



IJRASET

International Journal For Research in
Applied Science and Engineering Technology



INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 9 Issue: IV Month of publication: April 2021

DOI: <https://doi.org/10.22214/ijraset.2021.33548>

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A Study on Impact of Training and Development among Employees in IT Industry

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Abstract: *Employees are the company's greatest asset, and investing in talent is key to long-term business development and success. Training and development promote profitability and/or more optimistic attitudes toward benefit orientation, increases job awareness and skills at all levels of the company, boosts employee productivity, and assists workers in identifying with organizational goals. This report aims at impact of training and development among employees, training and productivity of the employees, training is solution for stress busters, relation of training and motivation. Training and development enhance the productivity, knowledge and skill of the employees and allow them to retain in the organization, It also encourages their strength and motivate them to accomplish their goal.*

Keywords: *Productivity and performance, Motivation, Stress, Knowledge and skill.*

I. INTRODUCTION

Training and development are educational activities within an organisation that are designed to improve employees' expertise and skills, as well as to improve the individual's quality and provide them with tremendous confidence to perform the task. Training is a short-term reactive process designed for operatives, while growth is a continuous pro-active process designed for executives. The goal of employee training is to develop additional skills, while the goal of growth is to develop a total personality. Management takes the initiative in training with the goal of meeting an employee's current need. Individuals take initiative in growth with the goal of meeting an employee's future needs. According to Edwin B. Flippo, "training is the act of enhancing an employee's understanding and skills for doing a specific job." "Training is the systematic modification of behaviour through learning that occurs as a result of education, instruction, development, and planned experience," according to Michael Armstrong. According to Michael J. Jucious, "training is any process by which workers' behaviours, skills, and abilities to perform specific jobs are improved."

II. LITERATURE REVIEW

Ambika Bhatia & Lovleen Kaur (2014) The findings show that training and growth are positively correlated and have a statistically significant relationship with employee performance and efficiency. Bhatia et al., (2014), Training is a process of getting about continuous improvement in the quality of work performed; it provides workers with the expertise, skills, abilities, and attitude required to do their jobs. According to Chopra, Bhanu (2015) training and development is an essential function in corporate world but most of the organization pay least attention training and development. Ganesh, M., Indradevi R., (2015), Training and growth are critical to the effectiveness of organisations and to enabling people to do their jobs effectively and efficiently. Training is said to have an impact on productivity, commitment to work, and personal growth. All businesses must train and grow their employees. Most companies are aware of this requirement and are investing and doing a variety of things to meet it. Swaminathan, J. and Gowri Shankar, U., (2011). The primary objective of the study is to analyse the effectiveness of organizational training and its impact on employee job performance.

1) *Objective*

- a) To study the stress level of employees reduces due to training and development
- b) To study the competency level of employees increases due to training and development

III. METHODOLOGY

The study has been conducted on behalf of the impact of training and development among employees, data was collected on survey basis, 120 respondents are involved in my study and I have collected the information on the basis of 120 samples, hope the study has generated the information regarding training and development. The analysis is of a Descriptive sort. It attempts to explain the employees' attitudes to the training and development programs and their influence on them, Easy Random Sampling was used to pick the workers for the analysis.

The study sample size was 120 IT workers working at various IT companies. The methodology of Convenience Sampling was used in this analysis. The justification for using the process of convenience sampling was quick and economical. I understand the issue and I also know who I should pose the questions to find the answer for my study.

IV. DISCUSSION

On completing the project “ A study on impact of training and development among employees in IT Industry”, the t test was done to find out the significant difference between Work shift timing in regard to Training and development reduces the stress of the employees. To find the competency level of employees increases due to training and development with regards to the number of training sessions attended by them chi square was done.

A. Analysis and Findings

- 1) *HO (Null Hypothesis)*: There is no significant difference between Work shift timing in regard to Training and development reduces the stress of the employees.
- 2) *H1 (Alternate Hypothesis)*: There is significant difference between Work shift timing in regard to Training and development reduces the stress of the employees.

Table: Showing Significant difference between Training and development reduces the stress of the employees and Work shift timing

Group Statistics

	Shift	N	Mean	Std. Deviation	Std. Error Mean
Do Training and development reduce the stress of the employees	Day	70	2.10	1.131	.135
	Night	50	3.42	1.642	.232

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Do Training and development reduce the stress of the employees	Equal variance assumed	28.22	.000	-5.21	118	.000	-1.320	.253	-1.819	-.819
	variance not assumed	2.00	.160	5.21	55	.021	-1.320	.269	-1.850	-.785

- a) *Inference*: Since the P value is .000 which is less than .005, H0 is rejected and H1 is accepted, Hence There is significant difference between Work shift timing in regard to Training and development reduces the stress of the employees.

B. CHI Square Test

- 1) *HO (Null Hypothesis):* There is significant association between number of graining sessions attended by the employees with regards to the competency level of employees increases due to training and development
- 2) *H1 (Alternate Hypothesis):* There is no significant association between number of graining sessions attended by the employees with regards to the competency level of employees increases due to training and development

Table: showing the between number of graining sessions attended by the employees with regards to the competency level of employees increases due to training and development
Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
competency level of employees increases due to training and development * training sessions you have attended	120	100.0%	0	0.0%	120	100.0%

Chi-Square Tests

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	14.059 ^a	12	.297
Likelihood Ratio	17.036	12	.148
Linear-by-Linear Association	2.347	1	.126
N of Valid Cases	120		

a. 13 cells (65.0%) have expected count less than 5. The minimum expected count is .23.

a) *Inference:* Since the p value is .297 is greater than .05, H0 is accepted and H1 is rejected, Hence there is a significant association between number of graining sessions attended by the employees with regards to the competency level of employees increases due to training and development

V. CONCLUSION

Training and development is a essential part of every enterprise, investing in skill development is something which is very important which enhances the employees competency level, and increases the knowledge and skill of the employees, The organization should provide adequate training to each and every employee so that they can perform their best to accomplish the job assigned to them, it is not necessary that all the employees are encouraged by this program, for those employees, organization should plan alternative to keep up their confidence level which will increase retention.

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