

## **A STUDY ON TRAINING AND DEVELOPMENT OF EXECUTIVE TOWARDS SHARVAM ENTERPRISES AT CHENNAI**

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**Abstract**—*Training has been recognized as a vital promoter in raising productivity and dispensing management processes. Management training has gained enough recognition in the Industrial and economic areas. At the same time there is a growing need for imparting training in order to improve the administrative and management skills, while on the other side there is ample evidence to prove that dissatisfaction and frustration continue to persist even at the higher levels of management. The quality of the training in a Grinding Wheels organization is considered to be the most important factor that determines the success of the foot wear organization. It is true that an expenditure on education, Training and development of human resource is not primarily consumption but an investment which increases productivity and the Productive Capacity of labor. When training is effective, its consequences produce many special advantages for the Grinding Wheels organization, manager and its executives. It is obvious from this statement that the human resources must be developed to perform their tasks effectively for an Grinding Wheels organization. It was envisaged therefore that data generated from this study would enable VBSPL (Sharvam Enterprises Software) to assess its training function more critically, so that the training and development programme would be more effective and productive to both the executives and the Grinding Wheels organization.*

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### **INTRODUCTION**

Training has been recognized as a vital promoter in raising productivity and dispensing management processes. Management training has gained enough recognition in the Industrial and economic areas. At the same time there is a growing need for imparting training in order to improve the administrative and management skills, while on the other side there is ample evidence to prove that dissatisfaction and frustration continue to persist even at the higher levels of management.

In Industries, training plays an important role in improving the Quality of labor. It increases the workers' aptitude and skill and makes them fully productive within the given minimum time. So, Training is the systematic approach to create an environment in a foot wear organization which helps to improve the individuals capacity to deal with a work situation. Training also has to form an essential ingredient in any safety programme.

Manpower development motivates development and improvement in the behavior of an executive towards other executives and his employer. Training is the most essential aspect in manpower development. The concept of training is to impart rich and experienced knowledge to the trainee. There is a clear difference between learning and training. Training is a process in which something is done to the trainee. Learning is when the trainee does something to himself. When we set out to train people, we hope that this process of training is going to be a simultaneous one because if nothing is learned, the trainer is wasting time and effort.

Training is educating in the subject and instructing a new executive. (The important thing is that the new executive acquires a sense of pride in his job). Training is also teaching an executive a new skill or process and widening the knowledge of the executive by giving training relating to his present job. Training is also updating (i.e.) keeping the staff abreast of current developments, new materials and techniques.

## **STATEMENT OF THE PROBLEM**

The quality of the training in a Grinding Wheels organization is considered to be the most important factor that determines the success of the foot wear organization. It is true that an expenditure on education, Training and development of human resource is not primarily consumption but an investment which increases productivity and the Productive Capacity of labor. When training is effective, its consequences produce many special advantages for the Grinding Wheels organization, manager and its executives. It is obvious from this statement that the human resources must be developed to perform their tasks effectively for an Grinding Wheels organization. It was envisaged therefore that data generated from this study would enable VBSPL(Sharvam Enterprises Software) to assess its training function more critically, so that the training and development programme would be more effective and productive to both the executives and the Grinding Wheels organization.

## **OBJECTIVES OF THE STUDY**

### **Primary objectives :**

- To study the effectiveness of the training and development programme conducted in Sharvam Enterprises Software.
- To study the various dimensions of training and development programmes and its influence on effectiveness over the respondents in this Grinding Wheels organization.
- To study the influence of socio demographic variables on the effectiveness of training and development programme
- To improve the design, module, and content of the training and development programme relevant to the trainees and enhance the effectiveness.

### **Secondary objectives :**

The objective of the studies as follows,

- To identify the factors which influence the training and development of executives in Sharvam Enterprises Software.
- To study the relation between executives and their superiors.
- To suggest suitable remedial measures to improve the training and development.
- To study the safety and welfare measures provided by Industry.

## **SCOPE OF THE STUDY**

- It helps to understand how the executive training system works.
- It gives valuable suggestions to improve the skill development system.
- It helps to find the need for change in executive Training.
- The study is undertaken to analyze the effect of implementation of executive Training.
- The study helps to know about the training methods.
- The study helps know about the executive development process.
- The study focuses on the executives to know their current position and make for further development in the Grinding Wheels organization.

