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A Study on Effectiveness of Training and Development of the Employee in Hari & Co Company, Tuticorin

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***Abstract**: Training and Development is a subsystem of an organization which emphasize on the improvement of the performance of individual and groups. Training is very crucial to the employee, the organization and their effectiveness. Training is one of the important method for increasing individual productivity and improving job performance. The study focused on effectiveness of training and development of the employee in Hari & co Company, Tuticorin. In this study the data collected through structured questionnaire . The intention of this study is to explore the relationship between training and employee performance.*
Keywords: Training and Development, Organizational Development, Effectiveness, Employee Performance

I. INTRODUCTION

The training has been used to describe technical or job skill training for employee. On the other hand, development is the term which has been traditionally used for the executives. The main purpose of the organization for training and development is to augment the productivity of the company by enhancing the skills and knowledge of the employee. Thus in order to make the employee skilful training is provided to them .These training and development helps to develop their skills, but also prepare them to meet the organizational needs. The effectiveness of training and development on organization development is to enhance the specific skills, desired behaviour, and knowledge of employee, increase the employee performance, increase the productivity.

A. Objective Of The Study

1) To study the existing methods of training and development programs provided to employee in the organization.
2) To explore the relationship between employee training with their performance.
3) To measure the performance of employee during the training period.
4) To suggest some measures to improve the training and development programs.

B. Need Of The Study

Training is a main factor to develop and retain the potential employee. To design the training process a vast area of knowledge is required. The main reason to propose this topic is to analyse the effectiveness of training method. The contribution of this paper is that it will help to measure the success of training and also to help to know the effectiveness of training and development on the employee performance.

II. LITERATURE REVIEW

C. Suresh kumar(2014) effectiveness of employee training in an automative component manufacturing organization. The study examined the effectiveness of training and the relationship between age and effectiveness of training. The study helps the employee in attaining personal growth. A study has been done to examine the theoretical framework and makes the constructive suggestion for the development. Dr. V. Antony Joe Raja, R.Anbu Ranjith Kumar (2016) a study on effectiveness of training and development in ashok Leyland all over India attempted to explain the opinion and the attitudes of different types of employee . In this paper identifies and discusses the key conceptual and empirical issues that should be considered in this development. The study helps to develop and improve the organizational culture . The finding of the study resulted that the training programs were provided to all the employees and was not specific to particular category of employee.

Gosim Martin Chukwu, (2016) "Trainer attributes as drivers of training effectiveness", Industrial and Commercial Training. They discovered the trainer variables that act as driving forces on training effectiveness. Researchers can take up any of the discovered attributes to further refine training evaluation theories or models. New knowledge can be utilized to improve quality training presentations to improve learning outcomes.

Bhabani kantra, soumya Mishra and Mano ranjan Dashin(2017) effectiveness of industrial and service sector. The study state that to find out the difference in perception of employees from service sector and industrial sector with regard to the effectiveness of training and development programs in their organization. It is more helpful for employee to improve their skills, knowledge development.

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III. EXISTING TRAINING METHODS IN THE COMPANY

A. Job Instruction Training

Job instruction training is a systematic approach on the job training. JIT method is also known as training through step by step learning.

B. Conference

A meeting of numerous people to discuss any subject is called conference. Each participate should contribute some content by analysing and discussing various issues related to the topic.

C. Lecture Method

This is a suitable method when the numbers of trainees are fairly large. This method is very helpful in explaining the concepts and principles very clearly and face to face interaction possible in this method.

D. Demonstration Method

This method is a visual display of how something works or how to do something. Trainer shows the trainee how to perform or how to do the task of job. In order to be more effective, demonstration method should be accompanied by the discussion or lecture method.

E. Presentation Method

Presentation method is used to create customized group training sessions that are led by an instructor. Training materials are provided on CDROM and displayed on a large screen for any number of trainee.

IV. METHODOLOGY

A. Source Of Data Collection

The data collected by both primary and secondary data collection method. Primary data is gathered by distributing a questionnaire. Secondary data collected from books, journals, magazines and internet. In this study, a 5 point likert scale has been used. The total population of the company is 120. Here the census method is used for data collection.

