

A Study on perception of management students on training and development

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ABSTRACT

Training and development plays a vital role in the effectiveness of organizations and to the experiences of people in work. Training has its connotations for productivity, health and safety at work and personal development. All organizations employing people need to train and develop their staff. Most organizations are cognizant of this specification and invest effort and other resources in training and development. Such investment can take the form of employing specialist training and development staff and paying salaries to staff undergoing training and development. Investment in training and development entails obtaining and maintaining space.

Training and development plays an important role in the effectiveness of organizations and to the experiences of people in work. This study is conducted based on the thought process of the Management students. Findings of the study showcase that there are different types of perspective based on their domains such as Marketing, Finance, HR and Operation.

Here we will learn about the importance and benefits of Training and development. The study also suggests the scope of experiencing different types of training. Understanding and motivating employees is the key to increasing self-worth in

The workplace. Training can help employees understand how their work fits into their company's structure, mission and goals.

Keywords : Management, Learning, Training and Development, Organization Effectiveness, Motivation, Mission, Goals

INTRODUCTION

Training and development refer to educational activities within a company created to enhance the knowledge and skills of employees while providing information and instruction on how to better perform specific tasks.

Training is said to be the acquisition of knowledge of skills, and the competencies. It has specific goals of improving one's knowledge, skills and their capacity, capability, performance and their productivity. It is said that observers of labor market have clearly mentioned, more than initial qualifications for a work, to upgrade and update skills. Vigorous training and development should be there in the organization. Thus the training and development is the branch of human resource function. It is said that only training & development is much important because it leads to a maximum utilization of all the sum of firm.

Thus the skills which were utilized by the human resource of firm can increase in output, quality improvement at the company. Training & development increase in efficiency, increase of morale of employees, better human relations, reduction in supervision, increased in organizational liability & flexibility. Training is said that both physically, socially and intellectually are very essential in facilitating the level of productivity, it also increase the development of personal in any organizations with that training is a systematic development of the knowledge, skills which is being required by employees to perform adequately on a given task or a job. Training can take place by number of ways, on the job on the job.

The study uses a questionnaire prepared for evaluating the mind set and knowledge of management students.

OBJECTIVES

- The objective of this research is to study the thought process of management students pertaining to training and development.
- To identify student's competency level when they are given training.

REVIEW OF LITERATURE

A literature review is a search and evaluation of the available literature in the given subject or chosen topic area. It documents the state of the art with respect to the subject or topic you are writing about.

DharmeshRaval (2014) had done his research on the topic of "A Study of HRM Practices prevailing in ITITES Industry - A Case Study of IT - ITES organizations in the city of Vadodara" the author trying to use a mixed method approach involving both in-depth discussion with executives and primary data, the data have been collected from selected IT/ITES companies of Vadodara city. The predictable outcome the highlight the way specific HRM practices such as recruitment, performance appraisal, training and development, and compensations are implemented. They recommended the existence of formal, structured, and rationalized HRM systems in IT/ITES organizations. A number of insights related to HRM policies and practices are shared by the HR senior executives interviewed shedding more light on the functioning of the IT/ITES companies and their challenges. They conducted the study of the useful for both academicians and researcher.

Training and Development basically deals with the acquisition of understanding and practices. Training and Development is one of the imperative of HRM as it can improve performance at individual as well as organizational level. According to **Bhanu Chopra** in an ever changing and fast paced corporate world, training and developments is an indispensable function. Training and development is one of the lowest things on the priority list of most companies. Training allows

employees to acquire new skills. Sharpen existing.

Training and development have become one of the necessary functions in most organizations, because they lead to high performance in the same field and are important part of human resource department, it has a significant effect on the success of an organization through improving employee performance (**Mozael, 2015**)

Training is more present-current jobs, specific skills and abilities to immediately perform their jobs while development enhances behaviours, attitudes and improves employee performance in an organization. It is the process of increasing the knowledge and skills of an employee, for doing a particular job. Training is of much significance in achieving the objectives of the organization by keeping in view the interest of employees and organization (**Stone, 2002**).

Casse and Banahan narrates that (2007), the different Viewed to training and development need to be explored. It has come to their attention by their own preferred model and through experience with large Organizations. The current traditional training continuously facing the challenges in the selection of the employees, in maintaining the uncertainty related to the purpose and in introducing new tactics for the environment of work and by recognizing this,

they advising on all the problems, which reiterates the requirement for flexible approach.

