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A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT IN KRV SPINNING MILL, SALEM

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Abstract—*Employees are the most valuable asset of an organization, so to enhance their performance it is necessary to pay attention to their learning . Training and development programs help organizations to build a skilled and competent workforce in order to maintain a high level of competency and to survive in a dynamic business environment. This study was conducted with the aim to investigate the effectiveness of training and development on employee performance at JK Paper Ltd, Songadh. The research employed descriptive analysis. Primary data was collected through distributing questionnaires to 100 employees, who were selected through the random sampling technique. Findings reveal that overall training and development has a s significant impact on employee's performance it helps the organization in reducing employee turnover, and contributing to higher financial returns for the organization The study suggests that there is a need for improvisation in identifying the area where training needs have actually generated and salary structure should be revised at a regular interval of time.*

Keywords : Training Development, Employee performance, Organization.

INTRODUCTION

Training is concerned with imparting and developing specific skills for a particular purpose. Training is a process of learning a sequence of programmed behaviour. This behaviour is relevant to a specific phenomenon that is a job. Training programmes helps in improving the performance of the employees which in turn lead to better output. The term development refers to the nature and direction of change induced in employees, particularly managerial personnel, through the process of training and educative process. Thus, training and development plays an important role in organization and it is unavoidable. The study focus on To what extend training and development helpful in improving employee's performance in the firm.

STATEMENT OF PROBLEM

This study was focused on analysing the effectiveness of the training and development programme at to KRV Spinning Mill at Salem. Feedback on the training programme conducted and their effect of the programme on employee performance was the main source of data for the study. As the organisation needs to improve its performance through personnel training and development, this study would help the organisation to understand the real importance of training programme on the personnel performance. This study also provides an opportunity to understand the key aspects of training programme and to have insights into effectiveness of training sessions

OBJECTIVES OF THE STUDY

Primary objective

A study on training & development towards KRV Spinning Mill at Salem

Secondary objective

1. To know whether the training programme helps in increasing the quality of service.
2. To give recommendation to improve the training effectiveness
3. To study existing status of training and development programmes for their employees.
4. To examine the effectiveness of training and development programmes for employees in fulfilment of their duties.
5. To evaluate the effectiveness of training to employees with special reference to KRV Spinning Mill at Salem
6. To assess the training facility provided by the firm.

SCOPE FOR FUTURE STUDY

The study includes evaluation of effectiveness of training programs of employees in KRV Spinning Mill at Salem. It also covers the training facilities provided by the organization and the quality service included in the training. The study is confined to KRV Spinning Mill at Salem. There is a great scope to extent the study to whole milk field for better inferences and this study can be used as a primary data work and impact of training to the employees. It can be used as a base study for further research on growth, expansion and modernization

LIMITATION OF THE STUDY

The present study is limited to many aspects. Providing information about Training and Development is the outcome of various variables. It is not possible to take in to consideration each and every criterion in this study.

1. Some of the information given by the respondents may be bias.
2. Could not able to collect the information from all the employees of organization because of busy schedule of employees.
3. Analysis is done on the assumption that respondents have given correct information through the Questionnaires.
4. Due to the limitation of the time the research could not be made more detailed.

REVIEW OF LITERATURE

M.W. Timmins (2017) This chapter describes the main elements of the development of a common language within the disparate mix of disciplines that make up the product development team for smart clothes and wearable technologies. It looks at the importance of introducing a design-led approach to visual communication to enhance accurate communication amongst a group of end-users, industrial stakeholders, and a cross-disciplinary academic research team. The material in the case study is based on a project in the New Dynamics of Ageing (NDA) programme, Design for Ageing Well The team involved included electronic/electrical systems specialists, textile/textile designers, and social scientists (including gerontologists), who were drawn from five universities. Industry stakeholders engaged with the project from both textile/textile's and electronics communities. A 'continuum of complexity' of long-term end-user involvement in the project is described, and the stakeholder involvement method used – a co-design process – is outlined. Examples of possibly confusing terminology are given.

