

A STUDY ON EMPLOYEE TRAINING AND DEVELOPMENT PROGRAM AT AZLON ARTS, KARUR

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Abstract—Any organization calls for a skilled human capital to remain aggressive inside the dynamic marketplace. Training is a critical tool to enhance and sharpen the abilities of workers. This studies paper work is primarily based on a case have a look at on Loyal Textiles. This paper ambition at examining the connection between training and workers' productivity. A easy random sample become followed in selecting a hundred and twenty respondents from the populations from the enterprise. A established questionnaire and personal interview became used to acquire the responses. The records turned into analyzed the use of tables and chances and determined that the training and worker productiveness correlates definitely. Training has a fantastic impact on employees' productiveness as it improves their skills, abilities and expertise, which assist them to perform their job higher than before. Training makes workers feel influenced and increase their confidence to perform higher. This gives a competitive part to the organization. Thus, we will say that properly educated and skilled personnel has fantastic effect on business enterprise productivity.

INTRODUCTION

Training and development refer to academic activities within a company created to enhance the information and abilities of employees even as offering facts and education on how to higher carry out particular tasks. Training is a quick-term reactive system supposed for operatives and manner even as development is designed non-stop seasoned-active procedure meant for executives. In training employees' goal is to develop additional talents and in development, it is to broaden a total character.

In schooling, the initiative is taken by using the management with the goal of assembly the prevailing need of a worker. In development, initiative is taken via the character with the goal to fulfill the destiny want of a worker. Training and Development is one of the maximum important capabilities of Human Resource control in any of the organization. The objective of this Training is to enhance personnel' capabilities behavior and information through setting them into studying new techniques of doing work.

SIGNIFICANCE OF STUDY

- Effective training programs can improve employee performance, productivity, and job satisfaction.
- Training programs help employees develop new skills and improve existing ones, which benefits both individuals and the organization.
- Investing in employee development shows that the organization values its employees, which can lead to higher retention rates.
- Training programs help employees adapt to changes in technology, industry trends, and job roles, ensuring the organization remains competitive.
- Training and development programs prepare employees for advancement within the organization, facilitating succession planning and leadership development.
- Well-trained employees are more likely to contribute ideas and solutions to the organization's challenges.

- Training programs can reinforce the organization's values, culture, and norms, contributing to a positive work environment.
- Training ensures employees are aware of and comply with relevant laws, regulations, and industry standards.

NEED OF THE STUDY

- Training increases employee knowledge and skills for specific job tasks.
- It follows a systematic and organized procedure to impart technical knowledge and skills.
- Training helps members of an organization improve their behavior and performance.
- It differs from education and development as its focus is on improving individual behavior and performance.
- Training is a continuous and lifelong process, emphasizing ongoing learning and skill development.
- It fosters an environment of sharing and synthesizing information with the help of trainers.
- The primary purpose of training is to enhance employee effectiveness and efficiency in their roles.

STATEMENT OF THE PROBLEM

Training has impact on productivity of employees in the organization. Hence, continuous training is important any organization in order to sustain the employee's performance because human resource is considered as an asset of an organization. It is necessary to study the training of employees in Textile manufacturing and Selling Company to know how the training needs are identified and employee's assessment about training programmers and about the performance of trainers.

The textile faces challenges in effectively implementing training and development programs to enhance employee skills, productivity, and retention. This study aims to investigate the effectiveness of existing training initiatives, identify gaps, and propose strategies for improving training and development programs within the textile sector.

OBJECTIVES OF THE STUDY:

- To recognize the meaning, nature, scope and features of the training and development.
- To know how the training and development program effects on the employee productivity.
- To study the employee's perception towards organizational training and development.
- To determine which kind of training and development programs are effective in motivation.
- To study the effectiveness of training and development programs.
- To give the suggestion for the growth and perspective of the company.
- To provide task-related understanding to your team of workers.
- To preserve safety requirements and improve device handling practice.