METHODOLOGY

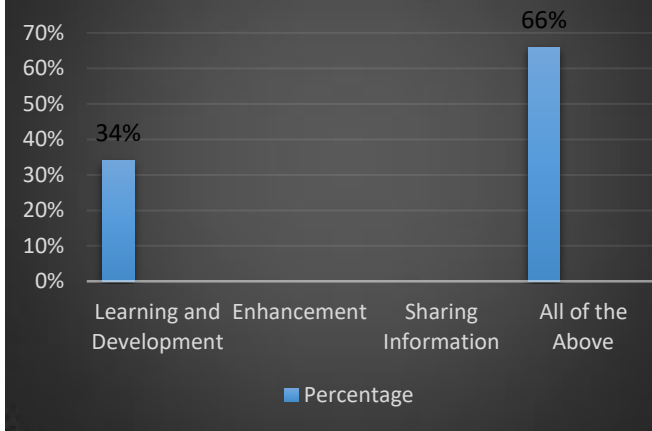
- **Locale:** Mumbai city
- **Sample size:** The sample size considered for the study was N=50
- **Selection of subject:** Purposive random sampling technique was used to select the samples. The respondent selected for the present research were those people who all are management students.
- **Tools used for the study:** Google form was designed to collect the data from respondent in the city of Mumbai. It was a primary data collection.

FINDING AND RESULTS

This research involves an open and close type question from the point of views of Management students.

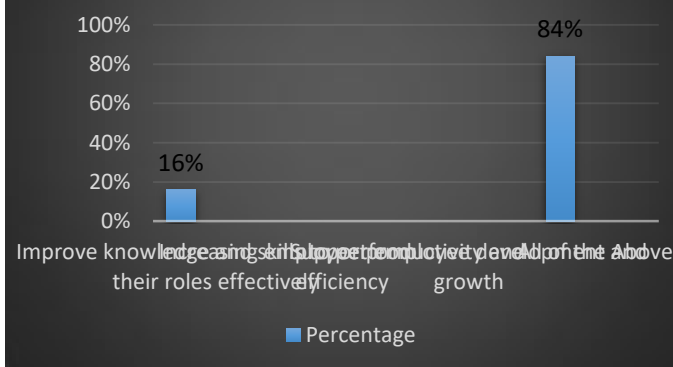
The research study was carried out on Training and development. The conversation between the researcher and the respondent was done through Google Form method. Following is the data collected.

What do you understand by training?



Analysis – Out of 50 students, 66% of the students agreed with all of the above as they thought training and development includes Learning and Development, enhancement and sharing information and only 34% of the students agreed with learning and development, hence T&D needs to be more innovative and programmed as some agree with only learning and Development.

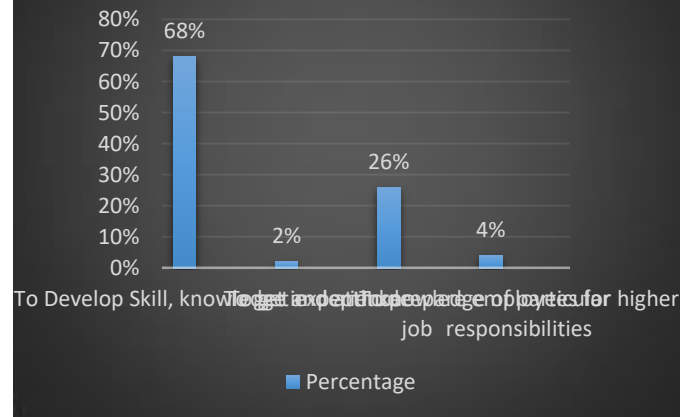
According to you what is the purpose of Training and Development?