E.E. Peacock (2017) Modern undid natural fiber textile fabrics were experimentally biodegraded for use in archaeological textile conservation research. Specimens were exposed to soil burial in sandy loam, soil burial in peat, and prolonged soaking in unchanged distilled water for periods of 0.5–32 weeks. The degraded fabrics were evaluated by microscopic examination, chemical analysis, and physical methods of testing. Results of macro- and micro morphological analysis are reported. Fabric cross-sections were analyzed using light microscopy, and fabric, yarn and fiber surfaces were examined by scanning electron microscopy. Soil burial was more aggressive than prolonged soaking, and sandy loam more aggressive than peat except for the wool. Cellulose-based fabrics were less resistant to biodegradation than protein-based fabrics, linen was less resistant than cotton, and wool was less resistant than silk. Based upon visual assessment, the experimentally-degraded fabrics are similar to both water-degraded archaeological textile's and burial-induced degraded modern textiles reported by other studies.

K.Rajeswari (2018) has studied the conventional theoretical approaches which emphasize economic growth through allocation of substantial resources to Valves manufacturing production. An extension of these approaches is proposed to account for the increasingly important role of the sector in innovation and diffusion of technology. In addition, it is argued that the global diffusion of key value-added core components and the imperatives of dynamic, information-related economies of scale tend to erode comparative advantages from low labor costs in developing countries.

Robert Palmer(2018)has asserted that in the developing countries, and training development has been neglected. Skills development does not appear in the Millennium Development Goals (MDGs) or in much poverty reduction strategies and has been side-lined in favor of investment in primary education involve in Control Valves. However, it is hoped that discussion of skills development in the 2005 Global Monitoring Report and the World Summit in September 2005, will refocus attention on skills. In Ghana, skills development has received too little actual emphasis, despite the rhetoric of the Ghana Poverty Reduction Strategy (2003–2005), the new Growth and Poverty Reduction Strategy (2006–2009), and more than 150 years of preoccupation with making education more relevant to the world of work.

Sara Marcketti(2019) has concluded that in-depth interviews, has analysed the fashion industry professionals' viewpoints, on creativity, focusing on traits of creative people and how creativity can be developed. Four creative, traits

were identified, including different thought processes, determination, having an open mind, and, risk taking. About one-third of participants believed that creativity is innate, and therefore, some, people were born creative whereas others were not. Another third of participants maintained that, everyone has some creative potential that can be further developed. The remaining fashion, professional's distinguished artistic creativity from creative problem solving. Suggested strategies for, creativity enhancement and development included (1) practicing creative thinking strategies, (2), formal training, (3) diverse experiences and exposure to the world; and (4) creating a safe, yet, challenging environment.

Keith E. Maskus(2019)provides a perspective on labor skill, training development and trade in a North Indian context by calculating the factor contents of global Control Valves and bilateral import and export with Asian countries. The factors include natural resources, capital, and 73 distinct and highly detailed occupational categories. Occupational employment across the inter industry structure of the economy is an informative proxy for differential labor skills. Rankings are calculated of the factor contents of trade in 1989, and the detailed occupational categories used are assigned to major standard groupings of labor skills. The results demonstrate clearly that both intergroup and intragroup specialization of skills is significant determinants of trade. For example, several categories of skilled manual workers are highly ranked sources.

Yaakov Weber (2020) The importance of development and training during post-merger integration process are neglected. In this textile, the role of the individual in corporate culture clash situations, during post-merger integration, is presented. The effects of culture clash in mergers and acquisitions (M&A) on acquired management attitudes and behaviour are discussed. It is proposed that these effects influence post-merger turnover and integration success. Therefore, development and training during post-merger integration, to deal with the effects of culture clash situations in M&A, are pivotal for success. The implications of these ideas for research and practice are discussed.

Raja Suzana (2020) The recognition of training as an important development of human resource in implementing the quality of its human capital needs is no longer a new issue. However, despite several attempts trying to improve the success of training transfer onto the job, majority of the employees attending training had indicated that they had less successfully transferred the knowledge, skills and attitudes they have learnt and even further minimal change in behaviour in their job-related performance. In this textile, the qualitative and quantitative investigation was conducted to examine the extent of training transfer knowledge activities (in compiling, gathering, collating and synthesising the employees experience, knowledge, skills and abilities) among executives at selected agribusiness and agro-technology based organizations.

David Romero (2021) Textile manufacturing industry is facing important challenges in terms of sustainability, flexibility, ramp-up and time-to-market shortening. This is pushing RTD towards digital tools and methods to simulate and test production processes beforehand and thus bridging the gaps between manufacturing engineering and production. For example, virtual training offers a huge potential to reduce the time and effort of traditional hardware training and thus leading to shorter production ramp-up time. However, before being deployed in an industrial environment, virtual training systems need to prove their reliability and user acceptance. The purpose of this study was to determine the impact of gaming experience on the learning process of a manufacturing operation using the Virtual Simulation and Trainingsystem, a serious game that simulates manufacturing environments in order to train operators to perform manual tasks. The simulated operations take place at a welding workstation for truck chassis parts, where automation and manual tasks are combined. The case study aims then to evaluate the impact of gaming-experience and the general usability of the system. Ten operators participated in the study; each operator completed five different training scenes on three difficulty levels each.

