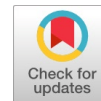


A Research on Effectiveness of Training and Development in its Solutions

Bharthvajan R, S Fabiyola Kavitha



Abstract: *The Current study is concerned with “a study on effectiveness of training and development in its solutions (chennai)” in this study where the effectiveness of the employee are measured and studied. In this study the where 110 employees are taken out of 195 employees using random sampling method. Where the set of questions are given to the employees to get there feedback about the changes after the training. The organization provides various kind of training to the employee. In this study we are testing the effectiveness of the employee after the training and development³. Where the 110 questions are distributed to employees and answers are collected for findings, suggestions and conclusions. The answers given by the respondents are analysed using chi-square and percentage method. After the finding where concluded that the objectives of this study and conclusions found in this study meets same point. Where the objective of this study is get satisfied. In this study we found that there is significant difference in employee than before. The training imparted meets the objectives like².*

Keywords: Training and Development, Training Effectiveness

I. INTRODUCTION

Training is the method of helping a individual enchant his efficiency and effectiveness in the workplace by improving and updating his or her professional knowledge by creating abilities relevant to his or her job and cultivating suitable behavior and attitude towards job and individuals. Training is specifically formal education in distinct ways. While education is primarily worried with knowledge improvement, training is primarily intended to increase understanding, stimulate attitude, and impart abilities linked to a particular job. It's a lifelong and ongoing method. Training is an activity program that is time-bound. Thus there is a customized specialized discipline of trainers mixing in the field of human activity.

Training and Development

Human resources are any organization's most precious assets, with machines, equipment and even money, nothing is achieved without manpower. Any organization's efficient functioning needs staff to learn to conduct their employment at a satisfactory skill level. Here's the coaching function. Employee training attempts to enhance abilities or contribute to the current level of understanding so that the staff is better equipped to do his current work or prepare him with enhanced duties for a greater role.

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Individual development, however, is not an end itself. The development of the organization requires to be meshed with the development of the individual. The main aim for the organization viability, that it should make adapt itself to a changing environment. Employee growth and development has to be seen in the context of this modification. So training can be defined as.

II. REVIEW OF LITERATURE

1. Dharmesh Raval (2014) had done his research on the topic of “A Study of HRM Practices prevailing in IT-ITES Industry - A Case Study of IT - ITES organizations in the city of Vadodara” the author trying to use a mixed method approach involving both in-depth discussion with executives and primary data, the data have been collected from selected IT/ITES companies of Vadodara city. The predicable outcome the highlight the way specific HRM practices such as recruitment, performance appraisal, training and development, and compensations are implemented. They recommended the existence of formal, structured, and rationalized HRM systems in IT/ITES organizations. A number of insights related to HRM policies and practices are shared by the HR senior executives interviewed shedding more light on the functioning of the IT/ITES companies and their challenges. They conducted the study of the useful for both academicians and researcher.

Sumaiya Shafiq Sahibzada Muhammad Hamza (2017) has done their research on the topic of “The Effect of Training and Development on Employee Performance in Private Company, Malaysia” The researcher attempts to clarify that the worker is the main assets in the organisation, they are the main heir to an organisational achievement. The organisations success cannot be underestimated by the organizations. The paper aims to explore the effect on employee performance and the difficulties of training and growth. Based on the empirical literature, the questionnaire was created. The study involved the convenience sampling method for choosing the participants. The independent variable used in work training, off-work training, job enrichment and job rotation. Employee difficulties are the dependent variable used in this studies. The researcher was accepted using a questionnaire on the Likert scale, including 25 issues, and 105 staff at the Malaysian Private Company are the amount of participants. The output demonstrates that all independent variables have an unexpected effect on the performance of employees except for job enrichment that is reported to have a substantial effect on the dependent variable.



III. RESEARCH METHODOLOGY

Aim of the Study

Primary Objectives

- To understand the effectiveness of training and development in ITS SOLUTIONS.