Analysis – According to the data collected, 84% of the respondents said that the purpose of the training includes all of the above criteria but 16% of the respondents do not agree with them and said that the purpose of T&D is just to

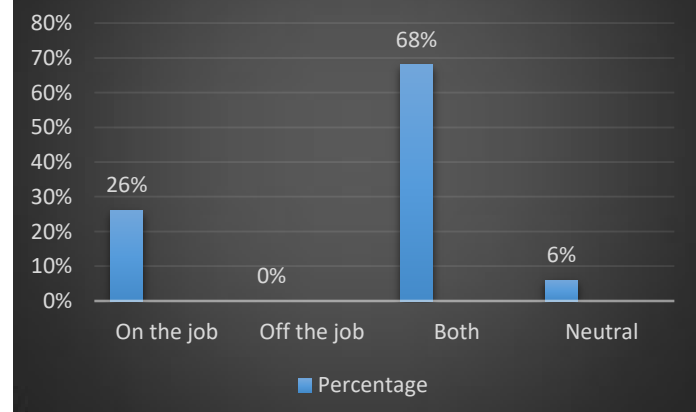
improve knowledge and skills to perform their roles effectively, hence awareness about T&D needs to be spread out amongst all the students.

Why training is important for students?



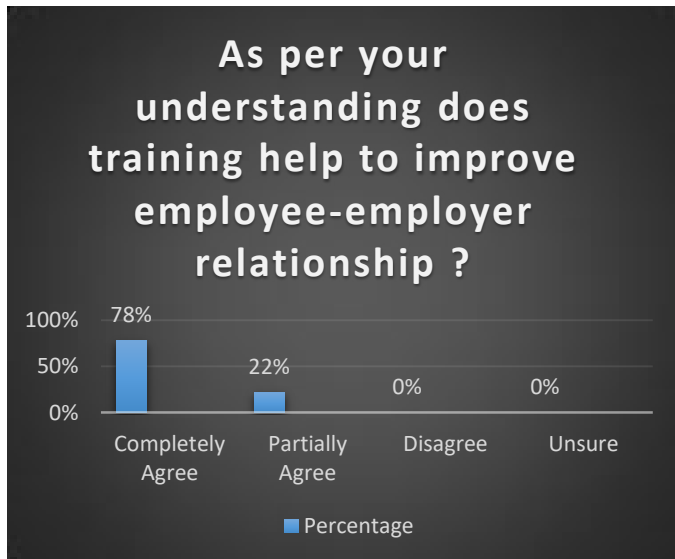
Analysis – Data collected from 50 students, out of which 68% students are aware that KSA is important in T&D apart from that 26% agreed with receiving in-depth knowledge of particular job, only 4% of the respondents feels that it is important to prepare employees for higher responsibilities and just 2% are in the favor to get experience.

What kind of training method do you prefer?

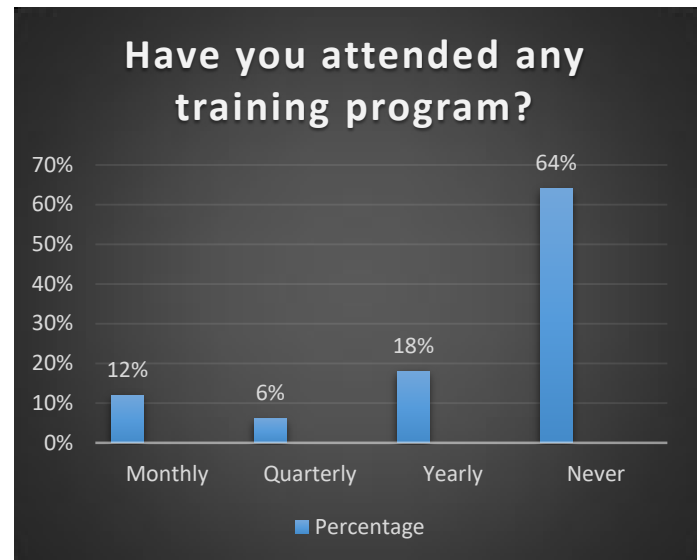


Analysis – According to the respondents both on the job and off the job are preferable, 68% prefer both type of training. None of students prefer only off the job but 26% prefer on the job training and 6% marked for neutral.