## **LIMITATIONS:**

- Natural Rubber does not perform well when exposed to chemicals and petroleum derivatives, including petrochemicals.
- It is not recommended for outdoor applications where maximum resistance to sunlight, ozone, oxygen or heat aging are major factors.

- Weather, not oil-resistant (resistant to 12vegetable oil) and raw materials for production of the tape, rubber hose, rubber shoes, and to produce shock absorber parts, and products used in automotive brake fluid, ethanol and other liquids with hydroxyl.
- SBR and NR: does not recommend the use of strong acids, ozone, oils, greases and fats and part of the hydrocarbons. Widely used in the tire industry, Grinding Wheels, cloth, and the conveyor belt i

## **REVIEW OF LITERATURE**

### **LIST OF REVIEWS**

Kuldeep Sing (2021) has selected 84 Grinding Wheels organizations from business representing all the major domestic industries questionnaires developed by Huselid (1993) are used to study training. The objectives of the study are to examine the relationship between training and foot wear organizational performance which shows that Indian Grinding Wheels organizations are still not convinced of the fact that investments in human resources can result in higher performance.

Padmini Swaminath (1996) in her paper "Development Experiences: Gender Perspective on Industrial Growth, Employment and Education" explains how the industrial development in India lacks the co-ordination between the govt/ industry and the labor. The paper attempts to assess the quality of state interventions and their impact on industry and labor. The author emphasizes the need for transforming the state interventions into strategic gender needs.

Dhar P. N. (1958) has made an attempt to analyze the small leather Grinding Wheels units in Delhi since Moghal days Author was found that most of the artisans were made Grinding Wheels in Thikana's the tools were dissimilar, the proportion of their working capital reflects the difference in their scale of operations. Out of 34 sample units only 10 units had substantial finance and marketing outlets. The raw material cost has the larger share (58.57) to the total cost of production.

Ruchira Ganguly Scrase (1987) in her study has provided an account of the social and economic changes that have taken place within a small ethnically identifiable artisan community called Rabi Das living in small and not yet industrialized town, Krishnagar in W. Bengal. She deals with socio-economic aspects of the shoemaker community from an anthropologist's view point.

Olga et al (2020) is concerned with how MNCs differ from indigenous Grinding Wheels organization in relation to their training needs and whether this relationship changes across countries. The question is whether local isomorphism is apparent in the training needs of MNCs, or whether MNCs share more in common with their counterparts in the countries. A series of hypothesis has been put forward and tested using survey data form 424 multinational and 259 indigenous Grinding Wheels organizations based in the UK (United Kingdom) and Ireland. The result suggests a hybrid form of localization. Where MNCs adopt their practices to accommodate national differences but that these adaptations have not reflected convergence to domestic practice. The results also indicates that the MNCs are selective in the training practices that are adopted. Evidence from this study indicate that country difference in career traditions and labor market skill needs are key drivers in the localization of associated training. In contrast MNCs, irrespective of national Content adopt comparable systematic training frameworks (i.e.) Training and identification evaluation and delivery.

## **RESEARCH METHODOLOGY**

### **RESEARCH METHODS**

#### **Simple Percentage Method**

Percentage method refers to a specific kind which is used in making comparison between two or more series of data. Percentage is based on descriptive relationship. It compares the relative items. Simple percentage analysis is the common base and thereby allow meaningful comparison.

#### **Chi-Square Test**

The degree of influence of the following independent variables pertaining to respondents on their opinion towards level of satisfaction have been studied.

### **RESEARCH DESIGN**

Research is the first step in employer branding as it helps the Grinding Wheels organization to find the deviation between where an employer is positioned & where it wants to be placed in the appropriate sector. An organized and systematic

study was conducted to reach the desired objectives of the study. It also helps in analyzing & preparing the appropriate action plan for the implementation of the same. Descriptive research design is followed by this study, where the cause-and-effect rewards of the motivation level of executive

**HYPOTHESIS OF THE STUDY**

The following is the list of hypotheses framed for the purpose of the study and they were tested for its significance using appropriate statistical tools:

H<sub>1</sub>: There is a significant association between the gender of the respondents and the effectiveness of training and development programs.

H<sub>2</sub>: There is a significant association between marital status of the respondents and the effectiveness of training and development programs.

H<sub>3</sub>: There is a significant relationship between the family size of the respondents and the effectiveness of training and development programs.

