

A STUDY ON IMPACT OF TRAINING ON WORKERS OF DEL MONTEFOOD INDUSTRIES, HOSUR

SURYA KUMAR M1 , CHANDRU VASANTH R2

¹Assistant Professor, Department of MBA, Paavai Engineering College, Namakkal, Tamilnadu,

²PG Student, Department of MBA, Paavai Engineering College, Namakkal, Tamilnadu, India

ABSTRACT

E-learning is defined as the learning system that we can obtain through the internet using an electronic device. A learning activity has interaction between a learner and an environment, leading to a planned outcome. It is the planned outcome which makes learning a purposeful activity. Learning is defined as a change in behaviour. Learning is measurable and relatively permanent change in behaviour through experience, instructions or study. The epidemic of Covid-19 has its footprints on education. The outbreak of this dangerous virus across the globe has forced educational institutions to shut down to control the spread of this virus. This happening made the teaching professionals think of alternative methods of till teaching during this lockdown in which teaching professionals and students are virtually connected.

The aim of the study was to assess the impact of E-Learning during Covid-19 Pandemic.

INTRODUCTION

Training of personnel consists in providing them with the necessary facilities and opportunities to acquiring knowledge, developing skills and cultivating attitude and behavior for the efficient and effective discharge of their duties and responsibilities. Administrative skills can be grouped into technical skills, human skills and conceptual skills. Training should enable people to perform their present effectively and at the same time prepare them to shoulder higher

responsibilities in future. The ultimate objective of training for personal is the improvement in the effectiveness of achievement of organizational objectives.

2. METHODOLOGY

Research Methodology is the specific procedures or techniques used to identify, select, process, and analyze information about a topic. In a research paper, the methodology selection allows the reader to critically evaluate a study's overall validity and reliability.

The study suggested that training and development of all staff should be dynamically followed and made obligatory and the employer should give compulsory training programs for all employees in order to improve performance.

2.1 Sample Size

The sample size in the study is 80.

RESEARCH DESIGN

The research design constitutes the blue print for the collection, measurement and analysis of data. There are types of research design; they are exploratory research design, experimental research design and descriptive and diagnostic research design.

The research had adopted descriptive research design for the study.

SAMPLE DESIGN

A sample is a subset from the total population. It refers to the techniques or the procedure to the research would adopted in selecting items for the sample (i.e) the quality of the

2.2 Statistical Tools

- Chi square test
- Percentage Analysis

PERCENTAGE METHOD

Simple percentage analysis is one of the basic statistical tools which is widely used in analysis and interpretation of primary data. It deals with the number of respondents response to a particular questions in percentage arrived from the total population selected for the study.

$$\text{NO. OF RESPONDENTS} = \frac{\text{Percentage}}{\text{Total Respondents}}$$

CHI-SQUARE TEST

A chi-square test is a statistical test used to compare observed results with expected results. The purpose of this test is to determine if a difference between observed data and expected data is due to chance, or if it due to a relationship between the variables you are studying.

$$\text{Chi-square} = \frac{(O-E)^2}{E}$$

3.DATA ANALYSIS AND INTERPRETATION

1.Age of the workers

The age distribution of survey respondents is shown in the figure below.

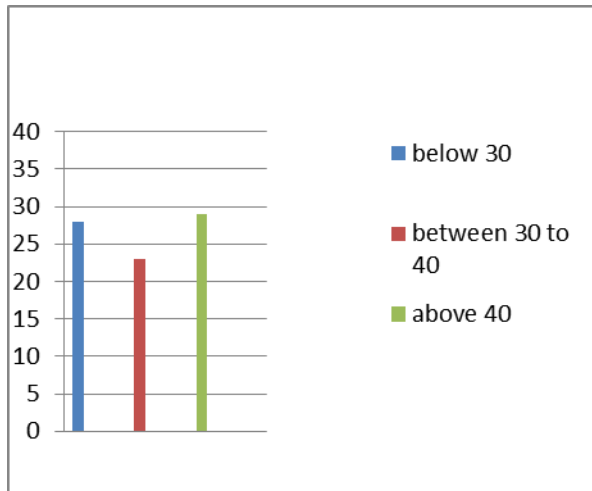
TABLE 3.1 AGE OF THE WORKERS

SL. NO	AGE	Number of Respondents	Percentage
1	Below-30	28	35
2	30-40	23	29
3	Above 40	29	36
	Total	80	100

