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A study on training and development of employees in G-PLAST Pvt Ltd., with special reference to Coimbatore

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ABSTRACT

Training and development plays a vital role in the effectiveness of organizations and to the experiences of people in work. Training has implications for efficiency, health and safety at work and personal development. All organizations employing citizens need to train and develop their staff. Most organizations are mindful of this requirement and invest effort and other resources in training and development. Such investment can take the form of employing expert training and development staff and paying salaries to staff undergoing training and development. Investment in training and development entails obtaining and maintain space and tools. It also means that prepared human resources, working in the organisation's main business functions, such as manufacture, maintenance, sales, marketing and management support, must also direct their attention and effort from time to time towards sustaining training development and deliverance. This means they are necessary to give less attention to activities that are obviously more productive in terms of the organization's main business. However, investment in training and development is generally regarded as good management practice to maintain suitable expertise now and in the future

INTRODUCTION

Training can be familiarised simply as a process of assisting a person for enhancing his competence and success to a particular work area by getting more knowledge and performs. Also training is significant to found exact 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 revenue are also in need of on the training. But the training remains not a central of organizational development. Training and development is the plan for helping employees to develop their personal and organizational skills, knowledge, and capabilities. It is a function of the Organizational development.

STATEMENT OF THE PROBLEM

Training and Development plays a vital and important role in any Organization in the modern day. Considering it, a study on Training and Development in G-PLAST PVT.LTD., gives me a scope to know in detail about the different Techniques and Methods adopted by G-PLAST PVT.LTD., to train their Employees very efficiently and effectively. The statement of the problems which includes various factors such as knowing the Training and Development facilities to the Employees and also to know what best has been effort put in by the firm to improvise it so that it can be utilized effectively and efficiently by the Employees in the Organization.

OBJECTIVES OF THE STUDY

- To identify the Demographic Profile of Respondents.

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- To identify the various factors which influence the employee for training & development?

SCOPE OF THE STUDY

- This study helps in understanding the development of the employees through various training and development.
- This study helps to know the expectations of the employees towards training and development programs.
- This study helps to know the willingness of employees towards training and development programs.
- The present study will help to the further research to enlarge their research.

LIMITATIONS OF THE STUDY

- Due to the limitation of the time the research could be made more detailed.
- Could not able to collect the information from all the employees of organization because of busy schedule of employees.
- The employees found to understand few questions.
- The sample size was restricted to 150. If it were increased many more varied answers and suggestions would have been expected.

LITERATURE REVIEW

Kuldeep Sing (2000) has selected 84 organizations from business representing all the major domestic industries questionnaire has developed by Huselid (1993) are used to study training. The objectives of the study are to examine the relationship between training and organizational performance which shows that Indian organizations are still not convinced of the fact that investments in human resources can result in higher performance [1].

Kane (1986) if the training and development function is to be effective in the future, it will need to move beyond its concern with techniques and traditional roles. He describes the strategic approaches that the organization can take to training and development, and suggests that the

choice of approach should be based on an analysis of the organization's needs, management and staff attitudes and beliefs, and the level of resources that can be committed. This more strategic view-point should be of use in assessing current efforts as well as when planning for the future [2].

Binna Kandola (2000) has discussed some of the difficulties associated with accurate and useful evaluation of training effectiveness particularly in the department of soft skills which include skills relating to people management. The author highlights some existing training evaluation techniques and then outlines a model of training evaluation which currently is found to be successful in the United Kingdom [3].

RESEARCH METHODOLOGY

Research design

A Master plan that specifies the method and procedures for collecting and analysing needed information.

Sample design

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

Probability sampling

Probability Sampling is a sampling technique in which sample from a larger population is chosen using a method based on the theory of probability. For a participant to be considered as a probability sample, he/she must be selected using a random selection.

Convenience sampling

Convenience sampling (also known as Availability Sampling) is a specific type of non-probability sampling method that relies on data collection from population members who are conveniently available to participate in study.

Size of the sample

The Sample size is 126

DATA COLLECTION METHOD

Primary data

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire cum Enumeration Method.

Secondary Data

These are data which are already collected and used by someone preciously. The data's are collected from journals, magazines and websites.

Statistical tools used

To analyses and interpret collected data the following simple percentage and ranking were used.

Simple percentage analysis

To analyse and interpret collected data the following simple percentage, ranking were used.

