A STUDY ON JOB ASPIRANTS PONTENTIALITY WITH EFFECTIVE TRAINING AND REINFORCEMENT IN BLUEIT SOLUTION, COIMBATORE

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Abstract—*Job search behaviors occur across various contexts, involving diverse populations of job seekers searching for employment opportunities. In particular, individuals may search for their first jobs following a period of education, may seek reemployment following job loss, or may search for new opportunities while currently employed. Research in each of these contexts has evolved somewhat separately, yet there is value to applying the ideas and findings from one search context to other search contexts. The purpose of this article is to review the prior research in each of the three job search contexts and offer an integrative analysis of the predictors, processes, consequences, and varying objectives of job search behavior across an individual's potential employment situations (i.e., new entrant, job loser, employed job seeker). Implications for future research on job search behavior are discussed.*

INTRODUCTION

Training and Reinforcement is a subsystem of an organization which emphasize on the improvement of the performance of individuals and groups. Training is an educational process which involves the sharpening of skills, concepts, changing of attitude and gaining more knowledge to enhance the performance of the employees. Good & efficient training of employees helps in their skills & knowledge development, which eventually helps a company improve.

Training is about knowing where you are in the present and after some time where will you reach with your abilities. By training, people can learn new information, new methodology and refresh their existing knowledge and skills. Due to this there is much improvement and adds up the effectiveness at work. The motive behind giving the training is to create an impact that lasts beyond the end time of the training itself and employee gets updated with the new phenomenon. Training can be offered as skill development for individuals and groups.

OBJECTIVE OF THE STUDY:

PRIMARY OBJECTIVE

The primary objective of my study at_BLUE IT SOLUTION is to find the job aspirants potentiality with the help of training and reinforcement.

SECONDARY OBJECTIVE:

- My another objective is to understand the area of Human Resources so that I gain spractical knowledge and Understand the nature and importance of training and reinforcement
- To identify the opinion of employees about the training and reinforcement process conducted in the organization.
- To identify the various methods that should helps for the job aspirants.
- To find what are all the stages that the job aspirants came across.
- To understand the need and importance of training for the job seekers.

SCOPE OF THE STUDY:

- This research provides me with an opportunity to explore in the field of Human Resources.
- This research also provides the feedback of people involved in the training and reinforcement process and also the job aspirants.
- part from that it would provide me a great deal of exposure to interact with the high profile managers of the company.

NEED FOR THE STUDY:

- Training and reinforcement is the act of increasing the knowledge and skills of an employee for doing a particular job. It utilizes a systematic and organized procedure by which employee learns technical knowledge and skills. Training refers to the teaching and learning activities carried on for the primary purpose of helping members of an organization.
- Job aspirants potential will be differ from one person to another. It is mainly focus on the individual growth as well as the organization growth.
- Capacity of an individual can be improvised by the proper training and reinforcement process.
- Training and reinforcement is a continuous and life long process. Training provides an atmosphere of sharing synthesizing with the help of the trainers, the information already available on the subject.
- With the help of proper guidelines of an expert the job aspirants potential will increase gradually.

LIMITATIONS OF THE STUDY:

- The time period for the survey is very limited.
- The working hours are on shift basis and I attended the general shift alone.
- The findings are based only on the information given by the respondents.
- Some of the respondents were afraid to give true information in some cases.

REVIEW OF LITERATURE:

Oatey (1970): Training improves a person's skill at a task. Training helps in socially, intellectually and mentally developing an employee, which is very essential in facilitating not only the level of productivity but also the development of personnel in any organization.

Yoder (1970): Training and development in today's employment setting is far more appropriate than training alone since human resources can exert their full potentials only when the learning process goes for beyond the simple routine.

Hesseling (1971): Training is a sequence of experiences or opportunities designed to modify behavior in order to attain a stated objective.

Kane (1986):If the training and development function is to be effective in the future, it will need to move beyond its concern with techniques and traditional roles. He describes the strategic approaches that the organization can take to training and development, and suggests that the choice of approach should be based on an analysis of the organization's needs, management and staff attitudes and beliefs, and the level of resources that can be committed. This more strategic view-point should be of use in assessing current efforts as well as when planning for the future.

Raymond (1986): The influences of trainees' characteristics on training effectiveness have focused on the level of ability necessary to learn program content. Motivational and environmental influences of training effectiveness have received little attention. This analysis integrates important motivational and situational factors from organizational behavior theory and research into a model which describes how trainees' attributes and attitudes may influence the effectiveness of training.

Adeniyi (1995): Staff training and development is a work activity that can make a very significant contribution to the overall effectiveness and profitability of an organization. Chris (1996) Training and development aim at developing competences such as technical, human, conceptual and managerial for the furtherance of individual and organization growth. Seyler, Holton III, Bates, Burnett and Carvalho (1998): The continuous changing scenario of business world, training is an effective measure used by employers to supplement employees' knowledge, skills and behaviour.