B. Statistical Tool

In this study, the following statistical tools are used as follow
Percentage analysis method
Chi square method
Rank correlation

V. DATA ANALYSIS AND INTERPRETATION

A. Reliability Test

cronbach's alpha coefficient is widely used to measure reliability, if the cronbach's alpha value is 0.1-0.4 is weak if the value is 0.4-0.6 is moderate and if the value is between 0.6-0.9 ; it ensures the reliability of the internal consistency of the questionnaire.

Table no 5.1.1 : Result of reliability statistics

Reliability Statistics	
Cronbach's Alpha	N of Items
.806	30

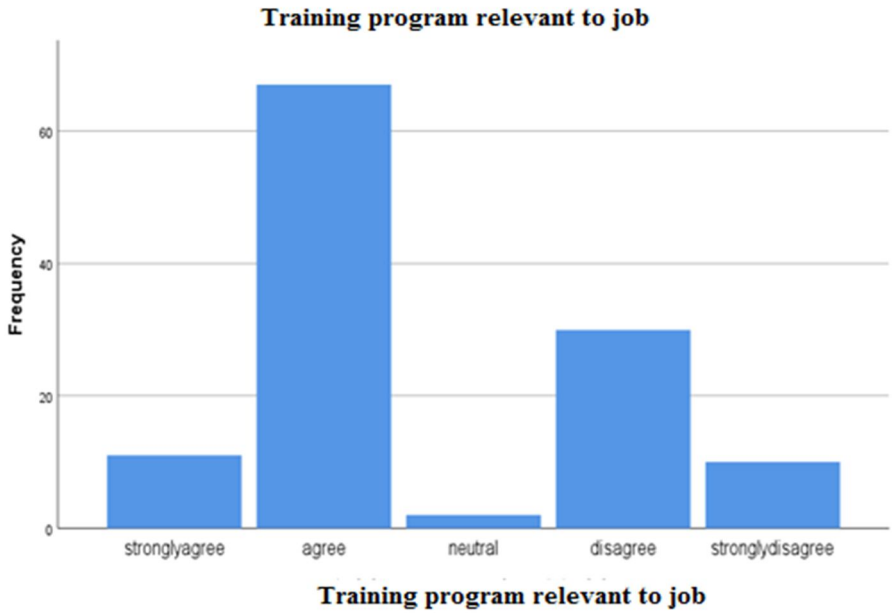
1) Interpretation: The questionnaire used this research was tested by cronbach alpha test, the alpha score was 0.806 and this is acceptable as the reliable one.

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B. Percentage Analysis Method

Table no 5.2.1 : Frequency distribution on training program relevant to job

S.NO	FACTORS	NO OF RESONDENTS	PERCENTAGE
1	Strongly agree	11	9.2
2	Agree	67	55.8
3	Neutral	2	1.7
4	Disagree	30	25.0
5	Strongly disagree	10	8.3
	Total	120	100.0



1) Interpretation: From the above table, 9.2 % of the respondents are strongly agree, 55.8 % of the respondents are agree, 1.7 % of the respondents are neutral, 25.0 % of the respondents are disagree, 8.3 % of the respondents are strongly disagree.

2) Inference: The majority respondents , 55.8% are agree that training program relevant to job.

Table no 5.2.2: Frequency distribution on training and development helps to improve the employee performance

S.NO	FACTORS	NO OF RESONDENTS	PERCENTAGE
1	Very large extent	30	25.0
2	Large extent	39	32.5
3	Neutral	31	25.8
4	Some extent	9	7.5
5	Not at all	11	9.2
	Total	120	100.0

