

A STUDY ON THE EFFECTIVENESS OF TRAINING AND DEVELOPMENT PROGRAMS IN AJKEN TECHNOLOGIES (P) LTD, TRICHY

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ABSTRACT

In this paper, a systematic and web based approach will be provided to the employees. Once, training and development become a systematic process, linked to job objectives, identification of competencies and development opportunities will help to develop a training record, for each employee. This can be kept with their job description and appraisal notes. It is vitally important that, you talk with the employee again, after the training takes place, to evaluate the training, with regard to its effectiveness for the business and so that, the employee can see that you have a real interest in what they got from it, as an individual too. It is commonly agreed that, training and development is needed for research, regarding its effectiveness. However, before this can occur, there must be better understanding and agreement, as to what constitutes training and development. The purpose of the project, is to closely describe and analyze the field of training and development, in an attempt to determine its scope, goals, activities, participants, providers, and philosophical bases.

KEYWORDS: Human Activity, Intellectual Application & Philosophical Bases

INTRODUCTION

Research Methodology

Research defined as human activity, based on intellectual application in the investigation of the matter. The primary purpose for applied research is discovering, interpreting, and the development of methods, and systems for the advancement of human knowledge, on a wide variety of scientific matters of our world and the universe.

DATA SOURCES

There are two types of data collection, namely primary data collection and secondary data collection.

- Primary data
- Secondary data

STATISTICAL TOOLS USED

- Pie chart
- Bar diagram
- Line diagram
- Chi-square test

STATEMENT OF HYPOTHESES

A hypothesis can be defined as a logical conjectured relationship, between two or more variables, expressed in the form of testable statement.

- Null Hypothesis- There is no significant relationship between variables.
- Alternate hypothesis- There is a significant relationship between variables.

CHI SQUARE

Chi Square, is used as a test of independence. By using chi square, we can find out whether, two or more attributes are associated or not. In this parlance, chi square test is used to find out whether, they are on the level of stress, and it plays a significant role in handling it.

$$\text{Chi square} = (O-E)^2 / E$$

- Degree of freedom for single data: (n-1)
- Degree of freedom for double data: (r-1) (c-1)
- Significance level: 5%

SKILL DEFICIENCIES

The survey targeted, three skill areas and distinguished between the needs of job applicants, and incumbent workers.

The skill areas were defined as follows:

Basic Skills: The ability to read and understand; communicate verbally and in writing; perform basic math computations; listen and respond to verbal messages; and learn new skills

Social Skills: Proper appearance, attendance and attitude; the ability to work in group settings; and personal qualities such as, responsibility, self-esteem and integrity/honesty

Job-Specific skills: The technical knowledge needed to operate equipment and follow processes/ procedures; the ability to manage, organize and motivate workers; and the ability to harness computer technology and software applications.

MOST REQUESTED SKILLS TRAINING

The survey, asked employers to indicate the type of skills training, that would most benefit their company, at the time of the survey and a year or more in the future. Although, slightly more respondents indicated a need for current training than future training, there was no appreciable difference in the type of training needed. Training programs were categorized into six major groups: general skills, management and supervisory skills, business growth skills, technical skills, computer skills, and environmental skills/ certification. The most in-demand training programs, were concentrated in the categories of general skills, management and supervisory skills, and computer skills. Problem solving/ decision-making, received the most references.

As firms give more responsibility and decision-making options, to front-line staff, it is not surprising that, they would feel the need for this training. Other general skills in demand were workplace ethics; interpersonal/verbal communications; workplace preparedness; team building; written communications; basic grammar, punctuation and spelling.

SAMPLE TABLE & CHART - TABLE & CHART ARE SHOWING THE MOST SUITABLE METHOD FOR TRAINING FOR THE RESPONDENTS

Table 1

S. No	Most Suitable Method for Training	No. of Respondents	Percentage
1	Step By Step Instruction	06	07
2	Coaching / Lecture	24	28
3	Conference / Discussions	39	45
4	Programmed Instructions	18	20
5	Total	87	100

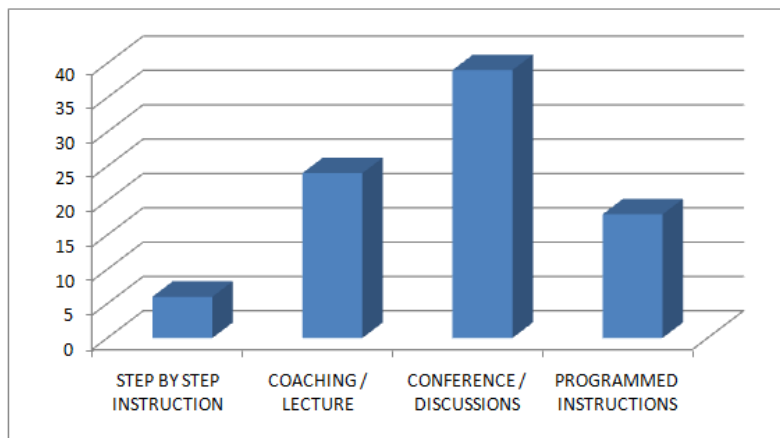


Chart 1

CHI-SQUARE TABLES

- GENDER AND PHYSICAL WORKING CONDITIONS
- QUALIFICATION AND DURATION OF TRAINING
- DESIGNATION AND MOST SUITABLE METHOD

FINDINGS

A major goal of this survey was, to gain a better understanding of the skill deficiencies, of both job applicants and incumbent workers. As jobs become more complex and demanding, businesses need a new kind of worker, a responsible, creative problem-solver, who works well in a team, can learn new skills, and has a good attitude toward work. The survey also attempted to identify the types of training programs, that would most benefit local employers. This information can serve as an impetus, for developing needed training programs. It is against the backdrop of the relative importance of staff training and development, in relation to organization effectiveness, that this paper addressed.

RECOMMENDATIONS

Providing adequate training and development can best be accomplished, through the combined efforts of employees, supervisors on the job, departmental management and the offices. Employees at all levels, ultimately retain an obligation, for their own development and education, and it is expected that, employees will advance their own careers through appropriate self-education and self improvement.

CONCLUSIONS AND SUGGESTIONS

Staff training and development has been identified by various scholars and anchors, to be very crucial to an organization, and its effectiveness. In the light of the above, organizations are therefore, encouraged to train and develop their staff to the fullest advantage, in order to enhance their effectiveness. As training reduces the work of the manager in terms of close supervision, it also improves the drive, initiative and quality of the work of the employees, thus, assist them to be more committed to achieving the goals and objectives, of the organization and this has the tendency of enhancing effectiveness, among workers within the organization. However, for any organization to succeed, training and re-training of all staff in the form of workshops, conferences and seminars, should be vigorously pursued and made compulsory.

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