SCOPE OF THE STUDY

- Evaluate employees' current skill levels and competency gaps.
- Assess program design, content, and delivery methods for alignment with organizational goals.
- Examine the effectiveness of training delivery methods.
- Measure employee engagement and satisfaction.
- Analyze the impact on performance and productivity.
- Evaluate ROI and cost-effectiveness.

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- Assess alignment with organizational strategy.
- Provide recommendations for continuous improvement and sustainability.

LIMITATIONS OF THE STUDY:

- Some difficulties were encountered while doing the project. The limitations were listed below.
- The employees of the azlon arts systems and services found it difficult to answer questions properly due to their busy and heavy workload.
- Some were reluctant to answer some question thinking that might affect their job negatively.
- The primary collection of data was time consuming, as the employees were busy.
- Being a very lengthy and complex process, it is difficult to analyze the details of training and process.
- The working personals are not proffered to give complete information.
- The tools used to measure the effectiveness of the training may lack validity or reliability.
- Findings may be specific to Azlon Arts Textile and may not be applicable to other industries or organizations with different contexts and challenges.

REVIEW OF LITERATURE

Cheng and Ho (2021) The study found talk the significance of education and its effect on process performance: While employee performance is one of the crucial measures emphasized by way of the topcontrol, employees are extra concerned approximately their own productivity and are increasingly privy to the increased obsolescence of know-how and competencies in their turbulent environment. As the literature suggests, with the aid of successfully training and growing personnel, they'll emerge as greateraligned for profession boom— career capacity complements personal motivation.

Joseph Paul Pulichino (2021) The Concept performed a detailed look at on ranges of schooling assessment methodology based on preceding literature review. It is carried out to enable schooling practitioners to recognize the usage and benefits of schooling software of all stages. In this assessment,they discovered out there has been little development in efficiency of schooling program and additionallythis looks at advised the people to examine and face challenges so that it will study inside the workplace.

Bates and Davis (2020) Usefulness of schooling programme is viable handiest while the trainee is ableto exercise the theoretical aspects learned in schooling programme in actual paintings surroundings. They highlighted the use of role gambling, instances, simulation, mediated sporting activities, and computer primarily based studying to offer publicity to a modern-day and relevant frame of understanding and real international conditions.

Prodromos D (2020) The Concept tested the effects of training applications in corporations where education become used for development of personnel. It indicates the design of schooling application is most important aspect ad it has main impact on overall performance of their activity. He reemphasized that the training application's achievement relies upon on education consequences. It pointed out that training is being carried out by using many corporate, however inadequate studies has been executed in this region.

Iftikhar Ahmad (2019) Training and improvement is followed with the aid of corporations to fill the ability hole of employees. Training evaluation need to be suitable for the man or woman and situation. Evaluation will not make certain powerful studying unless schooling is properly designed. Successful assessment relies upon whether the manner of assessment have been constructed into the layout of the schooling program before it become implemented.

RESEARCH METHODOLOGY

Research method is a manner to systematically remedy the research problem. It can be understood as a technological know-how of analyzing how research is executed scientifically. In it we look at the diverse steps which can be normally followed with the aid of a researcher in analyzing his studies problem in conjunction with the logic in the back of them. It is essential for the researcher to recognize no longer most effective the research techniques strategies however also the method.

3.1 Type of Research: Descriptive research:

The study is purely descriptive research as it sought to identify the employee training and development program. Descriptive research is involving data in order to answer research questions concerning the current status of the study

Sample Design:

Sampling may be described as the choice of some part of an aggregate or totality on the idea of which a convenience or inference approximately the combination or totality is made. In other words, it'smiles the method of obtaining records approximately a whole population through analyzing handiest part of it.

Sampling Techniques:

The sampling technique used in this examine is “convenience sampling” when the population element for inclusion inside the pattern is primarily based on the benefit of access. It can be called as convenience. Convenience sampling is a non-probability sampling method where units are selected forinclusion in the sample because they are the easiest for the researcher to access. This can be due to geographical proximity, availability at a given time, or willingness to participate in the research.