Secondary Objectives

- To analyze how the training helps the organization development.
- To utilize whether employees satisfied with current training method.
- To find and analyze the views of the participants and superior on the training.
- To analyze the training method used to the employee and how they are evaluated.

Research Design

- Research design is a link between what has been established and what needs to be done in conducting the study to achieve the goal. Descriptive research design was the research design used in this study.

IV. METHODS OF DATA COLLECTION

Primary Source

- Primary data refers to the data that was collected first hand, directly from the source. This consisted primarily of interviews and discussions with the managers, employees. The main data was collected through structured undisguised questionnaire.

Secondary Source

- Secondary data refers to the data that was previously collected by others for another purpose. It includes:
 - Company Website.
 - Internet.
 - Manuals and Research Papers and Books.

Sampling Method

- A technique for choosing a sample (random sample) from a statistical population so that any sample that may be chosen has a predetermined likelihood of being chosen.

Statistical Tools Used

Sample Size

- The sampling technique is an significant choice to be made on the size of the sample. Sample size implies sampling amount. The chosen sample size for this research is 120. Sample size is selected using random sampling method.

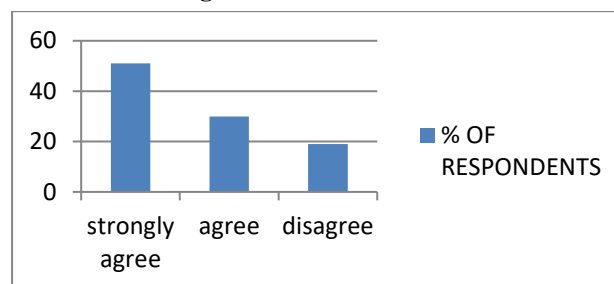
Population Size

All the things under account are a 'universe' or 'population' in any field of investigation. A complete list of all the items in the 'population' is referred to as a census survey. The chosen population size for this research is 195

Induction Training Is a Well Planned Exercise

Answer	No. of respondents	Percentage of respondents
Strongly agree	56	51
agree	33	30
Disagree	21	19
Total	110	100

Induction Training Is a Well Planned Exercise



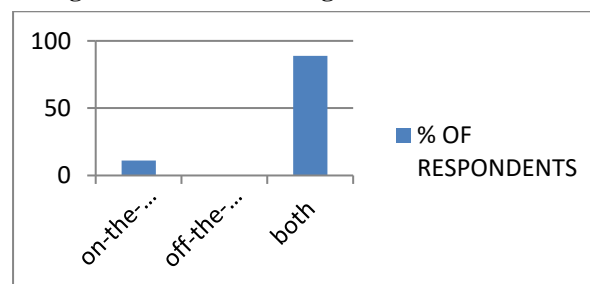
Inference

From this study 51% of the respondent strongly agrees that the induction training is well planned exercise in organization, 30% of the respondent agrees that the induction training is well planned exercise in organization and 19% of the respondent disagrees that the induction training is well planned exercise in organization.

Training Method Does the Organization Provide

Answer	No. of respondents	Percentage of respondents
On-the-job training	12	11
Off-the-job training	0	0
Both	98	89
Total	110	100

Training Method Does the Organization Provide



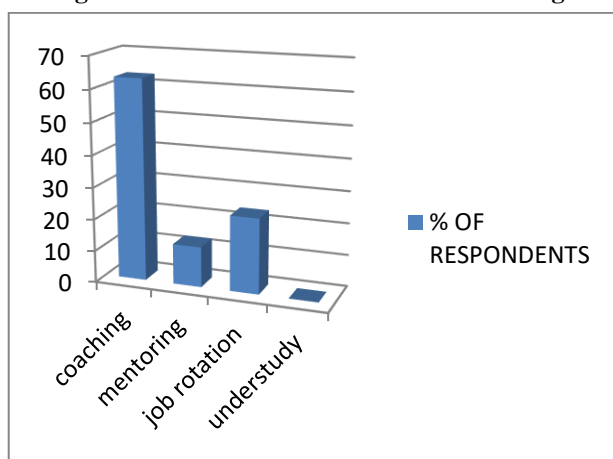
Inference

From this study 89% of the respondent says that the organization provides both the training method, 11% of the respondent says that the organization provides the on the job training method.