INTERPRETATION

The above table shows that the Age of the workers . 80 % employees are age lesser than 20 and remaining 20 % is above 40 years.

CHART 3.1 AGE OF THE WORKERS



3.2 Experience of the respondents

The experience of survey respondents is shown in the figure below.

TABLE 3.2

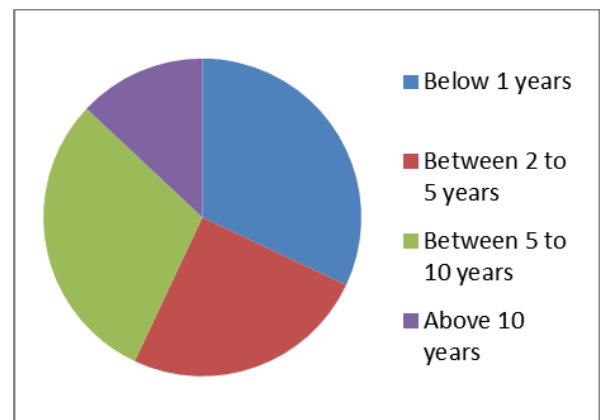
EXPERIENCE OF THE WORKERS

SL. NO	EXPERIENCE IN YEARS	NUMBER OF RESPONDENTS	PERCENTAGE
1	Less than 1 yr	25	32
2	Between 2 - 5 yr	20	25
3	Between 5 to 10 yr	24	30
4	Above 10 yr	11	13
	TOTAL	80	100

INTERPRETATION

The above table shows that Experience of the workers . Above chart shows that out of the total respondents taken for the study, 32% of the respondents are having less than 5 years of work experience. 25% of respondents belong to 5 to 10 year's experience, 30% of the responding belongs to 10 to 12 years experience. 13% of respondents only assisting the Prestige Apparel more than 13 year.

CHART 3.2 EXPERIENCE OF THE WORKERS



3.3 Types of training preferred

The types of training in survey respondents is shown in the figure below. The types of training are represented internal, external and both in this survey sample. The majority of survey participants prefer external training.

TABLE 3.3

TYPE OF TRAINING PREFERRED

INTERPRETATION

The above table shows that the type of training preferred. 79% of the respondents undergone in the On- the job training and 21 %of the respondents undergone Off- the job training.

S L N O	OPINION	No. of Respondents	PERCENTAGE (%)
1	On- the Job Tr aining	63	79
2	Off- the Job Tr aining	17	21
3	TOTAL	80	100

CHART 3.3 TYPE OF TRAINING PREFERRED



3.4 Training method preferred

The types of training method like in on the job method of survey respondents is shown in the figure below. The types of training method like in on the job methods are represented job rotation, coaching, mentoring programs and computer training modules in this survey sample.