Akinpeju (1999) :The process of training and development is a continuous one. The need to perform one's job efficiently and the need to know how to lead others are sufficient reasons for training and development and the desire to meet organizations objectives of higher productivity, makes it absolutely compulsory.

Oribabor (2000): Training and development aim at developing competencies such as technical, human, conceptual and managerial for the furtherance of individual and organization growth.

Isyaku (2000): The process of training and development is a continuous one. It is an avenue to acquire more and new knowledge and develop further the skills and techniques to function effectively.

Tan, Hall and Boyce (2003) Companies are making huge investment on training programmes to prepare them for future needs. The researchers and practitioners have constantly emphasised on the importance of training due to its role and investment.

Stavrou et al., (2004) The main goal of training is to provide, obtain and improve the necessary skills in order to help organizations achieve their goals and create competitive advantage by adding value to their key resources – i.e. managers.

Chih , Li and Lee (2008) Training programme is dependent on the following parameters for its success (i) perceived value of leaning programme (ii) attitude to teacher (iii) response to learning conditions (iv) desire to learn: the degree to which trainees really want to learn.

"Rami Rabby, who is blind, is a consultant on employment of the disabled. He has a B.A. degree from Oxford University, England, and a master's degree in business administration from the University of Chicago. The strategies he brings to this book result from his long experience as a personnel and training professional in business and industry, and as a seminar leader for the

Job Opportunities for the Blind Project (JOB). Mr. Rabby lives in New York City." (Caption is from the back cover of the book.)

"Diane L Croft is a marketing manager at National Braille Press in Boston, Massachusettes, where she promotes Braille products. She earned her master's degree in Administration, Planning, and Social Policy at Harvard University. She has complied and edited three books on computer access technology for the blind, as well as a Braille primer for sighted parents of blind children." (Caption is from the back cover of the book.)

Naveed r. Khan, marine Awang, Arsalan Mujahid ghouri (2013), studied the significance of e-recruitment in theforums.. This study examined the relationship between the recruitment sources, job seekers' perception and intentionto pursue the job. Data was collected from 257 respondents and analyzed in relation to the research objectives. Thefindings of the study showed that internet is the most preferred source to search the job among other recruitmentsources. Furthermore, it is also suggested that the effectiveness of e-recruitment depends upon the placement ofadvertisement and salary is the most influential motivator to find interest in the job applied. Lastly, statistics of thestudy found that the Recruitment sources and applicant's perceptions of a job significantly influence the intention topursue the position applied by the job seeker.

RESEARCH METHODOLOGY:

Research is a scientific and systematic analysis for pertain information on a specific topic. In research is an act of scientific investigation.

RESEARCH DESIGN

A Research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. The Research Design undertaken for the study is **Descriptive Research Design**. A study, which wants to portray the characteristics of a group or individuals or situation, is known as **Descriptive study.** It is mostly qualitative in nature.

SAMPLING TECHNIQUE

SAMPLING

Sampling is the process of selecting the sufficient number of elements from the population (the items selected technically are called as Sampling).

Here this study adopted the technique of Non probability Sampling of Convenience sampling method.

Convenience sampling: The researcher selects the easiest population members from whom the information is going to be obtained.

DATA COLLECTION METHOD:

PRIMARY DATA

Data which is collected for the first time is called **Primary Data.** Well Structured Questionnaires has been prepared for collection of primary data. Most of the questions are consist of multiple choices. The structured Questionnaire method was undertaken. Proper care was taken to frame the Questionnaire in such a manner it should be easily understood in view of educational level of the employees.

SECONDARY DATA

The secondary data is those which have been already collected by someone else and which have already been passed through the statistical process. This data was collected from the files of the company, journals, reports and books, etc.

SAMPLE SIZE

This survey was conducted with a total sample size of 100 respondents.

TOOLS USED

CHI-SQUARE

The chi-square test is an important test among the several tests of significance development by statisticians chi-square is a statistically measure used in test of sampling analysis. It can be calculated by using the following formula.

$$\chi^2 = \quad \Sigma\ Oi/\ Ei$$

Where, Oi = Observed frequency, Ei = Expected frequency.

Expected frequency = Row Total x Column Total

Grand Total

ANOVA

The one way ANOVA is a statistical tool, used to compare the differences among the means of two or more groups or population. It involves only one categorical variable or a single factor. It is the analysis of the effects of one treatment variable on an interval-scaled dependent variable.

The Analysis of variance, popularly known as the **ANOVA**. It is a general technique that can be used to test the hypothesis that the means among two or more groups are equal, under the assumption that the sampled populations are normally distributed.