Dominic (2021) The objective of this article is to analyse and present current Human Resource Management (HRM) practices in Chinese textile manufacturing companies. This work is an initial study of research focused on comparison of Human Resource Management in Chinese and Czech manufacturing companies. A questionnaire consisting of 58 questions devoted to specific aspects of HRM such as recruitment, performance evaluation and remuneration, training and development, was designed to acquire necessary data. Data acquired from 67 Chinese companies were analysed; descriptive statistics and analysis of variation were applied in order to yield the most beneficial outcomes. Results show significant differences in various aspects of HRM depending on the size and the ownership of monitored companies. Results followed with discussion and implications emphasize the importance of proper practices implementing all aspects of HRM in one functional complex.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve research problem. Research methodology is understood as a source of the study how to research is done scientifically. The various steps adopted by a researcher in studying the research problem along with the logic. The project work entitled "A study on Training & Development towards with special reference to KRV Spinning mill

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

DETAILS OF POPULATION

The study was conducted on the employees of Textile Products.

POPULATION FRAME

The data was collected from the company manpower portfolio.

This includes the list of 120 respondents (refer to the analysis of data).

SAMPLING METHOD

Sampling method utilized was convenient sampling was adopted.

Methodology of the data collection

A descriptive research was undertaken to the study of the problem. The study is descriptive in nature. Descriptive research is those which are concerned with describing the characteristics of a particular individual of a group. The descriptive research describes the demographic the characteristic of the respondents and is typical concern with determining frequency with something occurs how the variables vary together.

Sources of data

Primary Data

It was collected through questionnaire further this data, are processed and tabulated using graphs the tables where analysed and the finding has been drawn manufacturing ordinal.

Secondary Data

It refers to a special kind of ratio, it is used to make comparison between two or more series of data, since the percentage reduce everything to a common base and there by allow meaningful comparison be made.

TOOLS FOR ANALYSIS

SIMPLE PERCENTAGE

$$\text{Percentage} = \frac{\text{No. of Respondents}}{\text{Total Respondents}} \times 100$$

CHI-SQUARE TEST

Chi-square test is a non-parameter test and is used most frequently by marketing researchers to test the rightness of hypothesis. Hypothesis is a tentative and declarative statement formulated to be tested describing a relationship between two attributes.

The researchers should state the null hypothesis (the hypothesis to be tested) in such a way that its rejection leads to the acceptance of the alternative hypothesis.Chi-square is symbolically written as tests aiming at determining whether significant difference exists between two groups of data.

$$\frac{\sum (Oi - Ei)^2}{Ei}$$

CORRELATION

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation co-efficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction.

$$r = \frac{\sum XY}{\sqrt{(\sum X^2)\,(\sum Y^2)}}$$

DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE TEST

Ho – There in no significant relationship between Qualification and Kinds of Training.

Ha –There in a significant relationship between Qualification and Kinds of Training.

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Qualification * Kinds of Training	120	100.0%	0	.0%	120	100.0%

Qualification * Kinds of Training Cross tabulation							
		Kinds of Training					Total
		Basic training	Practical training	Advanced training	Skill training	Others	
Qualification	SSLC	17	0	0	0	0	17
	HSC	3	17	0	0	0	20
	UG	0	15	23	0	0	38
	PG	0	0	11	18	0	29
	Others	0	0	0	5	11	16
Total		20	32	34	23	11	120

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.739E2[a]	16	.000
Likelihood Ratio	244.321	16	.000
N of Valid Cases	120		
a. 16 cells (64.0%) have expected count less than 5. The minimum expected count is 1.47.			

Interpretation:

The significant value (1.47) is> greater than the P value (0.000). Hence null hypothesis in accepted so there in no significant relationship Qualification and Kinds of Training.