TABLE 3.4

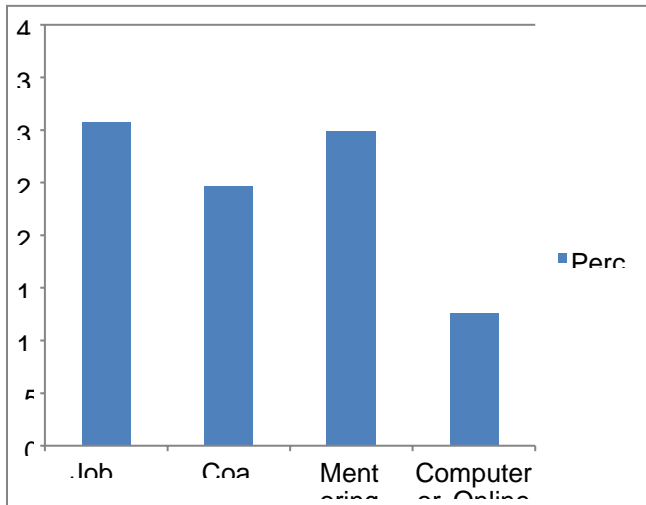
S L N O	TYPES OF ON THEJOB	No. of Respondents	PERCENTAGE (%)
1	Job rotation	63	79
2	Coaching	17	21
3	TOTAL	80	100

INTERPRETATION

The above table shows that the Training Method preferred . 32% of the workers are in Job rotation, 25% of the workers are in Coaching, 30% of the workers are in Mentoring Programs, 13% of the workers are in Computer or Online training modules. Thus the most of the respondents belongs to Coaching.

CHART 3.4

TRAINING METHOD PREFERRED



3.5 SATISFACTION TOWARDS INFORMATION AT TRAINING

Particulars	Noof respondents	Percentage
Satisfied	28	35
Not Satisfied	38	47
Average Satisfaction	14	18
Total	80	100

The satisfaction of the information provided by the trainer during the training session of survey respondents is shown in the figure below. The satisfaction of the information provided by their

trainer during the training are represented satisfied, not satisfied and average satisfaction.

TABLE 3.5 SATISFACTION TOWARDS INTERPRETATION

The above table shows that the Satisfaction of the information provided by the trainer during the training session. 35% of the workers are in Satisfied of the training, 47% of the workers are in Not Satisfied of the training, 18% of the Average Satisfaction

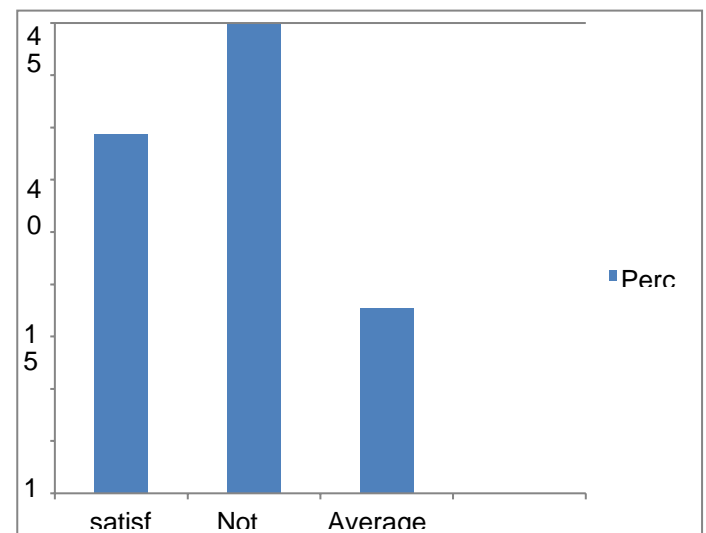


CHART 3.5 SATISFACTION TOWARDS INFORMATION AT TRAINING

3.6 Assessment of training impact

The impact of training of survey respondents is shown in the figure below. The impact of training are represented performance assessment trainee and feedback in this survey sample. The majority

of survey participants were referred performance assessment trainee for the impact of training.