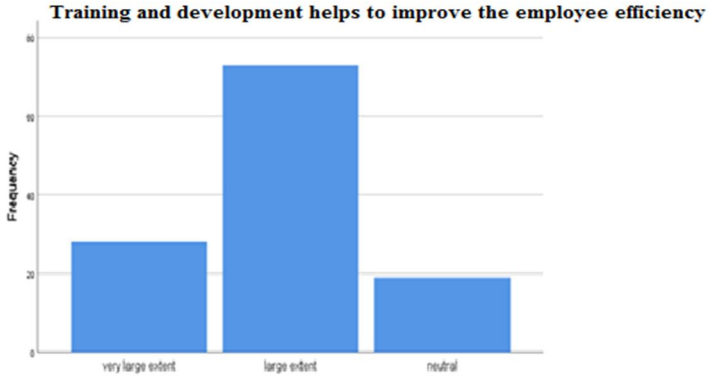
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1) *Interpretation:* From the above table 25.0% of the respondents chosen very large extent ,32.5% of the respondents chosen large extent ,25.8% are in neutral, 7.5% of the respondents some extent,9.2% chosen not at all.
2) *Inference:* The majority of the respondents, 32.5% chosen large extent for training and development helps to improve the employee performance

Table no 5.2.3 : Frequency distribution on training and development helps to improve the efficiency

S.NO	FACTORS	NO OF RESONDENTS	PERCENTAGE
1	Very large extent	28	23.3
2	Large extent	73	60.8
3	Neutral	19	15.8
	Total	120	100.0



1) *Interpretation:* From the above table 23.3% of the respondents chosen very large extent ,60.8% of the respondents chosen large extent ,15.8% are in neutral, 5.0% of the respondents chosen not at all.
2) *Inferernce:* The majority of the respondents, 60.8% chosen large extent for training and development helps to improve the employee efficiency.

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C. CHI Square Test

1) Checking the relationship between training program relevant to job and training helps to improve the productivity

a) H0: There is no significant relationship between training program relevant to job and training helps to improve the productivity

b) H1: There is a significant relationship between training program relevant to job and training helps to improve the productivity

Table no 5.3.1: Result of chi square test on training program relevant to job and training helps to improve the productivity

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	64.251[a]	16	.000
Likelihood Ratio	72.333	16	.000
Linear-by-Linear Association	14.358	1	.000
N of Valid Cases	120		
a. 17 cells (68.0%) have expected count less than 5. The minimum expected count is .08.			

Table no 5.3.2: cross tabulation for training program relevant to job and training helps to improve the productivity

Training program relevant to job * training helps to improve the productivity Cross tabulation							
Count							
		Productivity					
		very large extent	large extent	Neutral	some extent	not at all	Total
Training program relevant to job	Strongly agree	5	0	0	0	0	5
	Agree	17	16	20	7	4	64
	Neutral	0	1	0	1	0	2
	Disagree	0	12	3	24	0	39
	Strongly Disagree	3	2	0	4	1	10
Total		25	31	23	36	5	120

Interpretation

Calculated value = 64.251, Table value = 26.296

Calculated value > Table value. Hence H1 is accepted

Therefore there is a significant relationship between the training program relevant to job and training helps to improve the productivity.

2) Checking the relationship between training increases the responsibility and training helps in increasing individual efficiency

a) H0: There is no significant relationship between training increases the responsibility and training helps in increasing individual efficiency

b) H1: There is a significant relationship between training increases the responsibility and training helps in increasing individual efficiency

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Table no 5.3.3: Result of chi square test on training increases the responsibility and training helps in increasing individual efficiency

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	5.660[a]	4	.226
Likelihood Ratio	6.045	4	.196
Linear-by-Linear Association	2.385	1	.122
N of Valid Cases	120		
a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 5.86.			

Table no 5.3.4: cross tabulation for training increases the responsibility and training helps in increasing individual efficiency

Training increase the responsibility * training helps in increasing individual efficiency Cross tabulation					
Count					
		Efficiency			
		very large extent	large extent	Neutral	Total
Training increase the responsibility	Strongly agree	7	26	7	40
	Agree	9	19	9	37
	Neutral	12	28	3	43
Total		28	73	19	120

Interpretation
Calculated value = 5.660, Table value = 9.488
Calculated value < table value , Hence H0 is accepted
Therefore there is no significant relationship between training increases the responsibility and training helps in increasing individual efficiency.

3) Checking the relationship between training enhancing knowledge and training helps to improve the job skills
a) *H0:* There is no significant relationship between training enhancing knowledge and training helps to improve the job skills
b) *H1:* There is a significant relationship between training enhancing knowledge and training helps to improve the job skills

Table no 5.3.5: Result of chi square test on training enhancing knowledge and training helps to improve the job skills

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	185.072[a]	9	.000
Likelihood Ratio	189.313	9	.000
Linear-by-Linear Association	56.686	1	.000
N of Valid Cases	120		
a. 7 cells (43.8%) have expected count less than 5. The minimum expected count is .55.			

