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**ASTUDY ON EFFECTIVENESS OF TRAINING AMONG THE EMPLOYEES OF GK SONS  
ENGINEERING ENTERPRISES PRIVATE LIMITED IN TIRUCHIRAPPALLI DISTRICT,  
TAMILNADU**

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## **INTRODUCTION**

With the world-wide expansion of companies and changing technologies, Indian Organizations have realized the importance of corporate training. Training is considered as more of retention tool than a cost. Today, human resource is now a source of competitive advantage for all organizations. Therefore, the training system in Indian Industry has been changed to create a smarter workforce and yield the best results. With increase in competition, every company wants to optimize the utilization of its resources to yield the maximum possible results. Training is required in every field be it Sales, Marketing, Human Resource, Relationship building, Logistics, Production, Engineering, etc. It is now a business effective tool and is linked with the business outcome. With increase in awareness of corporate training in Indian Industry, a gradual shift from general to specific approach has been realized. On the other hand, in many organizations training is regarded as non-essential or a need based activity. Some organizations start a training department in order to look modern. In fact, some organizations are headed by unwanted employees rather than employees of outstanding merit. While some organizations do not have a separate budget to hire highly qualified trainers for training and development. The training consists of planned programs undertaken to improve employee knowledge, skills, attitude, and social behavior so that the performance of the organization improves considerably (Wayne Cascio, 1976). The training activity necessitates with the identified three factors that Technological advance, Organizational complexity, Human relation (B.M.BASS 1976).

## **SIGNIFICANCE OF THE STUDY**

The effectiveness of a given training program is likely to depend on the interactions and alignments between various forces, for example between the economic and policy environment, and between program design features and individual learner



needs. Thus, an effective training program can be defined as one which, within the confines of the existing policy and economic environment, is designed and delivered in a way that is well aligned with the learning needs of its target population such that it enables participation and produces relevant skill gains that lead to beneficial labour market outcomes. Organizations engage in training for a variety of reason. The organizations used a variety of training methods to achieve the results of the organization including instructor led classroom traing classroom training, instructor-led virtual learning, self-directed e-learning, technology-delivered, and blended learning (using a combination of methods). The significance of this study is to propose a comprehensive framework for understanding the factors that influence program effectiveness; and second, to identify gaps in our knowledge about how these factors interact to determine program effectiveness and to suggest promising areas for further investigation.

## **RELATED STUDIES**

**Davidson (1982)** conducted a study on HRD service in MRF. The objective of the study was to study the background functions and the development need of the executives and to find the reaction towards executives. Through systematic sampling 55 respondents were selected. The findings of the study are Training should be given in all the area and Executives are satisfied with the training and development programme and it has practical applicability and job satisfaction.

**National Sasikar (1988)** conducted a study on HRD programme in Bharath Heavy Electicals Limited, Trichy. It was aimed at assessing the effectiveness of the training programme and also the attitude of the supervisors towards a training programme. To respondents were selected through simple random sampling and the study revealed that the training programme had a definite impact on the supervisors and it was mean to enrich their ability to perform the duties.

**Senthil Kumar (1994)** Madras school of social work conducted a study on identifications on training needs at Ram co Systems. Exploratory design was chosen for 30 respondents. The major findings of the study was that stress must be given for long term applicability of programme and training programme must be done in a larger scale.

**Nitin Jain (2003)** conducted a study on training and development programme effectiveness of in plant training for Manager, Personnel in public sector at Bangalore

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during the year 2003. The study aimed at find out the opinion of the participate on the training and development programme. Out understand training in the general management development programme 1970 and 1973. The 50 of them were selected through systematic random sampling. The finding of the study was that all the participants were aware of the fact that the training and development programme aimed at making existing managers more effectiveness. All participate felt that here is need for tailored course to meet there specific needs. The managers felt that the programme duration was adequate. The training ahead their management skills.

## **METHODOLOGY**

### **Objectives of the Study**

1. To study the socio demographic characteristics of the respondents.
2. To study the practical applicability and the effectiveness of the training.
3. To know about the opinion of respondents towards their quality of training,

Participation in training, need identification and ability, competency and

Knowledge of trainer.

### **Research design**

In the present study the researcher has attempted to find out the effectiveness of training among the GK Sons Engineering Enterprises Private Limited at Tiruchirappalli. The researcher used the descriptive research design to describe the various types of training programme and also their association of them with selected socio- demographic variables.

### **Universe and Sampling**

The universe for the present study includes all the workers in the industry. The total number of universe is 150 employees who are working in G.K & Sons Engineering Enterprise Pvt., Ltd., Mannarpuram, Trichy. The researcher has used census method to define the sample size. The sample consists of the entire employees those names are enrolled in the attendance register of the company. The census method helps the researcher to provide equal chance to all the employees.

### **Tools of Data Collection**

The researcher used the interview method for collecting information form the



respondents. The required data for the study was collected over a period of two months (January 2012 to February 2012). The likert five point scale questionnaire has been prepared by the researcher with the help of pilot visit. The questionnaire consists of the effectiveness of training dimension like Objectives and needs, Session wise, programme administration evaluation, practical applicability and training aids. The results has describes by compiling these entire dimension as over all. For the pilot visit the researcher made many visits to the industry and discussed with the HR manager in the Human Resource department regarding the conduct of the study. The researcher said about his research and got many suggestions. From the suggestions expressed by the HR manager the researchers found that it would be feasible to conduct the study in the industry. The secondary data will also help the researcher through collecting of information form books and journals.

