



International Journal of Intellectual Advancements and Research in Engineering Computations

A study on impact of training and development on employee job attitude with special reference to DMW

Dr.B.Girimurugan, MBA., Ph.D., B.Mynthan

Associate Professor, Department of Management Studies, Nandha Engineering College (Autonomous)
(II - MBA), Nandha Engineering College

ABSTRACT

The study focuses on human resource development through employee training and development practices. This research sheds light on the relationship between employee training and development practices with employees' performance and job satisfaction. The purpose of training and management development programs is to improve employee capabilities and organizational capabilities.

INTRODUCTION

Training is the continuous and the systematic development among all levels of employees, knowledge, skills and attitudes which contribute to their welfare and that of the company. Training provides organisation, the employees with a calibre of increasing the organization's productivity & profitability. Employee performance refers to the ability of employees to perform a job in an effective and efficient way to produce the best results. When the employees are provided with the proper training, they will be more committed towards their job and improve their performance in the organisation. There are different types of training being given to the employees like orientation/induction, refresher training, product training, cross functional training etc. Organisation must provide the training to the employees, if organisation really wants the employees to perform well and has to improve the productivity & profitability. Insurance is one such sector which concentrates more and invests more on the employee training. This training should have impact on the employees' performance. [1-3]

STATEMENT OF THE PROBLEM

The reason for this study is the importance of training in industrial sector has become necessary one to impart knowledge and skills to employees for the better performance, in the job Industries like insurance sector are concentrating more on training both fresher's and existing employees. The time and money spent on training in insurance industry is also comparatively more. So I have been chosen this topic.

OBJECTIVES OF THE STUDY

- ❖ To identify the demographic profile of the respondents.
- ❖ To identify the relationship between job satisfaction and training and development.

SCOPE OF THE STUDY

- ❖ This study helps to analyse the impact of human resource practices on employees productivity.
- ❖ This study reveals that the effective training enhance the efficiency of employees and effectiveness of organizational function.

LIMITATIONS OF THE STUDY

- ❖ Many respondents neglected to answer in their busy schedule.
- ❖ During Working Hours it was found difficult to collect information.

REVIEW OF LITERATURE

1. **Vaasan Ammattikorkeakoulu** conducted a case study to evaluate the effects of training on employee performance using telecommunication industry in Uganda. The study was based on three case studies of the biggest telecommunication companies operating in Uganda.
2. **Ameeq-ul-Ameeq & FurqanHanif** the training in services sector is very important because most of the staff is directly in contact with the customer and they are giving them the services. Their study reveals that the training programs of the hotels of Lahore are actually helping the employees to develop and perform their task. The relationship between the training and performance has been studied in previously in much research. But the impact of training on employee performance in the private insurance sector with respect to Coimbatore district has not been studied so far. Hence it is decided to do the study on "Impact of Training on Employee Performance in Private Insurance Sector, Coimbatore District".
3. **Uzma Hafeez & Waqar Akbar (2015)** in their research aims to see the "Impact of Training on Employee Performance in Pharmaceutical Industry in Karachi Pakistan", in which the training is considered as independent whereas dependent variable „Employee Performance,, having its performance areas i.e.; demonstrating team work, communication skill, customer service, interpersonal relationship and reduced absenteeism and its development areas

RESEARCH METHODOLOGY

Research design

A Master plan that specifies the method and procedure for collecting and analyzing 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 that utilizes some form of random selection. In order to have a random selection method, you must set up some process or procedure that assures that the different units in your population have equal probabilities of being chosen.

Simple random sampling

The Sampling Method used in this study is Simple Random Sampling. A Simple Random Sample is a subset of a statistical population in which each member of the subset has an equal probability of being chosen.

Size of the sample

The Sample size is **261**.

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.

Secondary data

These are data which are already collected and used by someone previously. In this research review of Literature, Details of the industry are collected from the Internet.

Statistical tools used

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

Simple percentage analysis

FORMULA

Number of respondents

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

Correlation

Correlation is a measurement of the covariance or dependence of one variable of another.

FORMULA

$$r = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{(n\sum X^2 - (\sum X)^2)(n\sum Y^2 - (\sum Y)^2)}}$$

DATA ANALYSIS

Demographic profile of the respondents

The Respondent who participated in the research is from diversified background with gender, age group, marital status, department, designation, length of services and educational qualification.

