**A STUDY ON EFFECTIVENESS OF TRAINING & DEVELOPMENT TOWARDS LUCKY YARN TEX INDIA PRIVATE LIMITED WITH SPECIAL REFERENCE TO ERODE**

**MANIKANDAN K1, Mr.K.MANOJKUMAR2**

1Final Year MBA, Excel Engineering College(Autonomous), Komarapalaym

2Assistant Professor, Department of Management Studies, Excel Engineering College(Autonomous), Komarapalaym

**ABSTRACT**

**Employees are the most valuable asset of an organization, so to enhance their performance it is necessary to pay attention to their learning. Training and development programs help organizations to build a skilled and competent workforce in order to maintain a high level of competency and to survive in a dynamic business environment. This study was conducted with the aim to investigate the effectiveness of training and development on employee performance at Lucky Yarn Tex India Private Limited, Erode. The research employed descriptive analysis. Primary data was collected through distributing questionnaires to 120 employees, who were selected through the random sampling technique. Findings reveal that overall training and development has a significant impact on employee’s performance. It helps the organization in reducing employee turnover, increasing the productivity of employees, and contributing to higher financial returns for the organization. The study suggests that there is a need for improvisation in identifying the area where training needs have actually generated and salary structure should be revised at a regular interval of time.**

**Keywords:** Training and Development, Employee Performance, Business Environment….

1. **INTRODUCTION**

Training constitutes a basic concept in human resource development. It is concerned with developing a particular skill to a desired standard by instruction and practice. Training is a highly useful tool that can bring an employee into a position where they can do their job correctly, effectively, and conscientiously. Training is the act of increasing the knowledge and skill of an employee for doing a particular job. Training is teaching, or developing in oneself or others, any skills and knowledge that relate to specific useful competencies. In addition to the basic training required for a trade, occupation or profession observers of the labor-market recognize as of 2008 the need to continue training beyond initial qualifications: to maintain, upgrade and update skills throughout working life. People within many professions and occupations may refer to this sort of training as professional development. Employees training and development is one of the major issuing topics now a day because this helps the organization in number of ways. The daily performance of business and day to day maintenance is needed to be done by some workers or employees. And this can only be done when there is proper training and development session held for the employees. Training and development will definitely cause in increase of the employees performance. It is like a root toward a better result or success.

1. **OBJECTIVES OF THE STUDY**
* To study the training effectiveness on employee overall performance
* To analyse the types of training that is provided to the employees in the firm
* To analyse overall performance towards improving training activities
* To measure employee performance after the training provided
* To prepare the existing employee for a higher level of tasks and promotion can be provided to them in the future
* To understand the methods of training and development programs provided to the employees and what changes can be done in the future to enhance the productivity of the employees
1. **LIMITATIONS OF THE STUDY**
* The present study is limited to many aspects. Providing information about training and development is the outcome of various variables. It is not possible to take in to consideration each and every criterion in this study.
* Some of the information given by the respondents may be bias.
* Could not able to collect the information from all the employees of organization because of busy schedule of employees.
* Analysis is done on the assumption that respondents have given correct information through the questionnaires.
* Due to the limitation of the time the research could not be made more detailed.
1. **METHODOLOGY**

4.1 Research Design

 The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behaviour of the consumers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

4.2 Sampling Design

The sampling technique used in this study is “convenience sampling” when the population element for inclusion in the sample is based on the ease of access. It can be called as convenience.

**4.3 Sample Size**

 The research has selective respondent 120 samples only**.**

**4.4 Methods Of Data Collection**

 Data in the study are of two types:

* + 1. Primary data
		2. Secondary data
1. **RESULTS AND DISCUSSION**

**5.1. CHI-SQUARE ANALYSIS**

**Null Hypothesis**

**HO:** There is no significance between educational qualification and kinds of training are being imparted for new recruitment.