Formula

$$\text{Percentage} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

Chi-Square test

A Chi-Squared Test is a statistical hypothesis test where the sampling distribution of the test statistic is a chi-squared distribution when the Null Hypothesis is true. It is used to determine whether is a significant difference between the expected frequencies and the observed frequencies in one or more categories. The purpose of the test is to evaluate how likely it is that the Null Hypothesis is true, given the observations.

Formula

$$\chi_c^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

Where, O_i – Observed frequency
 E_i – Expected frequency

DATA ANALYSIS

The Respondents participated in the research are from diversified background with gender, age group, marital status and educational qualification, monthly income, job experience, resident.

Table No 1: Demographic profile of the respondents

Details of the Respondents		No. of Respondents	Percentage
Age	20-30 years	69	55
	31-40 years	40	31
	41-50Years	11	9
	Above 51 years	6	5
	Total	126	100
Gender	Male	83	66
	Female	43	34
	Total	126	100
Marital Status	Married	88	70
	Unmarried	38	30
	Total	126	100
Educational Qualification	SSLC	43	34
	HSC	42	34
	Diploma	44	19
	UG	11	9
	PG	6	5
	Total	126	100
	Experience	1-10 years	97
11-20 years		27	21

	21-30 years	2	2
	Above 31 years	0	0
	Total	126	100
Monthly Income	Below 10,000/-	57	45
	Rs.10,000-20,000/-	48	38
	Rs.20,000-30,000/-	14	11
	Above Rs.30,000/-	7	6
	Total	126	100
Resident	Own House	91	72
	Rental House	28	22
	Quarters	7	6
	Total	126	100

INTERPRETATION

From this study it is evident that age group of the 55% of the respondents fall under the category of 20 -30 years, 31% of the respondents fall under the category of 31-40 years, 9% of the respondent fall under category of 41-50 years, 5% of the respondent fall under category above 51 years. From this table it evident that respondent are mostly 66% of the respondent are male, 34% are female. Marital status of the respondent, 70% of the respondent are married, 30% of the respondent are unmarried. Education qualification of the respondent,34% of the respondent are SSLC, 33% of the respondent is HSC, 19% of the respondents are diploma, 9% of the respondents are UG, 5% of the respondents are PG. Experience of the respondents, 77% of the respondents are 1-10 years, 21% of the respondents are 11-20 years, 2% of the respondent are 21-30 years. Monthly

income of the respondents, 45% of the respondents are below 10,000, 38% of the respondents are 10,000-20,000, 11% of the respondents are 20,000-30,000, 6% of the respondents are below 30,000. Resident of the respondents, 72% of the respondents are own house, 22% of the respondents are rental house, 6% of the respondents are quarters.

CHI-SQUARE

Null hypothesis H0

There is no significant relationship between age of the respondents and workload.

Alternative hypothesis H1

There is a significant relationship between age of the respondents and performance.

Table No 2: To identify the various factors which influence the employee for training & development

Test Statistics		
	Age	Performance
Chi-Square	80.921 ^a	15.651 ^a
Df	3	3
Asymp. Sig.	.000	.001

a- 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 42.0.

b- 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 31.5.

INTERPRETATION

It is evident from the result that calculated value is greater than table value and we reject null hypothesis that there is a significant relationship

between age and job performance provided by G-PLAST Pvt Ltd. so alternative hypothesis is accepted.

FINDINGS

1. There is a significant relationship between age of the respondent and performance.
2. Age group of the respondents 55% fall under the category of 20-30 years.
3. 66% of the respondents fall under the gender group of male.
4. 70% was married among the 126 respondents.
5. 34% of the respondent's educational qualification is SSLC, HSC.
6. 77% of the respondents experience is 1-10 years.
7. 45% of the respondents are earnings below 10,000.
8. 72% of the respondents are living in their own house.

SUGGESTIONS

1. Provide adequate training programme to each and every person arranged accordingly. The result of the training program also should be analysed and training should be arranged periodically.

2. On the job training and off the job training is equally important. Provide both the training continuously to the employees.
3. To provide more interesting information to the trainees to make the session active.

CONCLUSION

Training is an instrument of the organization, and the HR manager provides and shapes that instrument. Hereafter the HR managers must promote the organization in adopting the fluctuations in mix and values. Thus global competition, consume focus and need for speed and flexibility have transformed the business equation. But to get the wanted result, we must depend on HR to carry the day. We must select competent individuals, develop, encourage, retain and provide them with the organizational culture and process that will allow succeeding.

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