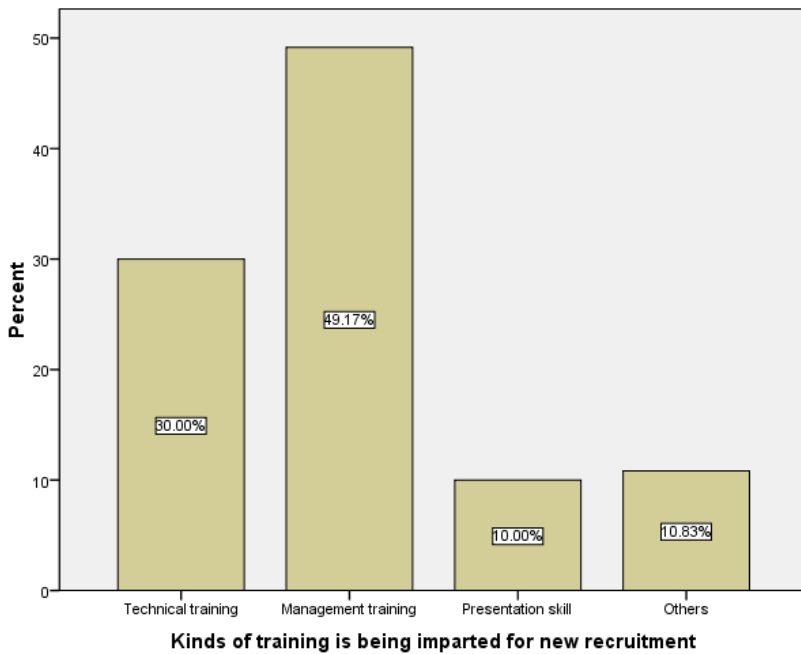
Source: Primary Data

INTERPRETATION:

The above table depicts that 49.2% of the respondents are belong to Management training, 30.0% of the respondents are belong to Technical training, 10.8% of the respondents are belong to Others, 10.0% of the respondents are belong to Presentation skill.

Mostly 49.2% of the respondents are belonging to Management training.

KINDS OF TRAINING IMPARTED FOR NEW RECRUITMENT



CHI-SQUARE TEST

NULL HYPOTHESIS

H₀: There is no significance between educational qualification and kinds of training are being imparted for new recruitment.

ALTERNATIVE HYPOTHESIS

H₁: There is significance between educational qualification and kinds of training are being imparted for new recruitment.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.111E2 ^a	12	.000
Likelihood Ratio	190.895	12	.000
Linear-by-Linear Association	94.167	1	.000
N of Valid Cases	120		

a. 14 cells (70.0%) have expected count less than 5. The minimum expected count is .60.

RESULT

Since the calculated value is greater than the table value. So we reject the null hypothesis. There is no significance between educational qualification and kinds of training is being imparted for new recruitment.

ANOVA

NULL HYPOTHESIS:

H₀: There is no significant relationship between educational qualification and participants learned from the training and skills improved.

ALTERNATIVE HYPOTHESIS:

H₁: There is a significant relationship between educational qualification and participants learned from the training and skills improved.

ANOVA

Educational Qualification	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	121.769	4	30.442	227.360	.000
Linear Term	95.712	1	95.712	714.832	.000
Unweighted	117.778	1	117.778	879.636	.000
Weighted	3.990	3	1.330	9.934	.000
Deviation					
Within Groups	15.398	115	.134		
Total	137.167	119			

RESULT

From the above analysis, we find that calculated value of the F-value 192.833 is a positive value, so H₁ accept. Since the P value 0.000 is less than < 0.05 regarding there is a significant relationship between Educational Qualification and participants learned from the training and skills improved.

SUGGESTIONS

- Overall, the result confirms that the training program facilities are moderately satisfied of the employees. The company should maintain and focus training program facilities. However, follow up and impact study of such training is still to be evaluated in future.
- Course content not influences over job satisfaction of employees in the company. So the company should focus the course content of the training program.
- The training should be practical and theoretical based to improve their skills. Company should make provision for workers training and development in the form of counselling or mentoring.
- Company should provide a favourable training like every trainee has to feel I am satisfied with this training.
- The respondents feel that the duration of the training program should be short duration which should more efficient and effective

CONCLUSION

This study is aimed to analyse the training and development in the company. Course content, trainer, facilities, development and employee efficiency are considered to evaluate the training and development in the company. The result of the study found that influence course content and development on employee efficiency. The findings of the clearly highlighted that the there is no influence of facilities and trainer on employee efficiency in the company. Hence, it is concluded that the company should focus the factors simple training material, understandable of the course material and training materials supported the objectives. The company should focus while selecting trainer, ways to acquire new knowledge, ways of delivery tee training, paper designing, taking quizzes and how to enhance relations with employees etc. thus all this effect the behaviours of trainee in the long run. However, follow up and impact study of such training is still to be evaluated in future.

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WEBSITES

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