Sample Size:

The studies have selective respondent of 120 samples.

Methods of data collection:

- Primary method
- Secondary method

Primary data:

In this, Primary data became gathered through questionnaire. A questionnaire is a popular meansof colleting Primary facts.

Secondary data:

The Secondary data is the information collected from various sources like journals, Text-Books,Research reports related to reward system as a motivational tool for employees’ performance and workforce diversity.

Tools for techniques:

- Simple Percentage Method
- Chi-square Method
- Correlation

DATA ANALYSIS AND INTERPRETATION

CORRELATION:

The table shows the relationship between educational qualification of respondents who isexpected training is helpful in enhancing productivity and performance of an employee.

| | | | | | |
|----------|-----------|-----------|-----------|-----------|-----------|
| X | 54 | 17 | 13 | 20 | 16 |
| Y | 62 | 43 | 13 | 2 | 0 |

X = Educational qualification

Y =training is helpful in enhancing productivity and performance of an employee

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| X | Y | X² | Y² | XY |
|----------------------------------|----------------------------------|-------------------------------------|-------------------------------------|------------------------------------|
| 54 | 62 | 2916 | 3844 | 3348 |
| 17 | 43 | 289 | 1849 | 731 |
| 13 | 13 | 169 | 169 | 169 |
| 20 | 2 | 400 | 4 | 40 |
| 16 | 0 | 256 | 0 | 0 |
| $\Sigma x=120$ | $\Sigma y=120$ | $\Sigma x^2=4030$ | $\Sigma y^2=5866$ | $\Sigma xy=4288$ |

R = 0.882

RESULT:

The respondent who expressed the view that the training is helpful in enhancing productivity and performance is positively correlated with their age.

FINDINGS

- 70% of respondents are under 40 ages old, suggesting a demographic inclined towards fresh perspectives and innovative ideas. Their familiarity with modern technologies could enhance efficiency and competitiveness within the company.
- High engagement and satisfaction levels (96.7% willing to attend, 90% satisfied) reflect well on the training programs.
- There is a notable call for more frequent training and an enhanced focus on practical skills and leadership development.
- Some of the respondents said that they faced lengthy training programs, which created a feeling of boredom.
- 45% are qualified at the school level, suggesting a need for accessible and fundamental training programs. Additionally, 60% of respondents believe training should occur every six months to maintain engagement.
- 89.17% find the training relevant to organizational needs, and 63.33% see it as part of the organizational strategy.
- Overall, the data suggests a strong endorsement of the training programs, with clear indications for areas of improvement and strategic alignment to maximize effectiveness.

SUGGESTIONS

- Using retraining to continuously upgrade employee's skills.
- Proper time table for training program, To ensure that routine work is not disrupted.
- The training program must be given importance according to the expectations of employees.
- Trainers and supervisors should give feedback on performance of the employees after proper training in a transparent way.
- Promotion policy and career paths should be shared with employees. This will motivate them to take a greater interest in training.
- The HR department should conduct briefing and debriefing sessions for training to clarify objectives and gather feedback for improvements. Post-training feedback will help assess effectiveness and guide future enhancements.
- Apart from on-job training programs the HR Department should conduct constant value addition programs such as Time management, Stress management trainings, group dynamics, grievance redressal; these will help to add value and is also essential in today's business scenario.
- Training program should evaluate the abilities, competencies and potentials of the trainees for a particular job or work skills.

- The training session should be made more interactive and participative. The organization must be increasing productivity which ever reason for effective training
- The employee suggests that the training Co-hence to the safety requirement.

CONCLUSION

The employee training and development program at AZLON ARTS textile has shown significant positive impacts on employee performance, job satisfaction, and overall organizational success. Through comprehensive training initiatives, employees have gained valuable skills and knowledge, contributing to increased productivity and efficiency within the company. Additionally, the program has fostered a culture of continuous learning and growth, enhancing employee engagement and retention. Moving forward, continued investment in training and development will be essential to sustain these benefits and drive ongoing success for AZLON ARTS textile.

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