TABLE 3.6

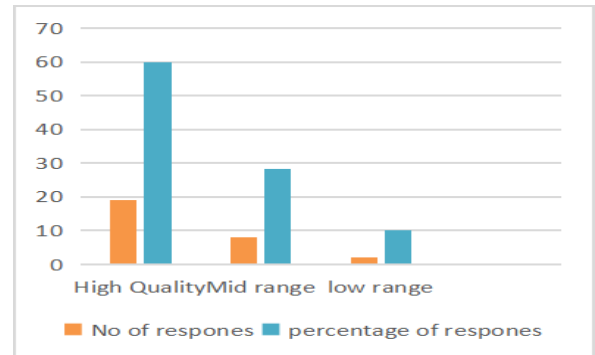
ASSESSMENT OF TRAINING IMPACT

Particulars	No.of respondent	Perc enta ge
Maximm Utilized	26	33
Partially Utilized	28	35
Rarely Utilized	15	19
Never Utilized	11	13
Total	80	100

The above table shows that the assessment of training impact. 58% of the workers have the Performance Assessment Trainee on Impact of Training, 42% of the workers have the feedback on Impact of Training. Thus the most of the respondents have Performance Assessment Trainee on Impact of Training.

CHART 3.6

ASSESSMENT OF TRAINING IMPACT



3.7 Effect of utilization of training

The utilization of the training program of survey respondents is shown in the figure below. The utilization of the training program are represented maximum utilized, partially utilized, rarely utilized and never utilized in this survey sample. The majority of survey participants were referred maximum utilized the training program.

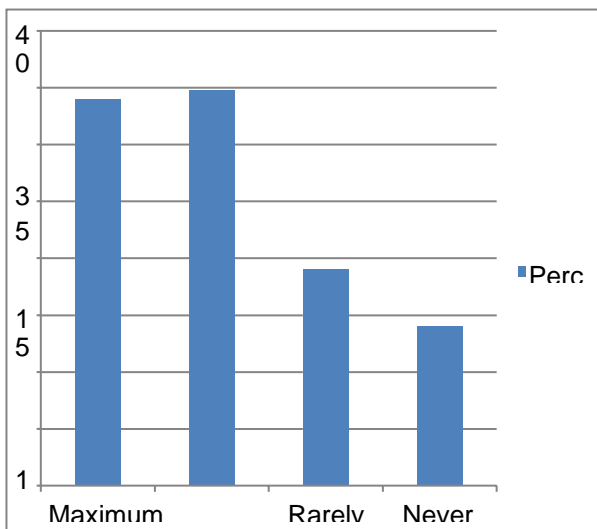
TABLE3.7 EFFECT OF UTILIZATION OF TRAINING

Particulars	No. Of responde	Percentage
Performance Assessment Trainee	46	58
Feed back	34	42
Total	80	100

INTERPRETATION

The above table shows that the Utilization of the training program. 33% of the workers are Maximum utilized the training program, 35% of the workers are Partially utilized the training program, 19% of the workers are Rarely utilized the training program, 13% of the workers are Never utilized the training program.

3.7 CHART EFFECT UTILIZATION OF TRAINING



3.8 Impact of training on performance

The training helps to increase its work of effectiveness survey respondents is shown in the figure below. The training helps to increase its work of effectiveness are represented agree, strongly agree, neutral, disagree, strongly disagree in this survey sample. The majority of survey participants were referred agree for their training helps to increase its effectiveness of workers.

TABLE 3.8 IMPACT OF TRAINING ON PERFORMANCE

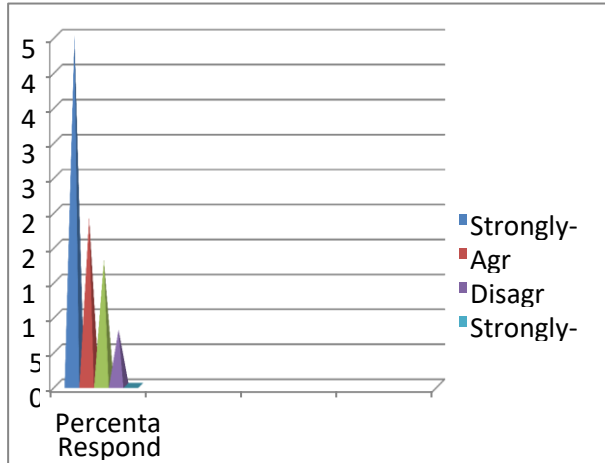
S L NO	OPINION	NUMBER OF RESPONDE NTS	PERCENTAGE (%)
1	Strongly Agree	38	48
2	Agree	19	24
3	Neutral	15	18
4	Disagree	8	10
5	Strongly Disagree	0	0
	TOTAL	80	100

INTERPRETATION

The table shows that the training important for employees. 50% of the respondents opined that training is very essential and should be provided for all the employees, whereas the 8% of the respondents do not consider so.