CORRELATION ANALYSIS

Correlation analysis between Age and Monthly income

Nonparametric Correlations

Correlations				
			Age	Monthly Income
Kendall's tau_b	Age	Correlation Coefficient	1.000	.758**
		Sig. (2-tailed)	.	.000
		N	120	120
	Monthly Income	Correlation Coefficient	.758**	1.000
		Sig. (2-tailed)	.000	.
		N	120	120
Spearman's rho	Age	Correlation Coefficient	1.000	.826**
		Sig. (2-tailed)	.	.000
		N	120	120
	Monthly Income	Correlation Coefficient	.826**	1.000
		Sig. (2-tailed)	.000	.
		N	120	120
**. Correlation is significant at the 0.01 level (2-tailed).				

Correlations			
		Age	Monthly Income
Age	Pearson Correlation	1	.813**
	Sig. (2-tailed)		.000
	N	120	120
Monthly Income	Pearson Correlation	.813**	1
	Sig. (2-tailed)	.000	
	N	120	120
**. Correlation is significant at the 0.01 level (2-tailed).			

Result

This is a positive correlation. There are relationships between Age and Monthly income.

FINDINGS

- It is Majority 59.2% of the respondents are male category.
- It is Majority 25.8% of the respondents are age group between 31-35 years.
- It is Majority 92.5% of the respondents are married person.
- It is Majority 31.7% of the respondents are UG qualification.
- It is Majority 76.7% of the respondents are having technical qualification.
- It is Majority 39.2% of the respondents are below 2years' experience.
- It is Majority 64.2% of the respondents are monthly earning of Below Rs.10, 000.
- It is Majority 26.7% of the respondents are Benefit learning of New skills.
- It is Majority 24.2% of the respondents are Training needs is Improving safety at the workplace.
- It is Majority 32.5% of the respondents are agree that provide Timely training.
- It is Majority 86.7% of the respondents are Training provide increase the Quality of service.
- It is Majority 72.5% of the respondents are Technically trained to labour
- It is Majority 28.3% of the respondents are Provide Advanced training.
- It is Majority 65.8% of the respondents are no attend training programme for Govt. centre.
- It is Majority 35% of the respondents are **H**igh improvement for attend after training.
- It is Majority 36.7% of the respondents are agree that Training helps to organization development.
- It is Majority 38.3% of the respondents are agree that Training helps to develop the New skill.
- It is Majority 29.2% of the respondents are agree that training helps in Self-development.
- It is Majority 33.3% of the respondents are agree that Training better work with job satisfaction.
- It is Majority 35.8% of the respondents are agree that Minimize the accident and damage the equipment.
- It is Majority 34.2% of the respondents are agree that Training helps to develop employees.
- It is Majority 31.7% of the respondents are agree that Advantage of Faster learning of new skill.

- It is Majority 40% of the respondents are Agree that Training helps to increase productivity.
- It is Majority 33.3% of the respondents are agree that Standardization of procedure.
- It is Majority 35.8% of the respondents are agree that training provide need of supervision.
- It is Majority 35% of the respondents are agree the training helps to increase motivation.
- It is Majority 33.3% of the respondents are agree that training helps to Economy operation.

CHI-SQUARE TEST

The significant value (1.47) is> greater than the P value (0.000). Hence null hypothesis in accepted so there in no significant relationship Qualification and Kinds of Training.

CORRELATION ANALYSIS

This is a positive correlation. There are relationships between Age and Monthly income.

SUGGESTIONS

The following recommendation emerge from our research findings:

1. The company provides more training needs given to the employees.
2. The company has given fully automated technology training provided to the labours.
3. The firm must be increasing productivity which ever reason for effective training.
4. The employee suggest that the training Co- hence to the safety requirement.
5. Most of the employees are technical training from the industry.
6. The employee should training earn from private and government.
7. The firm Provide better training facility for employees.
8. The organization Provide challenging work profile and clear career path.
9. The firm Provide and open work culture facilitating individual growth.
10. The industry Provide an increase in responsibility and quality work.
11. Using retraining to continuously upgrade employee's skills.

CONCLUSION

It concludes that textile industry, should give training continuously to upgrade the employee's skill. It should evaluate the impact of training programme in the company often. The qualified trainer must place for giving training to its employees.

The company should create awareness and interest in the minds of employees about training. The training programmes must be revised based on the company environment. It should try to complete the training programmes within the scheduled time. It should take necessary steps to give both on the job and off the job training. The training and development programmes must be based on its business needs.

Finally it determines that the training programmes gives satisfaction to the employees. So the company should follow the same patterns by providing well experienced trainers to retain the same level of satisfaction among the employees. So it leads the company's better performance in all the activities.

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