The basic principle of the ANOVA is to test for differences amongst the means of the population by examine the amount of variation within the samples, relation to the amount of variation between the samples.

DATA ANALYSIS AND INTREPRETATION

TABLE: 1
ANOVA

Age of the employees					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	25.512	2	12.756	91.807	.000
Within Groups	13.478	97	.139		
Total	38.990	99			

From the above table, the significant value is positive so it accept H0.

	Age of the employees				
			Subset for alpha = 0.05		
	Experience of the employees	N	1	2	3
TukeyHSD[a,b]	0-5	68	1.1912		
	5-10	27		2.0370	
	10-15	5			3.0000

	Sig.		1.000	1.000	1.000
Means for groups in homogeneous subsets are displayed.					

a. Uses Harmonic Mean Sample Size = 11.917.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

From the above table, the group level were varies but the sample size was positive. So it accept H0.

TABLE: 2

Correlations:

Descriptive Statistics			
	Mean	Std. Deviation	N
Training result in adoption to new working method	1.8000	.96400	100
All the employee in your organization attend whole day training	1.5600	.85658	100

		Training result in adoption to new working method	All the employee in your organization attend whole day training
Training result in adoption to new working method	Pearson Correlation	1	.785**
	Sig. (2-tailed)		.000
	Sum of Squares and Cross-products	92.000	64.200
	Covariance	.929	.648
	N	100	100
All the employee in your organization attend whole day training	Pearson Correlation	.785**	1
	Sig. (2-tailed)	.000	
	Sum of Squares and Cross-products	64.200	72.640
	Covariance	.648	.734
	N	100	100

Correlation is significant at the 0.01 level (2-tailed).

From the above table, by comparing the two factors both are independent variable so it accept H0.

TABLE: 3

CHI-SQUARE:

Age of the employees * Like to attend the training Cross tabulation				
Count				
		Like to attend the training		Total
		Yes	no	
Age of the employees	18-20	56	0	56
	21-25	25	12	37
	26-30	0	7	7
Total		81	19	100

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	47.316[a]	2	.000
Likelihood Ratio	50.618	2	.000
Linear-by-Linear Association	43.889	1	.000
N of Valid Cases	100		
a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 1.33.			

From the table, two independent sample has taken. Expected value is min 5, here expected value is 1.33 so it accept H0.**T-TEST:**

One-Sample Test						
	Test Value = 0					
					95% Confidence Interval of the Difference	
	T	Df	Sig. (2-tailed)	Mean Difference	Lower	Upper
Education qualifacation of the employees	41.949	99	.000	2.98000	2.8390	3.1210

From the above table, one sample T-test one factor was taken and analysed.
FINDINGS:
- From the study, it was found that 55% of the employees are female.
- From the study, it was found that 56% of the employees are under the age between 18-20 years.
- From the study, it was found that 76% of the employees agrees training is necessary to develop skills.
- From the study, it was found that 66% of the employees say training is organized quarterly.
- From the study, it was found that 76% of the employees say they have attended on the job training.
- From the study, it was found that 81% of the employees are likes to attend the training.
- From the study, it was found that 51% of the employees like step by step training method.
- From the study, it was found that 71% of the employees are highly satisfied with that training enhance organization effectively.
- From the study, it was found that 48% of the employees are highly satisfied with the experience fruitful changes in working efficiency after being trained.
- From the study, it was found that 72% of the employees feels that training duration is long time.
- From the study, it was found that 85% of the employees feels training way is rigorous.
- From the study, it was found that 50% of the employees are highly satisfied that they think about innovative ideas during training.
- From the study, it was found that 70% of the employees agrees training builds teamwork.
- From the study, it was found that 85% of the employees are satisfied with training process.
- From the study, it was found that 84% of the employees highly satisfied with the company provide study materials before training program.

SUGGESTION:
- Suggestion scheme may be opened for staff and technicians. The main advantage is that would help convince the employees that the organization "Listen to them "and they are the part of organization
- Training should aim at improving the skills of the employees and so that training should be practically given by imparting it on the job
- Suggestion and experience from other business houses & people from related field should also be taken & in calculated if used.
- New development programs should be used.
- External and internal training programs should be connected with each other.
- More information should have to provide for the job aspirants.

CONCLUSION:

This study was a learning experience for me and I came to know that training and reinforcement in Blue it solution was positive in response but still more training and reinforcement is needed in Techvolt. So that the employees are motivated time by time and they should know their strength and weakness so that they can work on it and improve their knowledge and skills for the betterment of their organization. And also the job aspirants are really get an idea about the training and reinforcement of Techvolt software. This study states that Job aspirants potentially may imporved by the training and reinforcement. I conclude that all the training and development programs of the company are highly effective and beneficial to the employees in giving their best contribution to their personal growth and development as well as to meet the organization objective.

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