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Table no 5.3.6: cross tabulation for training enhancing knowledge and training helps to improve the job skills

Training enhancing knowledge * training helps to improve the job skills Cross tabulation						
Count						
		Job skills				
		very large extent	large extent	neutral	not at all	Total
Training enhancing knowledge	Strongly agree	31	2	0	1	34
	Agree	2	35	2	3	42
	Neutral	0	1	30	2	33
	Disagree	0	1	10	0	11
Total		33	39	42	6	120

Interpretation
Calculated value = 185.072 , Table value = 16.919
Calculated value > Table value, Hence H1 accepted
Therefore there is a significant relationship between training enhancing knowledge and training helps to improve the job skills.

4) Checking the relationship between training and development helps to improve the employee performance and interest towards adopting new method of training

a) *H0:* There is no significant relationship between training and development helps to improve the employee performance and interest towards adopting new method of training

b) *H1:* There is a significant relationship between training and development helps to improve the employee performance and interest towards adopting new method of training

Table no 5.3.7: Result of chi square test on training and development helps to improve the employee performance and interest towards adopting new method of training

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	248.461[a]	12	.000
Likelihood Ratio	219.602	12	.000
Linear-by-Linear Association	43.966	1	.000
N of Valid Cases	120		
a. 11 cells (55.0%) have expected count less than 5. The minimum expected count is .53.			

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Table no 5.3.8: cross tabulation for training and development helps to improve the employee performance and interest towards adopting new method of training

Training and development helps to improve the employee performance * interest towards adopting new method of training Cross tabulation						
Count						
		Your interest towards adopting new method of training				
		Strongly agree	agree	Neutral	Disagree	Total
Employee performance during the training period	very large extent	28	0	2	0	30
	large extent	0	35	4	0	39
	Neutral	0	0	31	0	31
	some extent	0	0	3	6	9
	not at all	4	3	3	1	11
Total		32	38	43	7	120

Interpretation
Calculated value = 248.461, Table value = 21.026
Calculated value > Table value, Hence H1 accepted
Therefore there is a significant relationship between training and development helps to improve the employee performance and interest towards adopting new method of training.

D. Rank Correlation

Table no 5.4.1: Result of rank correlation

		Job instruction method	Lecture method	demonstration	Presentation method	conference
N	Valid	120	120	120	120	120
	Missing	0	0	0	0	0
Mean		1.6583	2.2167	1.8167	2.1000	1.9917

1) *RANK1*- Lecture method with 2.2167 mean value
2) *RANK2*- Presentation method with 2.1000 mean value
3) *RANK3*- Conference method with 1.9917 mean value
4) *RANK4*- Demonstration method with 1.8167 mean value
5) *RANK5*- Job instruction method with 1.6583 mean value

Interpretation
It is preferred that maximum of the respondent ranks that lecture method ranks1, presentation method ranks2, conference method ranks 3, demonstration method ranks4. Job instruction method ranks 5.

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VI. SUGGESTION

A. Organization should increase their training and development with the technological changes and present educational in order to develop proper training.
B. Organization should create a lot of training and development activities to improve the employee performance by enhancing knowledge about the company and improve skills among the workers.
C. Organization should build an effective communication network among their employee.
D. The number of training programs very few in a year, so increase training programs.
E. More training programs can be conducted by external trainers for a positive change in the mind set of the employee.
F. The training program can be more interactive so that the talent of the participants can be exploded.
G. They should also focus on role-playing, self-motivation class and communication training.

VII. CONCLUSION

Training and development is indispensable strategic tool for enhancing employee performance. so , it is very essential to improve the training and development in every company. This study identifies the effectiveness of training and development of the employee in the Hari & co company . The result of the study reveals following findings. Most of the respondents rated as good and excellent towards the overall quality and effectiveness of the training and development programs and satisfied with the present training methods. Training utilities provided by them are adequate. The company also has to concentrate on small percentage of respondents who are not satisfied with training programs and whom it has not helped to overcome from their short comings or work related problems. The training and development programs provided by Hari & co company are found to be effective, credible and commendable. Finally I conclude that by saying that training program is mutual benefit to organization and to the employee.

