A Study On Employees Training And Development In Hatsun Agro Product Pvt Ltd., Kanchipuram

Dr.T.V.Ambuli, S.V.Praveen, Nisha Pradeepa, Manoj Kumar

Abstract: Training is one of the most important elements in all type of an organization. It up lifts the performance of an employee and directly improves the performance of an organization. The main objective of this study is to find the impact of training on the performance of the employees. The research design consider in this study is Descriptive Research design. The sampling technique used in this study is Convenient sampling. The data was collected through structured questionnaire. The samples are collected from 120 employees. The objectives are analysed through various statistical tools such as percentage analysis and Chi-Square test. The important finding of the study is that training and development practices have a positive impact on the productivity, quality of work and reduction of errors in the Hatsun Agro product private limited.

Keywords: Training, organization, performance, employees, productivity, quality of work

1. INTRODUCTION

Organizations provide trainings for various reasons at times they wish to orient new hires to the organization or teach them how to perform in their initial assignment. Sometimes for improving the current performance of employees who may not be working as effectively as desired or to prepare employees for future promotions, for upcoming changes in design or restructuring in organizations, changes in processes or technology in their present jobs. Training can help an organization succeed in a number of ways. Traditionally, training facilitates the implementation of strategy by providing employees with the skills and knowledge needed to perform their jobs. The pressure of global competition is also changing the way organizations operate and the skills that their employees need. Recent changes in the environment of business have made this human resource development function even more important in helping organizations maintain competitiveness and prepare for the future. Employees often needing more sophisticated skills in troubleshooting and problem-solving which becomes obsolete at a very fast rate. For instance, organizations have been increasingly providing quality management and customer service training in an attempt to keep up with rising consumer expectations.

• Dr.T.V.Ambuli, Professor and Head, Department of Management Studies, Jerusalem College of Engineering, Chennai, Tamilnadu
• S.V.Praveen, Assistant Professor, Department of Management Studies, Jerusalem College of Engineering, Chennai, Tamilnadu
• Nisha Pradeepa, Assistant Professor, Department of Management Studies, Jerusalem College of Engineering, Chennai, Tamilnadu
• Manoj Kumar, Assistant Professor, Department of Management Studies, Jerusalem College of Engineering, Chennai, Tamilnadu

an organization. Updating oneself and orienting self to the present vision, mission and goals of an organization in an environment that is prone to innumerable internal and external changes is a challenge faced by all employees in organizations today. Training is a continuous process and as such can be used constantly as a mechanism to develop as a human resources in an educational institution. It is needed throughout an individual’s career and therefore must be practical so that participants can use it and relevant to the complexities of work and personal life. Training is likely to increase the levels of confidence among the officers at various job functions and would possibly increase the productivity and profitability of the individuals and the organization as a whole. There is no doubt that training and development primarily provide support and avenues for growth and development of personnel in the organization by providing them better skills, learning and competence. Employee training and Development is very important factor for the employer. Once the employees are working with good training, their job the organization will grow, otherwise they may not have opportunity for self-development free information sharing, opportunity to use job related equipments, understand the nature of their job, encouragement. It can affect the bottom line, recruitment and retaining. So every organization has to conduct Training and Development programs and should give a top priority. Since the organization wants to be grown and develop, the employee training and development level should be maintained high. These aspects have not been explored so for in the hatsun agro product pvt ltd in kanchipuram Hence the present study is making an attempt in this direction to solve the stated problem.

2. OBJECTIVES OF THE STUDY

• To study the behavioral changes of employees due to training.
• To analyze the satisfaction level of employee regarding training program
• To examine the impact of training on employee

3. NEED FOR THE STUDY

• The training & development study is the highlight trend in field of HR.
• The training and development are enrichment the employee good quality which his directly influence the organizational development.
• Training & development improves their performance level of the individual employee as well as the organization.

4. SCOPE OF THE STUDY
This research provides me with an opportunity to Explore in the field of human resources. This Research also provides the feedback of people Involved in the Training and Development process Apart from that it would provide me a great deal of Exposure to interact with the high profile managers Of the company.

5. 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.
✓ The questions that are asked being personal, some of them hesitated to answer it.
✓ Analysis is due on the assumption that respondents have given correct information through the questionnaires.
✓ Due to time constraints, the study was limited to 120 respondents.
✓ Lack of time prevented in depth study.

6. REVIEW OF LITERATURE
Gilley, J. W. and Maycunich (2015) this article reveals the purposes of learning from the employee perspective are basically to acquire skills and knowledge to do the job and to gain promotion and advance career. In facilitating career changes, training and development also caters for the personal and professional developments of the employees. Learning can be defined as knowledge obtained by self-directed study, experience, or both; the art of acquiring knowledge, skills, competencies, attitudes, and ideas retained and used; or a change of behavior through experience.