**Alternative Hypothesis**

**H1:** There is significance between educational qualification and kinds of training are being imparted for new recruitment.

| **Case Processing Summary** |
| --- |
|  | Cases |
|  | Valid | Missing | Total |
|  | N | Percent | N | Percent | N | Percent |
| Educational Qualification \* Kinds of training is being imparted for new recruitment  | 120 | 100.0% | 0 | .0% | 120 | 100.0% |

| **Educational Qualification \* Kinds of training is being imparted for new recruitment Crosstabulation** |
| --- |
| Count | Kinds of training is being imparted for new recruitment | Total |
| Technical training | Management training | Presentation skill | Others |
| Educational Qualification | Higher secondary | 28 | 0 | 0 | 0 | 28 |
| Diploma | 8 | 26 | 0 | 0 | 34 |
| Under graduate | 0 | 33 | 11 | 0 | 44 |
| Post graduate | 0 | 0 | 1 | 7 | 8 |
| Others | 0 | 0 | 0 | 6 | 6 |
| Total | 36 | 59 | 12 | 13 | 120 |

| **Chi-Square Tests** |
| --- |
|  | Value | df | Asymp. Sig. (2-sided) |
| Pearson Chi-Square | 2.111E2a | 12 | .000 |
| Likelihood Ratio | 190.895 | 12 | .000 |
| Linear-by-Linear Association | 94.167 | 1 | .000 |
| N of Valid Cases | 120 |  |  |
| a. 14 cells (70.0%) have expected count less than 5. The minimum expected count is .60. |
| **Symmetric Measures** |
|  |  | Value | Asymp. Std. Errora | Approx. Tb | Approx. Sig. |
| Ordinal by Ordinal | Gamma | 1.000 | .000 | 19.140 | .000 |
| Measure of Agreement | Kappa | .c |  |  |  |
| N of Valid Cases | 120 |  |  |  |
| a. Not assuming the null hypothesis. |  |  |  |  |
| b. Using the asymptotic standard error assuming the null hypothesis. |  |
| c. Kappa statistics cannot be computed. They require a symmetric 2-way table in which the values of the first variable match the values of the second variable. |

**RESULT**

Since the calculated value is greater than the table value. So we reject the null hypothesis. There is no significance between educational qualification and kinds of training is being imparted for new recruitment.

**5.2. CORRELATION**

The table shows the relationship between age and Career counselling program provided.

| **Correlations** |
| --- |
|  |  | Age | Mode of training method is normally used |
| Age | Pearson Correlation | 1 | .935\*\* |
| Sig. (2-tailed) |  | .000 |
| N | 120 | 120 |
| Mode of training method is normally used | Pearson Correlation | .935\*\* | 1 |
| Sig. (2-tailed) | .000 |  |
| N | 120 | 120 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |  |

**Nonparametric Correlations**

| **Correlations** |
| --- |
|  |  |  | Age | Mode of training method is normally used |
| Kendall's taub | Age | Correlation Coefficient | 1.000 | .895\*\* |
| Sig. (2-tailed) | . | .000 |
| N | 120 | 120 |
| Mode of training method is normally used | Correlation Coefficient | .895\*\* | 1.000 |
| Sig. (2-tailed) | .000 | . |
| N | 120 | 120 |
| Spearman's rho | Age | Correlation Coefficient | 1.000 | .925\*\* |
| Sig. (2-tailed) | . | .000 |
| N | 120 | 120 |
| Mode of training method is normally used | Correlation Coefficient | .925\*\* | 1.000 |
| Sig. (2-tailed) | .000 | . |
| N | 120 | 120 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |  |  |

**RESULT**

This is positive correlation. There is relationship between age and Career counselling program provided**.**

1. **RECOMMENDATIONS**
* Overall, the result confirms that the training program facilities are moderately satisfied of the employees. The company should maintain and focus training program facilities. However, follow up and impact study of such training is still to be evaluated in future.
* Course content not influences over job satisfaction of employees in the company. So the company should focus the course content of the training program.
* The training should be practical and theoretical based to improve their skills. Company should make provision for workers training and development in the form of counselling or mentoring.
* Company should provide a favourable training like every trainee has to feel I am satisfied with this training.
* The respondents feel that the duration of the training program should be short duration which should more efficient and effective
1. **CONCLUSION**

This study is aimed to analyse the training and development in the company. Course content, trainer, facilities, development and employee efficiency are considered to evaluate the training and development in the company. The result of the study found that influence course content and development on employee efficiency. The findings of the clearly highlighted that the there is no influence of facilities and trainer on employee efficiency in the company. Hence, it is concluded that the company should focus the factors simple training material, understandable of the course material and training materials supported the objectives.

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