Training Method Provide In On-The-Job Training

Answer	No. of respondents	Percentage of respondents
coaching	70	63.6
mentoring	14	12.7
Job rotation	26	23.7
Understudy	0	0
Total	110	100

Training Method Provide In On-The-Job Training



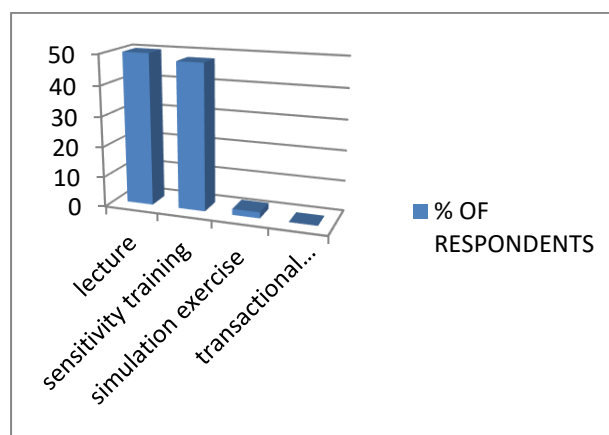
Inference

From this study 23% respondents says that the organization provide job rotation in on-the-job training method. 12.7% respondents says that the organization provide mentoring in on-the-job training method.

Training Method Provide In Off-The-Job Training Method

Answer	No. of respondents	Percentage of respondents
lecture	55	50
Sensitivity training	53	48
Simulation exercise	3	2
Transactional training	0	0
Total	110	100

Training Method Provide In Off-The-Job Training Method



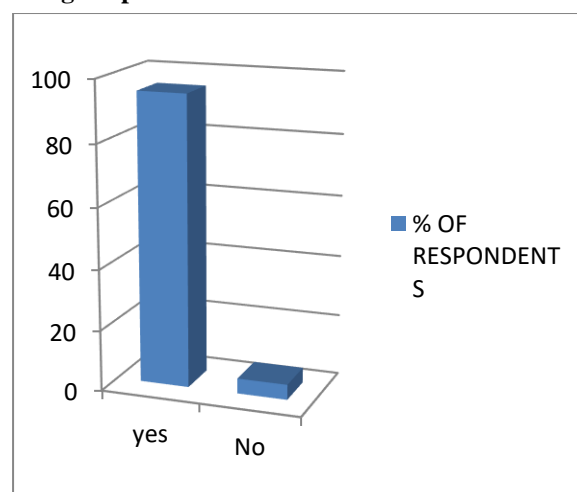
Inference

From this study 50% respondents says that the organization provide lecture in off-the-job training method. 48% respondents says that the organization provide sensitivity training in off-the-job training method. 2% respondents says that the organization provide transactional training in off-the-job training method.

Training Helps To Increase the Motivation Level

Answer	No. of respondents	Percentage of respondents
Yes	105	95
No	5	5
Total	110	100

Training Helps To Increase the Motivation Level



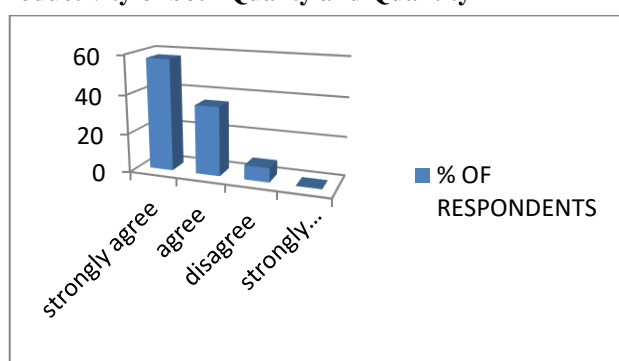
Inference

From this study 95% of respondents say yes for increase in motivational level and 5% say no for increase in motivational level.