7. RESEARCH METHODOLOGY
Research design: Descriptive Research Design
Data Collection Method: Data were collected through Structured questionnaires.
Sampling Techniques: Convenience sampling method
Sample size: The sample size is 120 respondents.
Tools used for analysis:
• Chi-square
• Simple percentage analysis

8. ANALYSIS & INTERPRETATION
a) Chi square analysis on enhancing your skill and training to attain multi skilled activities
Null hypothesis (Ho): There is no association between enhancing your skills and training to attain multi skilled activities.

Alternative hypothesis (H1): There is association between enhancing your skills and training to attain multi skilled activities.

<table>
<thead>
<tr>
<th>O</th>
<th>E</th>
<th>(O-E)</th>
<th>(O-E)^2</th>
<th>(O-E)^2/E</th>
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<td>49</td>
<td>37.6</td>
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</table>

Total 58.12

Calculated value = \sum (O_i - E_i)^2 / E_i

= 4.9 + 0.2 + 0.1 + 0.03 + 2.6 + 1.6 + 0.9 + 0.01 + 4.4 + 2.6 + 0.03 + 3.6 + 6 + 0.01 + 0 + 0 + 0 + 0 = 58.12

Degrees of freedom = (Coloumn-1) (Row-1) = (5-1) (5-1) = (4^4)

= 16

Tabulated value for 16 degrees of freedom at 5% level of significance is 26.296. The calculated value is more than tabulated value, therefore Ho is rejected.

Inference: Since, the calculated value (58.12) is more than the table value (26.296). Hence the Null Hypothesis (Ho) is rejected. Hence there is significant association between the enhancing skill of employee’s and training to attain your multi skill activities.

b) Chi square analysis on experience and nature of job
Null hypothesis(Ho): There is no association between year of experie

Alternative hypothesis(H1): There is association between present year of experience and nature of job.

<table>
<thead>
<tr>
<th>O</th>
<th>E</th>
<th>(O-E)</th>
<th>(O-E)^2</th>
<th>(O-E)^2/E</th>
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<tr>
<td>Total</td>
<td>3.638</td>
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</table>

Calculated value = \sum (O_i - E_i)^2 / E_i

= 0.336 + 0.003 + 0.264 + 0.115 + 0.2 + 0.014 + 1.008 + 0.476 + 0.016 + 0.181

Total = 3.638
Degree of freedom = (Column-1) Row-1
= (3-1) (5-1)
= (2*4)
= 8

Tabulated value for 8 degrees of freedom at 5% level of significance is 15.507.
The calculated value is less to tabulated value, therefore Ho is accepted.

Inference: Since, the calculated value (3.638) is less than the table value (15.507). Hence the Null Hypothesis (Ho) is accepted. Hence there is significant dependence between the experience of employee’s and nature of the job.

9. FINDINGS
✔ The training practices are very well introduced and effectively implemented at HATSUN AGRO PRODUCT PVT LTD.
✔ Employees have a positive attitude towards the training practices of the organization.
✔ Employees are very much satisfied with the current training and development practices
✔ There is dependence between the experience of employee’s and nature of the job of the organization.
✔ These training and development practices have a positive impact on the productivity, quality of work and reduction of errors in the selected organization.
✔ Training and development practices helped to attain multi skill activities of employees in an organization.

10. SUGGESTIONS
✔ On the basis of data analyses it has been observed that the level of trust among the employees is very less in the organization and management should organize some training practices to increase the level of trust among employees.
✔ Company should provide effective training programs to increase the employee’s performance and skills.
✔ Performance based incentives can be a good source of motivation for the employees to increase their confidence.
✔ A good atmosphere and working conditions must be provided to the employees so that they work happily and are satisfied with their performance.
✔ Some other methods of training and development of employees should be initiated or introduced which have not yet been practiced by an organization.

11. CONCLUSION
Training and development practices in an organization contribute in such a way that employees can enhance their dexterity. Training helps organizations in achieving their strategic objectives and gives organization a competitive edge. Training programs main objective is to improve the productivity of the employees which in turn will improve the company’s profitability. Through training programs, employees skill level is upgraded which will make the employees more productive. The objective must be specific, measurable, achievable, realistic and timely and unambiguous. Training program is also set up to help employees get used with new roles and responsibilities usually after promotion when an employee gets promoted from one level to next level, skills required to do his/her job changes and training programs are essential in equipping the employees with the new skills.

REFERENCES