

## A STUDY ON THE EFFECTIVENESS OF RURAL EMPLOYEES TRAINING AND DEVELOPMENT IN SRI RAAM DYEING FACTORY

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### ABSTRACT

To fill this gap, this study critically examines in detail the benefits, approaches and evaluation techniques applied in training and development of employees in an organisation. The methodology adopted for this study was random samplings where managers of organizations were selected for the study. The major finding of the study indicated that training and development of employees increases organizational effectiveness and enhances competitiveness. The limitation of the study is that sample size selected for the study comprised of organisation and its surrounding areas. The contribution of this study is that it provokes insights amongst owners / managers, policy makers and scholars on how organisation training and development practices could be enhanced in order to improve organizational effectiveness and retain human capital

### INTRODUCTION

Training and development of employees is critical in organizations in this era of competition due to the fact that organizations need to survive, grow and develop. Consequentially, training and development has become an issue of strategic importance. Although many scholars have conducted research on training and development practices in organizations in both developing and developed economies, it is worth mentioning that most of the research has concentrated on the benefits of training in general. There is however, limited focus on evaluation of training and development practices in organizations and yet, training and development of employees is critical for the survival and growth of any entity. The term training refers to the acquisition of knowledge, skills and competencies as a result

of teaching of vocational or practical skills and knowledge that related to specific useful competencies. Training refers to the process of imparting specific skills.

## **BENEFITS**

1) **Continuous Improvement** – Companies that engage in organizational development commit to continually improving their business and offerings. The OD process creates a continuous cycle of improvement whereby strategies are planned, implemented, evaluated, improved and monitored. Organizational development is a proactive approach that embraces change (internal and external) and leverages it for renewal.

2) **Increased Communication** – One of the key advantages to OD is increased communication, feedback and interaction within the organization. The goal of improving communication is to align all employees to shared company goals and values. Candid communication also leads to increased understanding of the need for change within the organization. Communication is open across all levels of the organization and relevant feedback is recurrently shared for improvement.

3) **Employee Development** – Organizational development focuses on increased communication to influence employees to bring about desired changes. The need for employee development stems from constant industry and market changes. This causes an organization to regularly enhance employee skills to meet evolving market requirements. This is achieved through a program of learning, training, skills/competency enhancement and work process improvements.

4) **Product & Service Enhancement** – A major benefit of OD is innovation, which leads to product and service enhancement. Innovation is achieved through employee development, which focuses on rewarding successes and boosting motivation and morale. In this scenario, employee engagement is high leading to increased creativity and innovation. Organizational development also increases product innovation by using competitive analysis, market research and consumer expectations and preferences.

5) **Increased Profit-** Organizational development affects the bottom line in a variety of ways. Through raised innovation and productivity, efficiency and profits are increased. Costs are also reduced by minimizing employee turnover and absenteeism. As OD aligns objectives and focuses on development, product/service quality and employee satisfaction are increased. The culture shift to one of continuous improvement gives the company a distinct advantage in the competitive market

## IMPORTANCE OF TRAINING

**Optimum Utilization of Human Resources** – Training and Development helps in optimizing the utilization of human resource that further helps the employee to achieve the organizational goals as well as their individual goals.

**Development of Human Resources** – Training and Development helps to provide an opportunity and broad structure for the development of human resources' technical and behavioural skills in an organization. It also helps the employees in attaining personal growth.

**Development of skills of employees** – Training and Development helps in increasing the job knowledge and skills of employees at each level. It helps to expand the horizons of human intellect and an overall personality of the employees.

## STATEMENT OF PROBLEM

The primary purpose of a problem statement is to focus the attention of the problem solving team. However, if the focus of the problem is too narrow or the scope of the solution too limited the creativity and innovation of the solution can be stifling. In project management, the problem statement is part of the project charter. It lists what's essential about the project and enables the project manager to identify the project scope as well as the project stakeholders

A research-worthy problem statement is the description of an active challenge (i.e. problem) faced by researchers and/or practitioners that does not have adequate solutions available. The adequate solutions include the simplified theoretical foundation and argumentation for a viable solution based on respected peer-reviewed sources.

## OBJECTIVES OF THE STUDY

- ❖ To analyse over of the SRI RAAM DYEING FACTORY, KADAYAMPATTI, BHAVANI.
- ❖ .To study the nature of training provided to the employee.
- ❖ To study the relationship with top to low level management.

## SCOPE OF THE STUDY

To Prepare “A Study on Effectiveness of Training And Development of Employees with Reference to Sri Raam Dyeing Factory, Kadayampatti, Bhavani” and to Know about the existing training of employees. This will be helpful to know about the various level of

training and the organization's benefit extended to them. This also gives a clear idea about the nature of the work load of the employees as well various safety precautionary measures adopted in the organisation.

## RESEARCH METHODOLOGY

### Research Design

In accordance with the objective of the study the researcher has used descriptive research design. To collect relevant data from the samples the researcher has used Stratified Random Sampling Method. To select 100 samples respondents out of 300 employees. To collect data from the sample respondents a questionnaire was designed to avoid biased respondents.

### Sampling Design

To select the sample for the study the researcher has adopted **Stratified Random Sampling** method.

