

A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT AT INSTITUTE OF INDUSTRIAL DESIGN SALEM

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Abstract—*The Study was on the topic — A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT AT INSTITUTE OF INDUSTRIAL DESIGN SALEM” is a measure of how happy workers being with their job and working environment. Keeping morale high among workers can be of tremendous benefit to any company, as happy workers will be more likely to produce more, take fewer days off, and stay loyal to the company. The main objective of the study is to identify the relationship between training and development and employee knowledge in the company. In order to study the Employee satisfaction level, a questionnaire was framed to know their opinion.*

INTRODUCTION

Event management is the application of project management to the creation and development of small and/or large- The Human Resource management is mainly concerned with developing the skills, knowledge and competencies of people and it is people-oriented concept. When we call it a people-oriented concept whether the questions of the people will be developed in the larger or national context or in a smaller organizational context? Is it different at the Macro and Micro level? HRM can be applied for both the National level and Organizational level.

OBJECTIVES OF THE STUDY

- To know the training level of the employees regarding the classes and the facilities provided.
- To identify the Self-evaluation of the employee with regard to their performance before and after the training.
- To identify the shortcoming in the existing system and suggest the possible solutions which will make the training sessions more effective.
- To find out whether any efforts has been put into find out the area under which an employee has a need to undergo training.
- To the study the efficiency and the hardships faced by the employees after being trained in the organization.

SCOPE OF THE STUDY:

- The scope of the study is confined to the employees of various departments at Institute of Industrial Design. The study cover opinion of 150 randomly selected employees of the organization.
- The research work gave more insight on to the existing problem as per the training is considered. The study is aimed at evaluating the various parameters of the divisions that in turn helps the company to design a most specific system, and how it will be effective in an organization.
- The study has found out the importance given to training and development by the management of Institute of Industrial Design
- The study helps the company to modify existing strategies and to adopt new strategies which would help to improves employees ‘performance and achieve their goal.
- The study also focuses on the aspects as to where the training has been effective to the employee or not and whether it has helped the employees in their career development.

LIMITATION OF THE STUDY

- A comprehensive statement of the problem is —To study the Effectiveness of Training and Development at Institute of Industrial Design.
- Besides the usual limitations of any behavioral and attitudinal study the present study posed the following limitations.
- Only a limited number of sample sizes were taken into consideration because of very small company.
- The respondents mostly illiteracy people so the answers filled by the enumerators.

- The limitations associated with convenience sampling technique are applicable to the present study and so findings cannot be generalized.

RESEARCH METHODOLOGY

METHODOLOGY

The validity of research mainly depends on the proper method data collection and suitable technique of INFERENCE. Data – interpretation is used for the statistical INFERENCE. Any estimate in the study is generalized only when the design of the study is properly executed.

Primary Data

The study is mainly based on primary data. Firsthand information is collected by well- structured questionnaire. Convenient sampling method is adopted in the selection of respondents. Information is obtained from the sample of 150 respondents.

Secondary Data

Secondary data include various, journal, newspapers and management which provide valuable information relating to the topic. The data collected is tabulated further.

Research Design

The research design is the arrangement of condition for collection and INFERENCE of data in a manner that assists to combine relevance to the research purpose with economy in procedure.

The design used in the project is study is descriptive type. It contains surveys and fact findings, enquiries. The major purpose of this research is description of the state of affairs, as it exists at present.

SAMPLE TECHNIQUE

The sampling units are chosen primarily in accordance with the investigators simple random sampling. Samples have been collected from **150** respondents in Institute of Industrial Design.

Sample Size

The sample size is approximately 150 out of 250 employees.

Tools used for interpretation

The following tools are used for interpretation.

- † Percentage
- † Chi – Square Test
- † T-Test
- † Correlation
- † Standard Deviations

DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE TEST

RELATIONSHIP BETWEEN AGE AND EXPECTATION LEVEL IN TRAINING PROGRAM

Expectaion in Training Age	Improvement of skill	knowledge of other job related area	Updating of knowledge	All the above	Total
18-25 yrs	3 (4.2)	3 (7.2)	21 (13.8)	3 (3)	30
25-30 yrs	9 (2.94)	0 (5.04)	3 (9.66)	9 (2.1)	21
30-35 yrs	0 (1.26)	6 (2.16)	0 (4.14)	3 (0.9)	9
Above 35 yrs	15 (12.6)	27 (21.6)	45 (41.4)	3 (9)	90
Total	21	36	69	15	150

Source: Primary Data

Calculation of chi-square analysis:

Null Hypothesis (H₀)

There is no relationship between age and expectation level in training program.

Alternative Hypothesis (H₁)

There is a relationship between age and expectation level in training program.

