

The Training Effectiveness On Performance With Special Reference To Vizag Steel Plant

Mannava Sumaja, Dr. Kolachina Srinivas

Abstract: The present scenario, various technological changes occur. The catch technological changes through moderate the organization, for outstanding from the competition world. The transfer of new knowledge training is must to the employees. By the training develop employee knowledge as well as meet the organization goals. Through training, employee gain practical and theoretical knowledge for higher productivity at job performance. The scope of further research is introduce online training.

Index Terms: Training, performance, development, knowledge.

1 INTRODUCTION

Training can be introduced simply as a process of assisting a person for enhancing his efficiency and effectiveness to a particular work area by getting more knowledge and practices. Also training is important to establish specific skills, abilities and knowledge to an employee. For an organization, training and development are important as well as organizational growth, because the organizational growth and profit are also dependent on the training. But the training is not a core of organizational development. Training is different form education; particularly formal education. Trainings in an organization can be mainly of two types: Internal and External training sessions. Internal training involves when training is organized in-house by the human resources department or training department using either a senior staff or any talented staff in the particular department as a resource person. On the other hand external training is normally arranged outside the firm and is mostly organized by training institutes or consultants. Whichever training, it is very important for all staff and helps in building career positioning and preparing staff for greater challenges in developing world. Organization and individual should develop and progress simultaneously for their survival and attainment of mutual goals. So, every modern management has to develop the organization through human resources development. Employee training is the most important sub-system of human resources development. Training is a specialized function and is one of the fundamental operative functions for human resources management.

2 LITERATURE REVIEW:

The training makes employee performance implement and developing the knowledge of employee [1]. Employee motivation through the training is impact positive on organizational effectiveness [2]. The training need when adopt new technology in the organization and develops productivity of employee [3]. Motivation to transfer is essential for the transfer of training. Without motivation, newly acquired knowledge and skills will not be applied at work [4]. The training program can accomplish the first two requirements by creating a positive attitude toward the desired change and by teaching the necessary knowledge and skills. The third was creates right climate, refers to participants immediate supervisor [5].

3 THEORETICAL FRAME WORK:

Training is the most important technique of human resource development. As stated earlier, no organization can get a candidate who exactly matches with the job and the organizational requirements. Hence, training is the most important to develop the employee and make him suitable to the job. Job and organizational requirements are not static; they are changed from time to time in view of the technological advancement. Trained employees would be valuable asset to an organization.

4 OBJECTIVES:

- To enhance Employees Competence through Training & Development
- Work towards carrying of Learning Organization with opportunities for personal Growth and Career Progression.
- To determine whether the training program are meeting the objectives of the management.

Scope:

The study has a scope of learning about the various programs organized by the personnel department till date and the programs which they are going and organize and also the analytical based programs which we will suggest based upon the survey, To know the function of the organization as a whole and as will to know how the policies are made and implemented and conveyed to the employees.

Limitation:

The study is confined to Visakhapatnam steel plant with specific reference to training and development programs. In view of time constraint the study will be for a shorter period. Information regarding the outcome of training and development program will be evaluated on general terms.

Hypotheses:

H1: There is a significance impact of organizational performance develop with the employee competence through training.

H2: There is a significance of learning Organization with opportunities for personal growth and career progression of employees.

H3: There is a significance impact of the training program are

meeting the objectives of the management.

Analysis:

Towards the accomplishment of the said objectives, information would be obtained from primary as well as secondary data sources; Primary data will be generated by way of meeting different executives concerned with training and development programs. Also a survey on training program is conducted by means of a questionnaire to derive the training programmers. Efforts will be directed in obtaining the view of employees/ executive who got trained in the in-house/outside training programmers. The categorical data collect from 50 employees those were different level and functions.

