

## A STUDY ON TRAINING & DEVELOPMENT IN SRI AMMAN ENTERPRISES, ATTUR

**Dr.P.Ganapathi<sup>1</sup>, S.Jayasurya<sup>2</sup>, P.Keerthi<sup>3</sup>**

<sup>1</sup>Associate professor/Head, Department of Master of Business Administration,  
Muthayammal Engineering College (Autonomous)  
Rasipuram, Namakkal, Tamil Nadu, India.

ORCID-iD: //orcid/0009-0001-4872-1945; Email ID: hrganapathi@gmail.com

<sup>2</sup>Final Year MBA Student, Muthayammal Engineering college (Autonomous)  
Rasipuram, Nammakal, Tamil Nadu, India. E-mail ID:kongusurya1709@gmail.com

<sup>3</sup>Assistant Professor, Muthayammal Engineering college (Autonomous)  
Rasipuram, Nammakal Tamil Nadu, India  
E-mail ID: keerthibba1995@gmail.com

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**Abstract**—Human resource is the backbone of every work place and world of work. The growth and survival of any organization depend on the performance of its human resource. Training and development is vital activities of human resource management process. Steel Wire industries are seeking to implement training and development program or they have implemented the T&D program which is resulting in growth and prosperity of steel Wire industries in region. The industries want to explore and implement the prevailing T&D methods in practice. This study attempts to provide the appropriate solution by assessing the efficiency of training and development methods adopted by the steel industries of Raipur region. It also includes the assessment of impact of the training and development activities on employees of steels wire industries of Attur. Organizations therefore need to know whether an investment made on training is producing the desired results, i.e., whether training imparted is effective. The class-room learning is more of theoretical in nature. Unless theory is integrated into practice, the learning remains incomplete and static. Generally, training evaluation determines a training programme's effectiveness in meeting its intended purpose, which mainly produces competent employees. Programme evaluation focuses on the results of the training programme and not on the process of training programme. Training programmes invariably inherit expectations in terms of demonstrated benefit to the organization.

**Keywords:** Training, Development, Off-the-Job Training, On-The-Job Training.

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### INTRODUCTION

Training and development refers to educational activities within a company created to enhance the knowledge and skills of employees while providing information and instruction on how to better perform specific tasks. Employee Training and Development helps in updating employees' skills and knowledge for performing a Job which at the end results in increasing their work efficiency and increase the productivity of an organization. It ensures that Employees oddness or eccentricity is reduced and learning or behavioural change should take place in a very structured format. Training development or learning and development are official on-going educational activities designed for goal fulfilment and enhance the performance of employees.

#### Lowens Attrition

Training is one of the best ways to value your employees. It shows them that you areas invested in their wellbeing and growth as they are in the your growth as a company. Employees who are looked after will never want to look elsewhere.

#### Prepares for upcoming challenges

Training can be a pre-emptive step to train employees for expected/unexpected changes in the industry. In times like ours when trends change constantly under the influence of online evolution, keeping our teams prepared just makes good sense.

## **Fosters Leadership**

There is no better way to create future leaders than to train the best bunch. This will also lead to a clear career path for employees preventing attrition and dissatisfaction.

## **Growth of the company**

Any company dedicated to training its workforce will only prosper and move forward. The employees are a major part of a company's assets and taking care of them will mean taking care of the organisation.

## **STATEMENT OF THE PROBLEM**

This study was focused on analyzing the effectiveness of the training and development programme at Sri Amman Enterprises Ltd. 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 organization needs to improve its performance through personnel training and development, this study would help the organization 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

## **SCOPE OF THE STUDY**

- The study includes organization structure training programs of employees in enterprises products.
- It also covers the training facilities provided by the organization and the quality service included in the training.
- The study is confined to Enterprises.
- There is a great scope to extent the study to whole paper field for better inferences.
- This study can be used as a primary data work and impact of organization structure training to the employees.
- It can be used as a base study for further research on growth, expansion and modernization

## **OBJECTIVE OF THE STUDY**

### **Primary objective**

A study on training and Development towards Sri Amman Enterprises Ltd.

### **Secondary objective**

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

## **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.

## **RESEARCH DESIGN**

“A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure”. The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behavior of the consumers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening”.

### **Sample size**

Out of the total population, the sample taken among workers. i.e., 120 respondents.

## **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.

## **DATA COLLECTION TECHNIQUE**

It has two types

1. Primary data
2. Secondary data

Primary Data: It was collected through questionnaire further this data, are processed and tabulated using graphs the tables where analyzed and the finding has been drawn paper 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 AND TECHNIQUES**

- Simple Percentage Method
- Chi-square Method
- Correlation

## **SIMPLE PERCENTAGE ANALYSIS**

A percentage analysis is used to interpret data by the researcher for the analysis and interpretation through the use of percentage. The data are reduced in the standard from which base equal to 100 which fact facility relative comparison.

## **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.

Chi-square is symbolically written as tests aiming at determining whether significant difference exists between two groups of data.

## **CORRELATION**

There are several different correlation techniques. The survey systems optional statistics module includes the most common type, called the person or product moment correlation.

The module also includes a variation on this type called partial correlation. The latter is useful when you want to look at the relationship between two variable while removing the effect of none or two other variables.

## **LIMITATION OF THE 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.

## **FINDINGS**

- Majority of the respondents are male (70%).
- Thus the majority 39% of the respondents are under the age group of below 30.
- Majority 71% of the respondents are married.

- Thus the majority 45% of the respondents are said qualified in collegiate.
- Majority 80% of the respondents are said qualification for the job.
- Majority 39% of the respondents are said below 5 years experience.
- Majority 42% of the respondents are earning below Rs10,000.
- Majority 42% of the respondents are said need training 6 month once.
- Majority 39% of the respondents are said need training to employee turnover.
- Majority 67% of the respondents are said fully automated technology is used.
- Majority 39% of the respondents are agreeing the training.
- Majority 69% of the respondents are said agree training are helpful for easy maintenance.
- Majority 92% of the respondents are said safety requirement for training.
- Majority 90% of the respondents are technical trained.
- Majority 42% of the respondents are said operating machinery.
- Majority 49% of the respondents are said improve skill from private training.
- Majority 42% of the respondents are said practical training provide.
- Majority 90% of the respondents are said attend training programme.
- Majority 70% of the respondents are said apprenticeship training is moderate.
- Majority 39% of the respondents are said very high improvement.

### **SUGGESTION**

It is highlighted from the present study that, every industry surveyed is providing training to its workers. But, there are certain lacunas were found in training. Many of the workers feel that the training provided is repetitive and has no use. Further, there are class room and demonstration methods of training, which is not useful to learn skills based on practice. Systematic training should begin with the analysis of training needs or existing skills of workers and expected skills on the job.

But such, training needs analysis is missing in training. Hence, it is suggested to analyze the training needs of the workers before training and also there is need to assess the expected skills on the job. Based on the gaps in these skills, systematic practical training should be designed.

### **CONCLUSION**

The achievement of overhaul skill and efficiency principles is guaranteed by unified and well- known human resource management performances together with effective recruitment procedures, training and development practices, evaluations, motivation and incentive schemes, job enlargement and multi skill systems. The steel wire industries of region adequately consider human resource management thinking and it puts emphases on knowledge, skills and capacity development.

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