Degree of freedom

At the 5 per cent level

$(r - 1) (c - 1)$

Table value = **16.919**

$(4 - 1) (4 - 1)$

Calculated value = **50.66377**

$3 * 3 = 9$

O	E	O-E	(O-E) ²	(O-E) ² /E
3	4.2	-4.2	1.44	0.48
3	7.2	7.2	17.64	5.88
21	13.8	0	51.84	2.46857
3	3	6.06	0	0
9	2.94	-5.04	36.7236	4.0804
0	5.04	-6.66	25.4016	0
3	9.66	6.9	44.3556	14.7852
9	2.1	-1.26	47.61	5.29
0	1.26	3.84	1.5876	0
6	2.16	-4.14	14.7456	2.4576

0	4.14	2.1	17.1396	0
3	0.9	2.4	4.41	1.47
15	12.6	5.4	5.76	0.384
27	21.6	3.6	29.16	1.08
45	41.4	-6	12.96	0.288
3	9	-4.2	36	12
Total				50.66377

CHI – SQUARE TEST TABLE

Factor	Level of significance	Degree of freedom	Table value	Calculated value	Result
Relationship between age and expectation level in training program	0.05	9	16.919	50.66377	Rejected

The calculated value of chi-square (50.66377) is more than the table value (16.919), so the null hypothesis is rejected. There is a significant relationship between age and expectation level in training program.

FINDINGS

- The majority of the respondent 68% fall in young age and 22% of respondents fall in middle age. Hence in Institute of Industrial Design employees are in need for training.
- It was found that 38% of the respondents fall in ITI level and 22% of the respondents fall in SSLC. Majority of them are technically skilled.
- Nearly 76% of the respondents experienced 1-5yrs, 18% of the respondents 6-10yrs experience.
- All the respondents 100% are attended training programme. It reveals that all the respondents undergone training programme
- Majority of the respondent 60% undergone training programme above 10 times.
- Majority of the respondents 68% says that both the training methods On-the-Job and Off-the-Job training undergone.
- Majority of the respondent 52% says that HRM support the training programme very much.
- It was found that 50% of the respondent training facilities available was excellent.
- It was found that 78% of the respondent opinion is about duration of training sessions sufficient.
- It was found that 58% of the respondent opinion is method of teaching were effective.
- It was found that 60% of the respondent opinion about faculty for training programme was good.
- Majority of the respondent 68% says quality of the course material excellent.
- Majority of the respondent 72% says self-study required during training programme. During the training programme self-study is required to employees to know about their responsibility.
- Majority of the respondents 78% selected for training programme based on their needs.

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- 100% of the respondents says the nature of the training programme is decided by immediate supervisor.
- It was found that 76% of the respondents says training evaluated by feedback. Trained employees will be evaluated by feedback.
- Majority of the respondent 42% increasing in efficiency. It was found that training is helpful in increasing in efficiency
- It was found that 82% of the respondents says they would like to attend future training programme.
- It was found that 50% of the respondents opinion about the training and development programme is effective.
- It was found that 70% of the respondents says training is required for improvement of performance in job.
- Majority of the respondent 54% expectation from the training programme is improvement of skill, knowledge of other job-related area, updating of knowledge.
- It was found in chi-square test there is a significant relationship between age and expectation level in training program.
- To obtain in T-Test there is a significant relationship between opinion about method of teaching and expectations from the training programme.
- Hence, we conclude that there is a positive correlation between the opinion about method of teaching and expectations from the training programme.

SUGGESTIONS

Through this study, the suggestions are as follows:

- In this organization majority of them are young people they are in need of training HRM dept. has to improve in training.
- It has to give much concentration on young people to develop their skills.
- HRM has to put more efforts to develop the quality of training.
- The management has to take feedback from employees to know the quality of training and to know the employee's opinion.
- Organization has to give choice to employees, to identify themselves in which they are in need of attending training.
- Outcome of training programme is, increase in efficiency HRM have to concentrate on updating knowledge related to job.
- It will be useful to more production and it will increase the quantity and quality of the production.
- Training should be conducted monthly once or twice based on employee 's needs. To improve the performance of the employee in their job.

CONCLUSION

Introduction to human resources management, it helps to know about the importance of human resource management and role played by human resource in the organization. It shows how people make things happen. It also gives the information about the introduction related to _employee welfare 'and different types of welfare facilities are there in the organization. It gives an overall theoretical view about the topic i.e., welfare facilities by the organization to their employees and how it is useful to them. it merits and demerits and also included. World Wide Web provides updated information for the researcher relating to various areas. So, it helps in getting the current information rather old or updated information.

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