Attitude & productivity

Employee Attitude	productivity	
	not improved	improved
no	9	9
yes	14	18

influence & productivity

Training influence	productivity	
	not improved	improved
not influence	9	5
influence	14	22

productivity & performance

Employee productivity	performance	
	no	yes
not improved	5	18
improved	5	22

Test Statisticsa

	Employee Attitude & employee productivity	Training influence & employee productivity	Employee productivity & organizational performance
N	50	50	50
Exact Sig. (2-tailed)	.405b	.064b	.011b

- a. McNemar Test
- b. Binomial distribution used.

1. Based on the output of the above in mind sig 0.405>0.05, it can be concluded that there are significant difference in before and after training to the employee attitude does not impact employee productivity.
2. Based on the output of the above in mind sig 0.064<0.05, it can be concluded that there are significant difference in before and after training influence on employee and employee productivity, which employee career growth.
3. Based on the output of the above in mind sig 0.011<0.05, it can be concluded that there are significant difference in before and after training to the employee productivity and organizational performance respectively.

Findings:

From the survey on employee it is clearly evident that most of them are satisfied with the training programs provided by the organization.

- ❖ The training programs have been faithful to the organization as the productivity levels as well as the

overall work efficiency of the employees have increased after the training programs. All of the employees should participate attend training programs.

- ❖ The factors of participant's involvement, performance of the faculty, relevance of program contents and course materials are influence the effectiveness of the training programs to employee on their job. The employees thinks that training is one of the pre-requisites for higher productivity/ for taking higher responsibilities on their job to some extent or to the full extent only. Majority of employees have participated in the training programmers remaining said that they have not participated regularly and respondents are given positive response about the training facilities.
- ❖ By observation employee expressed that the training programmers are effectively related and useful considering various aspects.
- ❖ By analyze the respondents felt their productivity has enhanced after attending the training program. Some felt that the program is more theoretical in approach rather than being practical in approach. The respondents rated the training programs conducted by the external faculty as effective. They preferred external faculty with a view that they can get more up to date knowledge.
- ❖ By observe that most of the response that feedback is being taken soon after the completion of the training program. Minimum number of employees felt negative response may be due the reason that the training sessions are short. And some of the employees have suggested increasing the number of practical sessions.

Suggestions:

- ❖ At the outset it may be suggested that the controlling officers should interact with their subordinates and identify their specific needs before being sent to training. An employee should not be sent as a replacement.
- ❖ If there is also a desire within the employee to have more practical orientation which the department needs to consider increasing the effectiveness of the training program. Interactive techniques like case studies, exercises; brain storming can also be adopted by the training department for better
- ❖ Advised that the duration of training sessions should be increased. And the training programmers should be conducted more.
- ❖ Finally, advised by employees that more external faculty is to be associated with the training and development activities at Vizag Steel Plant. Since most of the workmen are of the opinion that training program timings are clashing with their work timings it is better to train the workmen at their workplace.

5 CONCLUSION:

Training is the organized process by which people learn knowledge and a skill or attitude for a purpose. The objective of the organization education and training policy is to enable all its employees to make their maximum contribution towards achieving business objectives. Measuring training effectiveness or evaluation of training is the means used to

determine the worth or value of training. A comprehensive and effective evaluation plan is a critical component of any successful training program. It should be well structured to generate information impact training on the reactions on the amount of learning that has taken place on the trainees' behavior and its contribution to the job/organization. Every year, the new technology update by VSP in various streams. Training of thousands of new entrants has been designed specifically to impart awareness and skills in various processes involved in an integrated steel plant, the training is being imparted to nearly, 5,000 employees every year and spending lot of money, time and effort hence it is very much essential to evaluate the training to find out whether it resulted not only in acquisition learning but also its subsequent transfer to the job situation. The development programs are being designed the programmers, view of the concerned heads of the departments views are also taken into consideration for continuous improvement of training programs. As soon as the training program complete post training evaluation. Questionnaires are sent to the managers to evaluate the progress of the employees by Training Advisory Committee. Training is also being monitored by senior management of Vizag Steel Plant through training advisory committee (TAC). The study carried out with the objectives listed earlier is expected to be useful in understanding effectiveness of development programs and programs and enable the organization to identify the measured for making development programs more effective.

6 REFERENCES

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