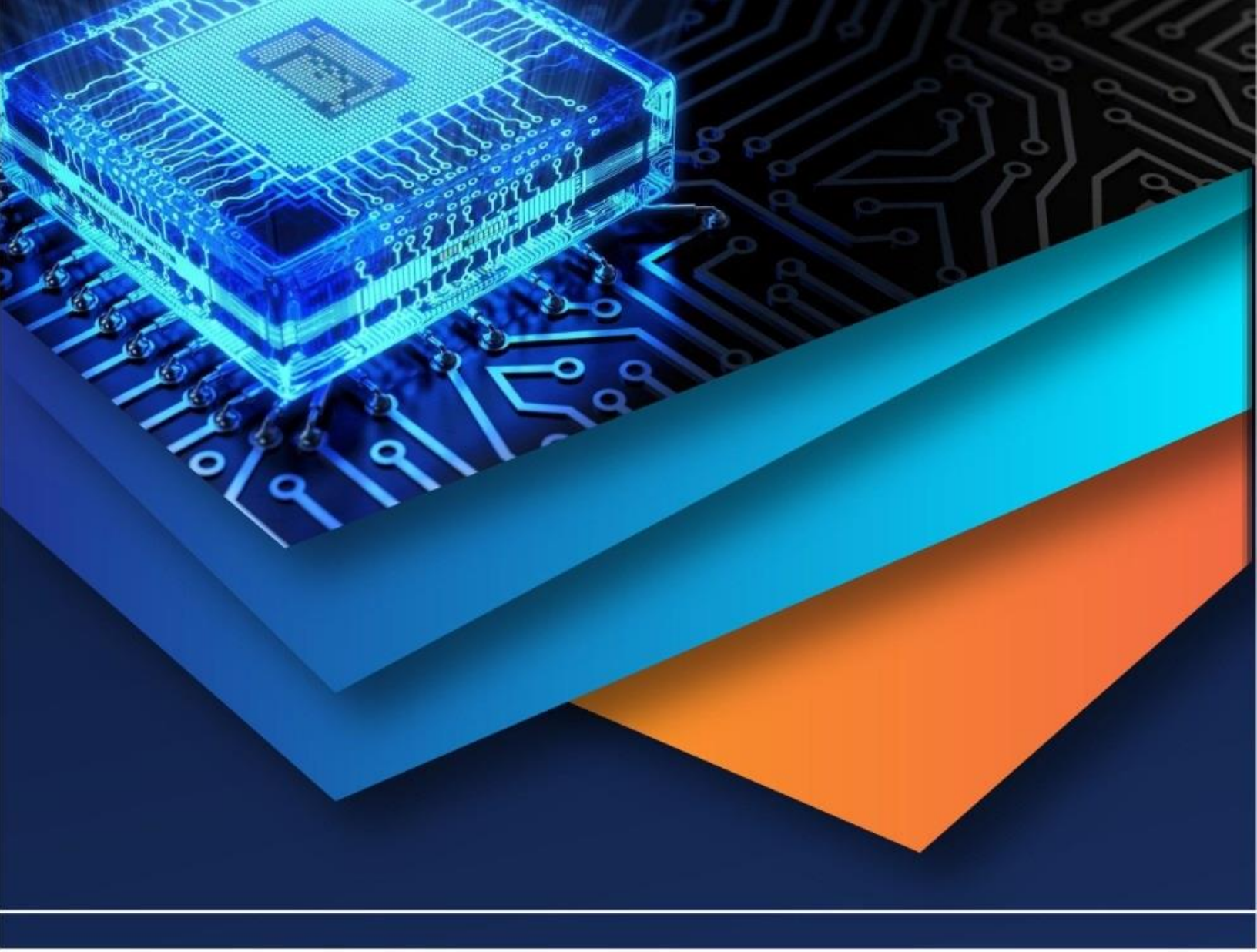
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