CHART 3.8

TRAINING IS IMPORTANT FOR EMPLOYEES



ROW TOTAL X COLUMN TOTAL

_____ = E

GRAND TOTAL

O= Observation Frequency

CHISQUARE TEST

AIM: To check whether there is any significant

in the customer age and nutritional health drink is satisfied for customers.

NULL HYPOTHESIS (HO)

There is no significant in the customer age and nutritional health drink.

ALTERNATIVE HYPOTHESIS (H1)

There is significant in the age and nutritional health drink is satisfied for customers

$$(O-E)^2$$

$$X^2 = \frac{\quad}{\quad}$$

E

Particulars	Satisfied	Highly satisfied	Dissatisfied	Highly dissatisfied	Total
21-40	10	4	5	5	24
41-60	6	15	3	2	26
61 and above	20	6	4	0	30
Total	36	25	12	07	80

E= Expected Frequency

O	E	O-E	2 (O-E) /E
10	10.8	0.8	0.05
4	7.5	-3.5	1.63
5	3.6	1.4	0.54
5	2.1	2.9	4.00
6	11.7	-5.7	2.77
15	8.12	6.88	5.82
3	3.9	-0.9	0.20
2	2.27	-0.27	0.03
20	13.5	6.25	2.89
6	9.37	-3.37	
4	4.5	-0.5	0.05
0	0.26	-0.26	0.26
	67.62		19.45

Degrees of

$$\begin{aligned}
 \text{Freedom} &= (r-1) \times (c-1) \\
 &= (3-1) \times (4-1) \\
 &= (2) \times (3) \\
 &= 6
 \end{aligned}$$

DECISION RULE

If calculated value is less than the table value

We accept the null hypothesis (**HO**)

If table value is greater than calculated value

We accept the Null Hypothesis (**H1**)

Hence calculated value = 19.45

RESULT

Table value the level of significance is 67.62 Calculated value is less than table value. So the Null Hypothesis is accepted.

4.RESULTS AND DISCUSSION

4.1 FINDINGS

- 60% of the respondents are Male.
- 28.5% of the respondents age are less than 40 years.
- 55% of the respondents Qualification is Graduate.
- 34% of the respondents are 5 years experience .
- 86% of the respondents prefer both on the job& off the job.
- 34% of the respondents like coaching method.
- 34% of the respondents are preferred the training method.

- 56% of the respondents are satisfied with the training.
- 60% of workers are performed with assessment of impact of training.
- 40% of respondents are utilized in the training.

4.2 SUGGESTIONS

From the research it is suggested that the employees of del monte food Industries are satisfied with the training and development program this situation has to be rational in the organization so the following improvement can be full forth in forthcoming period. The training needs should be assessed regularly by observing the performance of employees and also from feedback. Proper care should be taken while selecting the trainers. New and different trainees should be invited so that the maximum impact can be got from the training programmers. Try to consider the personal goals of participation also when designing the training module. By which the interest and satisfaction of workers can be increased.

4.3 CONCLUSION

Analysis of all facts & figures, the observation and the experience during the training period gives a very positive conclusion/ impression regarding the training imparted by Del Monte food Industries is performing its role up to the mark and the trainees enjoy the training imparted especially the practical session and simulations. The training imparted meets the objective likes. Effectiveness of the training and its resultant in the performance of the employees. Assists the employees to acquire skills, knowledge and attitude and also enhance the same. Help to motivate employees and helps in avoiding mistakes.