## **RESULTS AND DISCUSSION**

*Age:* Slightly more than one third (36.0per cent) of the respondents were 26 –30 years of age. About another third (22.0 per cent) of the respondents was age 31 – 35 years. Only a minority (18.0 per cent) of the respondents was age 20 – 25 and 36- 40 years of age. Only a small minority (6.0 per cent) of the respondents was ABOVE 41 years of age.

*Sex:* Regarding the sex, majority (56.0 per cent) of the respondents were male, 44.0 per cent of the respondents were female.

*Education:* Slightly more than one third (38.0per cent) of the respondents were UG level of qualification. About another third (36.0 per cent) of the respondents was below UG level of qualification. Only a minority (26.0 per cent) of the respondents was PG level of qualification.

*Department:* In viewing the Department, majority (54.0 per cent) of the respondents were working in technical department, the remaining nearly half 46.0 per cent of the respondents are working in non technical department.

*Experience:* Slightly more than one third (32.0 per cent) of the respondents were have 5 – 6 yrs experience. About another third (24.0 per cent) of the respondents was having 3 - 4 yrs experience. Only a minority (20.0 per cent) of the respondents was having 0 - 2 yrs experience. Only a small minority (12.0 per cent) of the respondents was have 6 – 8 and above 9 yrs experience.



**Table – 1**  
**'t' Test Between the Respondents Gender**

GENDER	$\bar{X}$	S.D.	Statistical Inference
<b>Overall Training Effectiveness</b>			
Male (n = 84)	91.0714	8.6247	t =13.407 0.040 < 0.05 Significant
Female (n = 66)	89.8636	7.9823	

$$df = 148$$

The above table shows that there is significant difference between gender of the respondents and overall effectiveness of training ( $0.040 < 0.05$ ). Hence, the calculated value less than table value.

### **Research hypothesis**

There is a significant difference between gender of the respondents and overall effectiveness of training.

### **Null hypothesis**

There is no significant difference between gender of the respondents and overall effectiveness of training.

### **Statistical test**

Student 't' test was used the above table

### **Inference**

The above table shows that there is a significant difference between gender of the respondents and their overall effectiveness of training ( $0.040 < 0.05$ ). Hence, the calculated value less than table value. So the null hypothesis rejected and the research hypothesis accepted.



**Table – 2**  
**'t' Test Between the Respondents Department**

DEPARTMENT	$\bar{X}$	S.D.	Statistical Inference
<b>Overall Training Effectiveness</b>			
Technical (n=81)	92.1852	10.5759	t =13.475 .016 < 0.05 Significant
Non Technical (n=69) <i>df=148</i>	89.7826	10.2112	

The above table shows that there is significant difference between department of the respondents and their overall effectiveness of training ( $0.016 < 0.05$ ). Hence, the calculated value less than table value.

### **Research hypothesis**

There is a significant difference between gender of the respondents and overall effectiveness of training.

### **Null hypothesis**

There is no significant difference between gender of the respondents and overall effectiveness of training.

### **Statistical test**

Student 't' test was used the above table

### **Inference**

The above table shows that there is a significant difference between department of the respondents and their overall effectiveness of training ( $0.016 < 0.05$ ). Hence, the calculated value less than table value. So the null hypothesis rejected and the research hypothesis accepted.



**Table - 3**  
**INTER CORRELATION MATRIX AMONG VARIOUS DIMENSIONS OF**  
**EFFECTIVENESS OF TRAINING PROGRAMME**

Dimensions	Objectives and needs	Session wise	Programme administration evaluation	Practical applicability	Training Aids	Overall
Objectives and needs	1.000					
Session wise	0.597**	1.000				
Programme administration evaluation	0.551**	0.400**	1.000			
Practical applicability	0.475**	0.424**	0.506**	1.000		
Training Aids	0.016	0.124	0.277	0.234	1.000	
Overall	0.771**	0.738**	0.809**	0.754**	0.328*	1.000

\*\* 0.01 Level of Significance

\* 0.05 Level of Significance

There is a highly significant relationship between objectives and needs, session wise, programme administration evaluation, practical applicability, training aids and their overall training effectiveness. Hence, the calculated value is less than the table value ( $p^{**} < 0.01$ ).

## RECOMMENDATIONS

A training calendar need to be maintained and prepared every year, outlining the programs to be held, the target group, the faculty and the duration of the training. The programme has been make it mandatory for every person attending training should give a presentation and submit an action plan on how inputs from training can be implemented. The person accountable for his or her action plans and conduct periodic reviews to evaluate the progress made. Further training programs should be evaluated more actively by the HR department through a dialogue with the trainees after the program rather than just asking them to fill a feed back or evaluation form.

## CONCLUSION

Training is often considered an expense in many organizations. It's because in today's business environment very few training departments or training staff can talk about the tangible benefits training provides. But it's not a problem limited to the HR staff - ensuring training programmes are successful needs to be everyone's



responsibility. The ultimate goal of any training program is to produce competent employees who can safely, effectively and efficiently perform the tasks required to meet your business requirements. Training is also an essential tool that ensures your staffs are kept up-to-date with the changes that are taking place in the world today. As the company implements new technology in the work environment, training will also be needed to make sure your employees have the knowledge and skills to take advantage of these new tools. And finally, training is an integral part of ensuring the workforce meet both today's and tomorrow's business requirements. And here is where we link the training efforts to the organization's succession planning efforts.

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