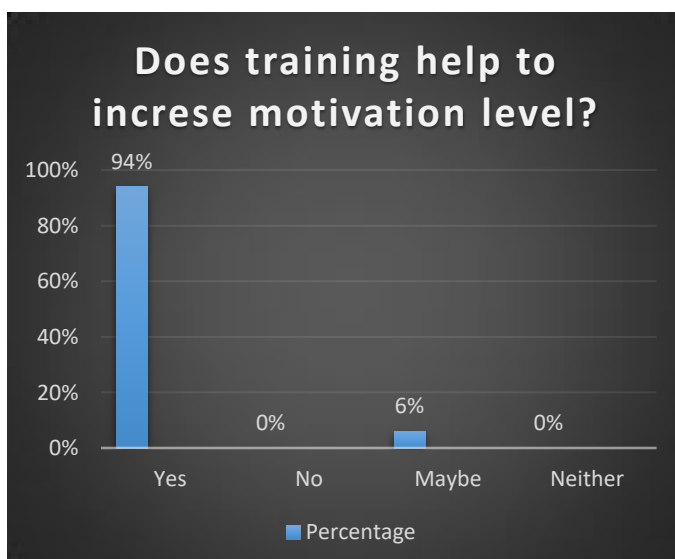
Analysis–94% of the students agree that motivation level increase with the help of training and 6% said maybe, due to lack of knowledge.



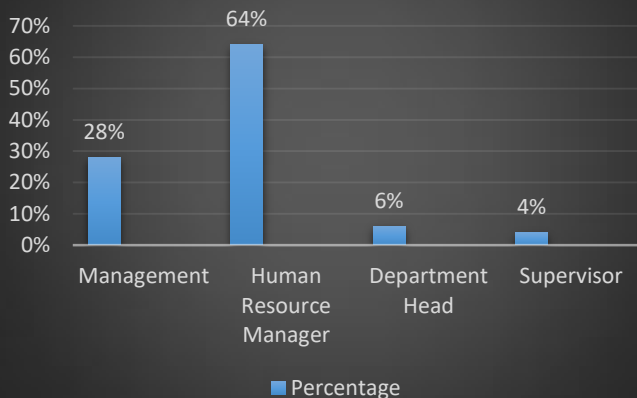
Analysis – From the collected data, out of 50 students 78% completely agree that training help to improve employee-employer relationship, 22% of the students partially agree about the same as they are not aware about T&D completely.



Analysis – While collecting data, it was clear that management students have not attended training program, 64% of the students never attended any training program, 12% students attended training on the monthly basis whereas 6% attended quarterly and 18% yearly.

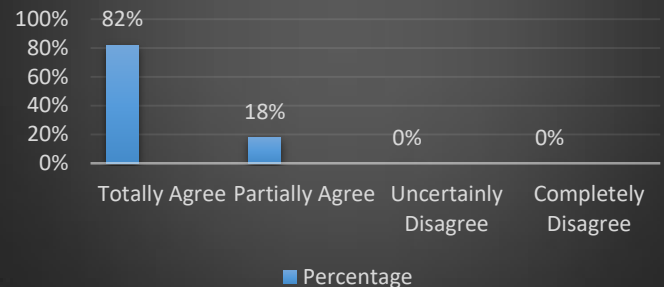


Who is responsible for training?



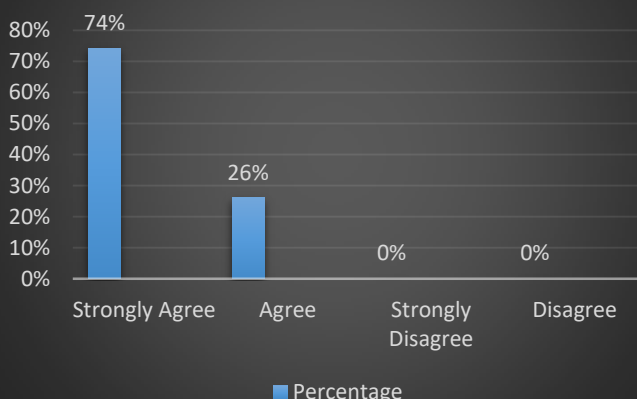
Analysis – From the collected data, Higher number 64% of the students believe that it is Human Resource Manager who is responsible for training, 28% of the students agree that it is management who is responsible, only 6% and 4% believe that it is department head and supervisor respectively.

Do you think that the feedback can evaluate the effectiveness of the training?



Analysis – 82% of the respondent totally agree that the feedback can evaluate the effectiveness of the training and 18% partially agree.

Training and Development is useful or not?



Analysis – Out of 50 students, 74% of the respondent strongly agree with the fact that training and development is useful and 26% agree with the same.

CONCLUSION

In conclusion, the perception and knowledge of the management students are different on the basis of their domain, HR students are quite aware about training and development whereas marketing and finance are still in the process of gaining knowledge about training and development. Training helps to develop KSA as well as increase motivation level and the same is presented in paper through the sample size.

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