

A STUDY ON TRAINING AND DEVELOPMENT AND ITS EFFECTIVENESS TOWARDS THE ORGANIZATION IN MICRO TURNERS PVT LTD AT MALLUR

Sheela A¹, Dinesh Karthick P²

¹Assistant professor, Department of MBA, Paavai Engineering College, Namakkal, Tamil Nadu, India.

²PG Student, Department of MBA, Paavai Engineering College, Namakkal, Tamil Nadu, India.

ABSTRACT

Employee training and development program and its benefits. This paper will inspect the structure and elements of employee training and development program and later the study present what are the positive outcomes for employees and organizations. Organizations find it difficult to stay competitive in recent global economy. Importance of employee development program is growing for the organizations those pursuing to receive an advantage among competitors. Employees are esteemed resource of the organization and success or failure of the organization relay on the performance of employees. Therefore, organizations are financing large amount on employee training and development programs. Furthermore, in training program it is supportive for companies to emphasis on knowledge, expertise and ability of employees.

1. INTRODUCTION

Employee training and development is a program that helps to learn a particular skill as well as knowledge to improve employee productivity & performance in their current organization or job role. It developed future performance & helps focused on more employee growth. Training and developing an employee don't simply help their growth but pushes the company to grow as well. Likewise, it helps employees know that they are valued in the organization. A formal definition of training and development is "Training and development is an attempt to improve current or future employee performance by increasing an employee's ability to perform through learning, usually by changing the employee's attitude or increasing his or her skills as well as knowledge.

Employee training and development may sound similar but both have different meanings and roles. An Employee training refers to a short-term activity that focuses on the specific role of the employee. It focuses on the immediate need or requirement of the role.

Whereas, employee development has a broader scope. It is a long-term activity that focuses on the development of an individual. Employee development has open-ended goals and doesn't focus on one job but the entirety of an individual. While employee training focuses on helping the employee do the current job better, development helps groom employees for newer possibilities and roles.

2. OBJECTIVES OF THE STUDY

- To evaluate the impact of Training and Development and analyze the effectiveness towards the organization
- To enhance the understanding of need of training and development
- To find out the remedies to overcome the gaps in the process of planning and implementation on framing strategies to prevent unwanted process
- To analyses the efficiency of worker before and after the training and development

2.1 SCOPE OF THE STUDY

This study will help me to know how the Training and development help the organization, As we all say health and wealth go hand in hand in the similar way training and development of an employee also impact the business of the organization, better the skillset and more effective employee would provide great service to the organization.

If the employee receives the right training then he can develop future leadership skills and can be more goal-oriented. It's as simple as" If you invest in your employee their growth will invest in you.

2.2 IMPORTANCE OF THE STUDY

Increasing Productivity:

The employee who's been provided proper training will for sure increase his productivity level and will be more aware of the opportunities to grow in the company.

In addition to this, the confidence level of the employee will also be rising which would lead to an employee being more productive.

Motivation:

1. This word "Motivation" plays an important role in an organization but as we all know Motivating every single day would be quite difficult and there will be days often were
2. employees could be feeling low so here's what you can do: You can tell them about a purpose to achieve which will keep your employees motivated in a proper manner.

Decision-Making Skills: Every employee may perform different activities but decision-making skills are one common skill every employee needs. You can first evaluate the situation, look for the possible numbers of solutions(options), look around the pros and cons of the options you have, and then choose the appropriate option. An employee who has good decision-making skills will definitely help the organization to progress.

Problem Identification- Training is a costly affair and expensive process Training may result dislocation of work and loss of output because regular office work is likely to be interrupted or delayed because of the time spent in training. Sometimes, it is difficult to obtain good training instructors and leaders.

3. RESEARCH METHODOLOGY

Research methodology

- Descriptive method is used as research method for the study
- Descriptive method may define as the statement of affairs as they are existing in the present and as a researcher, we don't have any control in the variables

Sampling method

The sampling method which would be used in this study is non-probability sampling, under non- probability sampling convenience sampling is adopted

Sampling unit

Employees of the MICRO TURNERS PVT LTD will be selected as sample unit for the study.

Sample size

- A total of 100 employees are planned to select for the study
- In the organization the total man power is 300 among that we choose three half one as a sample size so that the sample size is 100

Sources of the data

- The data will be collected through the both primary and secondary sources

Primary data

- Primary data is planned to collect through by well-designed structure questionnaire
- In the questionnaire we used liked scale for the formal questions and demographic factors also collected through the demographical questionnaire in the questionnaire.