S. no	Name of the department	No of employees working	No employee select sample
1	Purchase	15	5
2	Financial	18	7
3	Store	43	10
4	Production	180	63
5	Marketing	20	3
6	Human Resource	24	12
<b>Total</b>		<b>300</b>	<b>100</b>

### Sample Size

To represent the total population of the company the researcher has used 100 samples

### Statistical Tools for Analysis

In order to analysis the primary data the researcher has used two statistical tools namely

1. percentage analysis
2. Chi-square method.

## LIMITATION OF THE STUDY

1. This study does not reflect the view of those who are not included in the sample. Hence generalization cannot be made.
2. There may be bias in the collected of information, as some of the respondents doesn't given their opinion as they feel.
3. Some respondents did not give full information as they felt the researcher to

## FINDING

- The employees of the company are young and they are in the age group of 18-30 years.
- The company has more male employees than female
- The company has the approximate blend of married and unmarried workers
- Majority of the employees of the company are not educated and they know only reading writing and they are highly exploitative in nature.
- The more employee of the company having less than 5years the company is having more labour turn-over.
- The majority employee of the company is highly satisfied and no employee of the company is dissatisfied about the present work load.
- The majority employee of the company is highly satisfied and no employee of the company is dissatisfied about their felling about their job.The employee work with company feels proud.
- Only few employees of the company are neutral about the present working conditions and nearly all the employees of the company are satisfied about the present working conditions. The less work condition is no trust employee.
- Majority of the employee of the company is highly satisfied and no employee of the company is dissatisfied about their salary provide by the company. The employees are happy to work.
- The majority employee of the company is highly satisfied and no employee of the company is dissatisfied about their increment provide by the company. The increment is motivated to the employee.
- The majority employee of the company is highly satisfied and no employee of the company is dissatisfied about their bonus provide by the company.
- The majority employee of the company is highly satisfied and few employee of the company are neutral and no employee of the company is dissatisfied about the employee satisfied with leave taking.
- The majority employee of the company is highly satisfied and few employee of the company are neutral and no employee of the company is dissatisfied about the job security.

- The majority employee of the company is highly satisfied and no employee of the company is neutral and no employee of the company is dissatisfied about the relationship with supervisor.
- The majority employee of the company is highly satisfied and neutral and no employee of the company is dissatisfied about the relationship with co-worker.
- The few employee of the company is neutral and no employee of the company is dissatisfied about their satisfied of the trainer.
- The majority employee of the company is satisfied and no employee of the company is dissatisfied about their satisfied of the training and development programme.
- The majority employee of the company is 100% satisfied the training and development programme.
- The few employee of the company is neutral and no employee of the company is dissatisfied about their satisfied of the improving performance in training and development programme.
- The majority employee of the company is highly satisfied about the improving work knowledge in training and development programme.
- The few employee of the company is neutral about the improving productivity in training and development programme.
- The majority employee of the company is highly satisfied and the few employee of the company is satisfied about their safety measure
  
- All the employees of the company are provided with on the job training method.
- The majority employee of the company is attended 1 month training and development program
  
- The few employee of the company is neutral and no employee of the company is dissatisfied about their regular training provided by the company.
- The majority employee of the company is highly satisfied no employees of the company is dissatisfied about the sufficient duration provided by the company.
- Majority of employees feel that employees have been given their due position in the company.
- Majority of them agree that the company identifies the training needs properly.
- Majority of the respondents (57.5%) feel that the training given to employees is adequate.
- 52% of the respondents agree that the organization gives much importance for training employees.
- 68% of the respondents agree that the trainees are treated well by the trainers.
- 72% of the respondents agree that the organization provides reasonable wages to the employees.
- 64% of the respondents agree that the wages are paid on time.
- 64% of the respondents agree that the wages are revised periodically

- 72% of the respondents agree that the organization pays increment properly.
  - 80% of the respondents agree that the wages are fixed as per the sound policy.
  - There is no significant association between the Education and Monthly Wages.
  - There is a significant difference between the employees selected on merit basis and meritorious employees get due position in organisation.
  - There is a significant difference between the identifying training needs of employees and adequate training provided to employees.
  - There is a significant difference between the reasonable wages provided to employees and paying wages at stipulated time.
  - There is a significant difference between the due recognition to employees for their achievement and work interest.
  - There is a significant difference between the availability facility and company care about welfare of employees.
1. There is a significant difference between the termination of employees for administration reasons and punishment after due enquiry

### SUGGESTION

1. The training and development programme is increase the employee work is well.
2. Already work with the employees the development programme increase the labour turn over reduces to the company.
3. Off the job training method is provide the company at the time the time is save the company.
4. The regular training and development providing the existing employee the productivity is increase the organisation
5. In order training to play a positive role in the organisation the policies about training and development should be communicated to the trainees.
6. These strategic approaches should be adopted to ensure that training programmes are consistent with the overall objectives of the organisations.
7. The strategy should be based on developing appropriate training programme of data gathering, problem identification, and cause and effect analysis and solution development.

### CONCLUSION

The results and findings of this research study exemplifies the fact that as overall study has been conducted and all the objectives set for this research work has been fully accomplished.

From the analysis it is found that overall performance of the training programme in Sri Raam Dyeing Factory seems to be extraordinary. Future growth, various suggestions and

recommendation have been magnanimously put fourth in this research studying. All the major objectives of the research study have been well analysed and accomplished in the detail in this research report.

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