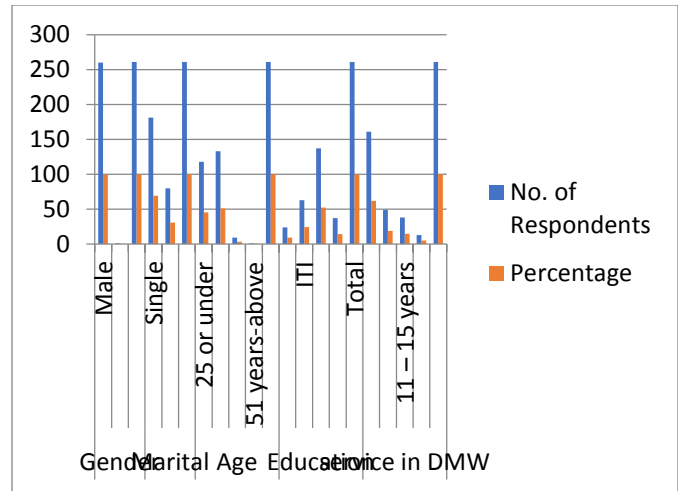
Table 1: Demographic profile of the respondents

Details of the Respondents	No. of Respondents	Percentage
Gender	Male	260
	Female	1
	Total	261
Marital status	Single	181
	Married	80
	Total	261
Age	25 or under	118
	26-40 years	133
	41-50 years	9
	51 years-above	1
	Total	261
Educational level	SSLC	24
	ITI	63
	Diploma	137
	Graduate	37
Length of service in DMW	Total	261
	1 - 5 years	161
	6 – 10 years	49
	11 – 15 years	38
	16 – 25 years	13
Total	261	

Interpretation

From this study it is evident that age group of the 45.25% of the respondents fall under the category of 25 or under years, 99.61% of the respondents fall under the gender of male, 52.49%

of the respondents fall under the category of Diploma, 69.35% of the respondents are unmarried and 61.68% of the respondents length of service in DMW.



Bar chart: 1: Demographic profile of the respondents

Interpretation

From the table it is evident that table value calculated value is less than table value. So there is

positive relationship between job satisfaction and training & development

Table: 2: Factors influencing the relationship between job satisfaction and training and development

Factor	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Individual objectives achieved	61	142	33	20	5
Appropriate training environment	67	151	25	12	6
Relevant training	62	148	21	27	3
Developing career	64	145	21	22	9
Improving job performance	91	131	19	18	2
Training by competent faculty	53	141	38	22	7
Training evaluation	48	139	56	15	3
Training creates job satisfaction	70	142	25	19	5
Feeling pleasant in job	80	141	15	18	7
Feeling well-satisfied	73	120	46	15	7
Satisfied with monetary benefits	33	107	18	69	34
Feeling proud	77	131	32	17	4
Personally attached	87	138	18	12	6

FINDINGS

- 45.25% of the respondents fall under the category of 25 or under years
- 99.61% of the respondents fall under the gender of male

- 52.49% of the respondents fall under the category of Diploma.
- 69.35% of the respondents are unmarried
- 61.68% of the respondents length of service in DMW.

6. It is evident that table value calculated value is less than table value. So there is positive relationship between job satisfaction and training & development.

- ❖ The company has to introduce effective training in every department of the firm so as it help to learn more knowledge in the subject.

SUGGESTIONS

- ❖ The company can provide frequent training schedule to provide effectiveness. Employees can concentrate on self developmental activities to improve their learning style.
- ❖ By doing so many activities learning cannot be attained so that simplifying the activities will be more effective for the employees.
- ❖ Provide adequate training program to each and every person arranged accordingly the result of the training program also should be analyzed and training should be arranged periodically.

CONCLUSION

Training plays a central role in nurturing and strengthening these competencies and in this way has become part of the backbone of strategy implementation. We all know that training and development programs are important for an organization to develop employee job attitude. Training aims at continued self employment of the employee's. Employees are expected to develop themselves continuously in an organization. When an employees in an organization are developed from time to time with all updated knowledge, then definitely that organization will grow to a greater height.

REFERENCES

- [1]. Hemanalini R. Analysis of Impact of Training and Development on Employees Performance at Life Insurance Company. IJSR - International Journal of Scientific Research 2(10), 2013.
- [2]. Verma S, Goyal R. A Study Of Training In Insurance And Their Impact On Employees Productivity. International Journal of Research in Economics and Social Sciences 1(1), 2011.
- [3]. Korkeakoulu V, Nassazi A. Effects of training on Employee performance. Evidence from Uganda, Koskinen Ossi, 203.