Secondary data

Secondary data will be collected from websites, books and records maintained by the organization

Tools of data collection

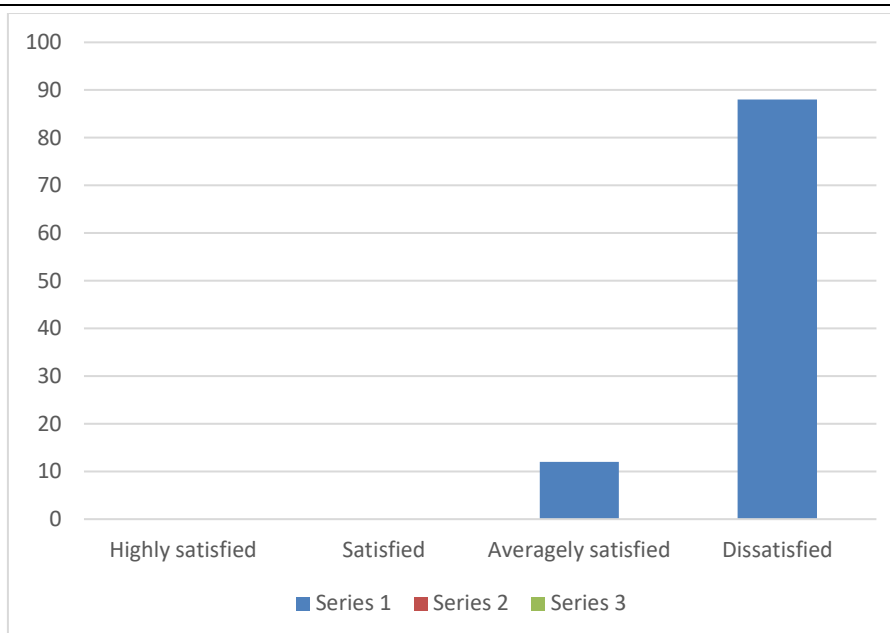
Tools which will be used to collect the data for the study are

- Linkert scale
- Demographic questions Personal interview with employees

4. DATA ANALYSIS AND INTERPRETATION

All the employees has to get training and development after to copeup with job needs

S. No	Contents	Frequency	Percentage (%)
01	Highly satisfied	-	-
02	Satisfied	-	-
03	Averagely satisfied	12	12
04	Dissatisfied	88	88
05	Sum of total	100	100



INTERPRETATION:

The above table shows that 12% of the employees are averagely on the statement which is asked to them 88% of the employees dissatisfied ob. this statement, 26% of the employees are strongly agree the statement.

5. FINDINGS

- Majority of the employees are said Training and Development enhancing the organization performance and its make the organization effective and efficient
- Most of the employees are said doing Training and Development is complex and its make unwanted chances in the organization.
- Most of the employees are thought inefficient data and bias in interpretation makes Training and Development inefficient High percentage of the employees are willing to change in the organization brings.
- Employees of Micro Turners already meet the changes after assessing the Training and Development.
- High percentage of the respondent are involved in the planning process of Training and Development. Majority of the employees are feeling stressed when their organization are not doing well

6. SUGGESTIONS & RECOMMENDATIONS

- Since the Indian market is vast the companies can tap the market effectively and efficiently by collecting the data.
- Companies have to enhance better communication system between the company and employees.
- The companies should focus on proper interpretation on the Training and Development
- Only few employees are coping up with the changes so that the organization have to give some proper explanation before the Training and Development.
- Have to conduct some refreshment programs to reduce the stress level of the employees on monthly basis.
- Company have gathered data through to market research

7. CONCLUSION

Without any doubt Training and Development is the vital aspect to frame strategies one of the main benefits of employee training are that opportunities for learning and career growth increase employees' levels of job satisfaction. Many things contribute to job satisfaction, but it all boils down to people being able to feel good about what they do at work. When you invest in their training, it shows them that they are valued by their company.

It also gives them the tools they need to grow and feel confident at their job! Job satisfaction is closely tied to an employee's level of engagement. In today's workforce, the level of engagement is quite low; only 13% of employees feel engaged at work worldwide This should not be ignored, as satisfied and engaged employees are more profitable, less likely to miss work.

8. REFERENCE:

- [1] Oni-ojo edith abeguki ,Salauodunayo paul ,Oludayoolumuyiwaakinrole – 2014,Strategic role of human resource training and development on organizational effectiveness.
- [2] Van wart, Montgomery – 2015, Training and development for the public sector: a comprehensive resource.
- [3] Neelam tahir , Dr. Shahid jan ,Muhammad hashim – 2014 , The impact of training and development on employees performance and productivity.
- [4] Gilad chen, Richard J. klimoski –2007, Training and development of human resources at work: is the state of our science strong?
- [5] Haslinda abdullah – 2009, Major challenges to the effective management of human resource training and development activities.
- [6] Vimalakadiresan, Mohamad hisyamselamat, Sugumaranselladurai, Charles ramendran SPR & Ramesh kumarmoona haji mohamed – 2015, Performance appraisal and training and development of human resource management practices (hrm) on organizational commitment and turnover intention.