

A Study on Training & Development

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ABSTRACT

Employee Training is highly essential for the smooth running of the organization in general. Despite the significance of organization providing the training programme sometime it may not be effective, hence the evaluation needs to be done to find the effectiveness. Training refers to the imparting of specific skills, abilities and knowledge to an employee.

1. INTRODUCTION

Employee Training is highly essential for the smooth running of the organization in general. Despite the significance of organization providing the training programme sometime it may not be effective, hence the evaluation needs to be done to find the effectiveness.

2. RESEARCH METHODOLOGY

STATISTICAL TOOLS USED

Tools used for the data collection by the researcher are

- a) Percentage method
- b) Kruskal Wallis
- c) Cross tabulation
- d) Mann-Whitney

DATA ANALYSIS AND INTERPRETATION

SHOWING EVALUATION PROCESS EFFECTIVENESS

EVALUATION PROCESS EFFECTIVENESS	NO OF RESPONDENTS	PERCENTAGE
Yes	86	78
No	24	22
Total	110	100

TABLE NO 1

The above analysis depict that 86% of the respondents have told that evaluation is effective in their organization

SHOWING EVALUATION PROCESS EFFECTIVENESS

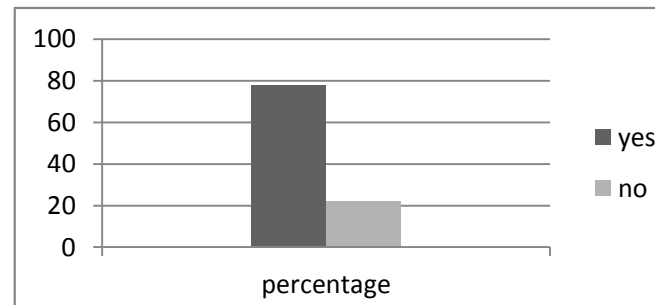


CHART NO 1

KRUSKAL-WALLIS TEST

Ho: There is no significant difference between the training programme that helped to improve kills and experience.

H1: There is significant difference between the training programme that helped to improve kills and experience.

TEST STATISTICS (A, B)

	The training programme has helped you in improving your knowledge and skills
Chi-square	95.287
Df	3
Asymp. Sig.	.000

TABLE NO 2

There is a significant difference between the training programme that helped to improve the knowledge and the experience.

KRUSKAL-WALLIS TEST

Ho: There is no significant difference between effective type of training and experience

H1: There is significant difference between the effective of training and experience.

TEST STATISTICS (A, B)

	which type of training is more effective
Chi- square	87.445
Df	3
Asymp. Sig.	.000

TABLE NO 3

There is significant difference between the effective type of training and experience.

MANN-WHITNEY TEST

Ho: there is no significant difference between the experience and the training programme that helped to improve your skills

H1: there is significant difference between the experience and the training programme that helped to improve your skills

TEST STATISTICS (A)

	the training programme has helped you in improving your knowledge and skills
Mann-Whitney U	640.500
Wilcoxon W	2531.500
Z	-6.737
Asymp. Sig. (2-tailed)	.000

TABLE NO 4

There is no significant difference between the experience and the training programme that helped to improve your skills

3. FINDINGS

- 32 Percentage of the respondents indicate that have they mostly attended technical training programs
- 80 Percentage of the respondents agree that new method of training are used in conducting training programs
- 38Percentage of the respondents say that training program conducted in the organization are relevant to their jobs
- 58percentage of the respondents agree that training material is gives while conducting a training program
- 52 percentage of the respondents say that external and internal faculties are used in conducting training programs

4. SUGGESTIONS

- The company can include group discussion in their training programmes to make training effective.
- The training program can be devised with new technology to impart the knowledge of advanced technology to the employees.
- The management has to conduct training & development programmes in frequent intervals.
- Systematic evaluation process should be conducted by the HR department by framing relevant questions for the employees. This will help the training manager to prepare suitable measures to make some changes and organize a better training programme.

5. CONCLUSION

Training is the most important fundamental activity in any organization to build or improve the human resources. It enriches the skills, expand the knowledge and give meaning to work.

6. REFERENCES

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