**SAMPLING METHOD**

The sampling method for this research is stratified random sampling. Employer branding is basically the perception of executives- current and prospective about the brand image of the Grinding Wheels organization, thereby people interviewed were the executives positioned in each level of hierarchy of the company. Stratified sampling is a probability sampling technique wherein the researcher divides the entire population into different subgroups or strata, then randomly selects the final subjects proportionally from the different strata. Each department is considered as a strata. In each stratum, data from executives are collected using simple random sampling.

- i. Research design : Descriptive Research
- ii. Method of sampling : Stratified random sampling.
- iii. Target population : top and middle level executives
- iv. Sampling unit : Individual Executive
- v. Sample size : 100
- vi. Data collection method : Primary data
- vii. Instrument for data collection : Questionnaire
- viii. Statistical Analysis : SPSS

**DATA COLLECTION METHOD**

In this study both quantitative as well as qualitative methods (triangulation) were used to collect data. The use of questionnaires provided predominantly quantitative data and to some extent qualitative data was provided. Furthermore, personal interviews provided qualitative data to the study. This qualitative data was used to shed some light on the quantitative data. This enabled an in-depth study of the research problem.

**ASSOCIATION BETWEEN THE AGE OF THE RESPONDENTS AND THE EFFECTIVENESS OF TRAINING AND DEVELOPMENT PROGRAMME**

S.no	Dimensions of training and development programme	Age								Statistic inference
		20 to 25yrs		26 to 30yrs		31 to 35 yrs		36 yrs and Above		
		(n=32)	(100%)	(n=42)	(100%)	(n=52)	(100%)	(n=274)	(100%)	
1	<b>Attitude towards training and development</b>									X <sup>2</sup> =14.7
	Low	8	25.0%	10	23.8%	12	23.1%	120	43.8%	41 Df=3

	High	24	75.0%	32	76.2%	40	76.9%	154	56.2%	.002<0.0 5 Significant
2	<b>Course content &amp; design</b>									X <sup>2</sup> =6.13
	Low	20	62.5%	26	61.9%	36	69.2%	144	52.6%	2 Df=3 .105>0.0
	High	12	37.5%	16	38.1%	16	30.8%	130	47.4%	5 Not Significant
3	<b>Course instructors &amp; methodology</b>									X <sup>2</sup> =17.2
	Low	10	31.3%	10	23.8%	16	30.8%	138	50.4%	62 Df=3 .001<0.0 5
	High	22	68.8%	32	76.2%	36	69.2%	136	49.6%	Significant
4	<b>Course administration</b>									X <sup>2</sup> =26.9
	Low	4	12.5%	14	33.3%	12	23.1%	136	49.6%	78 Df=3 .000<0.0 5
	High	28	87.5%	28	66.7%	40	76.9%	138	50.4%	Significant
5	<b>Training climate</b>									X <sup>2</sup> =51.9
	Low	2	6.3%	4	9.5%	8	15.4 %	132	48.2 %	38 Df=3 .000<0.0 5
	High	30	93.8%	38	90.5%	44	84.6%	142	51.8%	Significant
6	<b>Return on investment</b>									X <sup>2</sup> =24.5
	Low	2	6.3%	10	23.8%	8	15.4%	108	39.4%	68 Df=3 .000<0.0 5
	High	30	93.8%	32	76.2%	44	84.6%	166	60.6%	Significant
7	<b>Overall training effectiveness</b>									
	Low	4	12.5%	8	19.0%	14	26.9%	120	43.8%	X <sup>2</sup> =21.8 22 Df=3
	High	28	87.5%	34	81.0%	38	73.1%	154	56.2%	.000<0.0 5 Significant

H<sub>0</sub>: There is no significant association between the age of the respondents and the effectiveness of training and development programmes.

H<sub>1</sub>: There is a significant association between the age of the respondents and the effectiveness of training and development programmes.

### **Statistical test**

Chi-square test was used.

### **Interpretation and Findings**

It is observed that a maximum number of respondents (75.0 per cent) belonging to the age group of 22 to 25 years expressed a high level of attitude towards training and development programmes in Sharvam Enterprises Software, Sharvam Enterprises. Maximum respondents belonging to the age group of 26 to 30 years (76.2 per cent) give a good opinion on course instructor and methodology. Majority of respondents belonging to the age group of 20 to 25 years expressed a high level of attitude over course administration (87.5 percent), training climate (93.8 per cent) and return on investment (93.8 per cent). For the respondents belonging to the age group 36 years and above (47.4 per cent) records a high level of opinion on course content and design.

