

IMPACT OF DEMOGRAPHIC VARIABLES ON EFFECTIVENESS OF TRAINING PROGRAMME WITH SPECIAL REFERENCE TO PRIVATE HOSPITALS IN SALEM CITY

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Abstract— *Training is a legitimate obligation to each hospital in the public service. Each hospital ought to be in charge of training and development of employees. The overall aim of training evaluation is to influence decisions about the need for the programme in the future; the need for modifications to the training programme; and the need to provide cost and benefit data about the training programme. Therefore, the main need for this study is to know the impact of demographic variables on effectiveness of training programme with special reference to the private hospitals at Salem city. The descriptive method is used to originate results based on the objectives of the study. For this research, proportionate stratified random sampling is used for collecting the data. The sample size is considered as 547. The primary data were collected through structured questionnaire on different parameters related to the research problems. To help the data analysis and interpretation of primary data and to justify the findings, data were collected from libraries, literature, periodicals, government departments etc. The location of the study is private hospitals at Salem in Tamil Nadu. The multiple regression analysis is used to analyse the collected data. Gender and Total Years of Experience are affecting emphatically the viability of training programme in private hospitals at Salem. Age and Educational Qualification are affecting contrarily the adequacy of training programme in private hospitals at Salem.*

Keywords—*Development, Employees, Motivation, Private Hospital, Training.*

INTRODUCTION

Training is a legitimate obligation to each hospital in the public service. Each hospital ought to be in charge of training and development of employees. The motivation behind creating and keeping up employee's skills in the hospitals necessitate, training programs as indicated by their human asset programs. Above all, and moreover, training has become mandatory with the emphasis on certifications such as I S O and NABH in India which fortify and exhibit reliability of the facilities and technology adopted for the common man as well as the elite to see and understand at a glance on letter heads, name boards, advertisements, displays and events.

STATEMENT OF THE PROBLEM

More and more private hospitals are investing lakhs of rupees in training programmes to gain a competitive advantage. As a result of their investments in developing and administering their training initiatives, organizations are increasingly interested in also evaluating their efforts. Training evaluation can be defined as an analytical process involving the collection and reduction of data of all (or some) phases of training process and culminating in the combination of a report containing recommendations about the training programme being evaluated. The overall aim of training evaluation is to influence decisions about the need for the programme in the future; the need for modifications to the training programme; and the need to provide cost and benefit data about the training programme. Therefore, the main need for this study is to know the impact of demographic variables on effectiveness of training programme with special reference to the private hospitals at Salem city.

OBJECTIVE OF THE STUDY

To know the impact of demographic variables on effectiveness of training programme with special reference to the private hospitals at Salem city.

REVIEW OF LITERATURE

Akilandeswari (2014) attempted to learn that training and development exist in banks and their impact to generate efficiency of employees to cater to the need of their customers. A training programme is an effort by the employer to provide opportunities for the employees to acquire job related skills, attitudes and knowledge. In order to meet the ever-growing needs of business and household banking has to become dynamic and updated in modern scenario and also to take up this industry to the heights of international excellence requires best combination of new technology and skillful and talented manpower.

Esha (2016) examined level of performance in terms of imparting training. The objective is to examine the effectiveness of training and development programmes for employees in fulfilment of their duties.

Srinivas K T (2012) investigated the effectiveness of training and development programs adopted by KPCL, Bangalore. He found that the most of the employees are satisfied with training and development programs adopted by KPCL and the training and development programs helping employees to increase their efficiency in their job, 72% of respondents have rated as good about Overall Quality and Effectiveness of Training and Development programs.

RESEARCH METHODOLOGY

Research methodology is the orderly, hypothetical investigation of the strategies connected to a field of study. The descriptive method is used to originate results based on the objectives of the study. For this research, proportionate stratified random sampling is used for collecting the data. The sample size of this study is computed with the confidence interval of 4% and 95% confidence level. Here analysts utilize the 99% confidence level and the sample size is considered as 547. The primary data were collected through structured questionnaire on different parameters related to the research problems. To help the data analysis and interpretation of primary data and to justify the findings, data were collected from libraries, literature, periodicals, government departments etc. The location of the study is private hospitals at Salem in Tamil Nadu. The multiple regression analysis is used to analyse the collected data.

HYPOTHESIS OF THE STUDY

H₀: Demographic variables are not having impact on effectiveness of training programme.

H₁: Demographic variables are having impact on effectiveness of training programme.

DATA ANALYSIS AND INTERPRETATION

Table 1: Impact of Demographic Variables on Effectiveness of Training Programme

<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
0.089 ^a	0.008	0.001	0.52122

a. Predictors: (Constant), Total Year of Experience, Educational Qualification, Gender, Age.

The coefficient of determination is 0.008. Therefore, about 0.8% of the variation in the effectiveness of training programme in the private hospitals at Salem data is explained by demographic variables (Total Year of Experience, Educational Qualification, Gender, Age). The regression equation appears to be very useful for making predictions since the value of r^2 is 0.008.

Table 2: ANOVA for Impact of Demographic Variables on Effectiveness of Training Programme

	<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>	<i>Statistical Inference</i>
Regression	1.183	5	0.296	1.089	0.361 ^b	Not Significant
Residual	147.248	542	0.272			
Total	148.431	546				

a. Dependent Variable: Effectiveness of Training

b. Predictors: (Constant), Total Year of Experience, Educational Qualification, Gender, Age

The above table 2 shows that F value is 1.089, and p value is 0.361. At $\alpha = 0.05$ level of significance, there exists enough evidence to conclude that demographic variables (Total Year of Experience, Educational Qualification, Gender, Age) are

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not having impact on effectiveness of training programme in private hospitals at Salem. Since p-value < 0.05, we shall accept the null hypothesis and reject the alternative hypothesis.

Table 3: Coefficients for Impact of Demographic Variables on Effectiveness of Training Programme

	<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	<i>t</i>	<i>Sig.</i>
	<i>B</i>	<i>Std. Error</i>	<i>Beta</i>		
(Constant)	3.695	0.109		33.786	0.000
Gender	0.057	0.046	0.054	1.253	0.211
Age	-0.027	0.018	-0.069	-1.491	0.136
Educational Qualification	-0.018	0.029	-0.026	-0.606	0.545
Total Year of Experience	0.002	0.019	0.006	0.125	0.901

a. Dependent Variable: Effectiveness of Training

The above coefficients table 3 indicates that the B values are using for identifying the co-efficient of demographic variables towards the contribution to the effectiveness of training programme in private hospitals at Salem.

Gender (0.057) and Total Years of Experience (0.002) are influencing positively the effectiveness of training programme in private hospitals at Salem.

Age (-0.027) and Educational Qualification (-0.018) are influencing negatively the effectiveness of training programme in private hospitals at Salem.

FINDINGS OF THE STUDY

- Gender and Total Years of Experience are affecting emphatically the viability of training programme in private hospitals at Salem.
- Age and Educational Qualification are affecting contrarily the adequacy of training programme in private hospitals at Salem.

CONCLUSION

This exploration conveys an understanding of training and effectiveness of training. To make training programs more effectiveness, the private hospitals need to expression at those training programs are related with the specific department heads should first encourage employees to learn get new abilities and information. To conclude that training programs are directed in the private hospitals were observed to be great and the same might be said on the off chance that it improves its training programs based on the above findings. Recommendation it would help the private hospital, employees, and training and development department. Various levels of training are to be kept to various levels of workers. Since workers in the private hospitals will have the capacity to play out their obligations and can make significant commitment to the accomplishment to the private hospitals' objectives.

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