The Method of Training Is Used To Increase the Productivity of both Quality and Quantity

Answer	No. of respondents	Percentage of respondents
Strongly agree	63	57.3
Agree	39	35.4
disagree	8	7.3
Strongly disagree	0	0
Total	110	100

The Method of Training Is Used To Increase the Productivity of both Quality and Quantity



Inference

From this study 57.3% respondents strongly agree the training increases productivity by both quality and quantity. 35.4% respondents agree the training increases productivity by both quality and quantity. 7.3% respondents strongly disagree the training increases productivity by both quality and quantity.

V.CHI SQUARE TEST

The Method of Training Is Used To Increase the Productivity of both Quality and Quantity

Strongly agree -63

Agree -39

Disagree -8

Strongly disagree -0

63	39
8	0

Solution:

Null Hypothesis:

There is no significance difference between increase the productivity of both quality and quantity

Alternative Hypothesis:

There is significance difference between increase the productivity of both quality and quantity¹

63	39	102
8	0	8
71	39	110

$$E = \{\text{row total} * \text{column total}\} / \text{grand total}$$

O	E	O-E	[O-E] ²	[O-E] ² / E
63	65.84	-2.84	8.07	0.122
39	36.16	2.84	8.07	0.223
8	5.16	2.84	8.07	1.564
0	2.84	-2.84	8.07	2.842

$$\text{TOTAL} = 4.751$$

$$\psi^2 = \text{SUM OF } (O-E)^2 / E = 4.751$$

$$CV = 4.751$$

Degree of Freedom:

$$V = [r-1] * [c-1]$$

$$V = [2-1] * [2-1]$$

$$V = 1 * 1 \Rightarrow V = 1$$

Table value [TV] = 3.84 [constant] [the level of the significance is 5%]

$$\text{Calculated value [CV]} = 4.751$$

$$CV > TV$$

Therefore there is significant difference increase the productivity of both quality and quantity

Since the Calculated Value is 4.751 so the Null hypothesis is rejected and the alternative hypothesis is accepted.

Relevancy of training program with the job

Very good=39

Good=14

Satisfactory=56

Bad=1

VI.FINDINGS

- 82% Employees feel that the training is compulsory for the employees in the organization.
- 73.3% Employees say and prefer that both the training methods is essential and needed.
- Induction training is well planned exercise in the organization. 51% of the respondent strongly agrees that the induction training is well planned exercise in organization.
- We found that 89% of the respondents say Organization provides both the on-the job and off-the-job training method for the employee training
- In this study 63% of the respondent says that Coaching is the important and most used method in the on-the-job training method²

- 50% of the respondent says Learning and sensitivity training is the most used method in off-the-job method.
- In this study we found that 95% of the respondent strongly agrees that Training helps the employee to increase the motivational level.
- 57.3% of the respondent says that Training increases the productivity by both quality and quantity.
- 85% of the respondent says that Training helps the management in identifying, analyzing, forecasting and planning changes needed in company's HR area
- In this study 55% of the respondent says The effectiveness of the training can evaluate by feedback method⁴.

VII.SUGGESTIONS

- Training needs should be frequently evaluated by monitoring employee performance and feedback as well.
- Training documents must be retained, maintained and updated in a timely manner.
- Proper care should be taken when the trainers are selected.
- Continuous feedback must be provided to trainers and training should be carried out as an ongoing scheduled activity.
- Coordination and communication between staff at all levels should be encouraged in order to find fresh talent among staff. Individual care should be given as much as possible in the case of practical sessions— also when designing the training module, try to consider the personal goals of participants. By which participants ' interest and satisfaction may be improved.
- To make training more interactive and active, try to use more visual and audio aids².

VIII.CONCULSIONS

The primary observations and primary strength during the training period, based on the evaluation of all the facts & numbers, give a very favourable conclusion / impression concerning the training given by the ITS solutions coaches. The ITS solutions fulfil their function up to the mark and the trainees benefit from the coaching given, in particular the practical sessions and simulations.³

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