Young people primarily strive for gains, aged people however more often focus on maintenance, harvesting of prior investment returns, and the prevention of losses. It has been found that interest in tasks that involve acquiring new skills, knowledge or career opportunities are found to decrease with age. Stamov-Rossnagel and Hertel (2010) state that aged executives mainly want to match their resources to external demands.

A comparison of training effectiveness with young peers might be unfavorable for aged executives because the capacity to learn declines in some dimensions. The social pressure to participate in training might be lower for younger executives. The employers make an attempt to adopt the training design and methods to suit the preferences of aged executives (Armstrong- Stassen and Templer, 2005).

### **Result**

It is observed that the table value is greater than the calculated value for attitude towards training ( $0.002 < 0.05$ ), for course instructor and methodology ( $0.001 < 0.05$ ), for course administration ( $0.000 < 0.05$ ), for training climate ( $0.000 < 0.05$ ), and for return on investment ( $0.000 < 0.05$ ). Thus H<sub>0</sub> is rejected and H<sub>4</sub> is accepted. Hence there is a significant association between the age of the respondents and the effectiveness of training and development programmes.

For course content and design the table value is less than the calculated value ( $0.105 > 0.05$ ). Thus it is agreed that H<sub>0</sub> is accepted and H<sub>4</sub> is rejected. Hence there is no significant association between the age of the respondents and effectiveness of training and development programmes.

### **FINDINGS SUGGESTIONS AND CONCLUSION**

- Gender of the respondents has a significant association with the effectiveness of training and development programmes. Though there is an association between gender and overall training programme, it is negligible because of the weaker cells of gender distribution in industries.
- Marital status of the respondents has no significant association with the effectiveness of the training and development programme.
- There is no significant relationship between this size of the family of respondents and the effectiveness of the training and development programme.
- There happens to exist a significant association between the age of the respondents and the effectiveness of the training and development programme.
- Similarly, there is a significant difference between occupational status of the respondents and the effectiveness of training and development programmes.
- There is no significant association between monthly income of the respondents and effectiveness of the training and development programme.
- There occurs a significant association between the experience of the respondents and the effectiveness of the training and development programme.
- Perhaps the number of training programmes attended by the respondents has no significant association and the effectiveness of the training and development programme. There exists a significant difference between the

nature of the training programme attended by the respondents and the effectiveness of the training and development programme.

- There happens to exist a significant association between respondent attitude towards training and the effectiveness of training and development programmes. Similarly there is a significant association between Perception on course content and design and the effectiveness of training and development programmes between Selection Recruitment and its impact on training and development.

## **SUGGESTIONS**

Based on the findings some suggestions are given to the company and to the executives.

- Greater awareness about the objectives of the training and development programme must be created among the trainees at the time of their nomination for the training so that it helps the trainee easily understand and attain the objectives and goals of the programme.
- Executives must be motivated to take up Training Programmes regularly to update their skills and learn new techniques to perform their work effectively and efficiently.
- Objectives of the training programme must be in line with the needs of the trainees and must be clearly explained to them and so that they can be easily attained.
- Training programmes must be conducted at frequent intervals to help the workers update with new technologies and improve their performance.
- Superior Quality of training materials and training aids provided to the trainee will increase their involvement and participation for the training which in turn help in their performances, effectively communicate and to enhance good relationships among co-workers.
- Trainers must extend their personal care and concern to create a friendly atmosphere and always be ready to help the trainees in difficult situations.

## **CONCLUSION**

The Study throws light on the effectiveness and limitations on training and development programmes being conducted in one of the Maharathnas of India, Sharvam Enterprises Software, Sharvam Enterprises. Based on the findings, the management can redesign and develop new modules in the training and development programme, so that ultimately the resources of executives are utilized at optimum level. Training is an incomparable resource among the resources of the universe “no training no development”. Therefore, training and development is a part of any Grinding Wheels organization in the world.

The new Millennium will be one of knowledge and competition. The Sharvam Enterprises Software shall therefore endeavor to make every executive's job an exciting one with adequate opportunities for personal development. Whenever a need for knowledge request arises in the system the Grinding Wheels organization should take steps to update the knowledge and skill of the executives by organizing training programmes. Effective training and development evaluation strategies are required to measure change in individual, and team in respect of foot wear organizational efficiency and effectiveness.

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