

# INFLUENCE OF SKILL DEVELOPMENT TRAINING INITIATIVES ON COMPETENCY ENHANCEMENT AMONG FACULTIES

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**Abstract:** The article tries to find out the influence of skill development training initiatives on competency enhancement among faculties. Sample size was 100 in all obtained through convenience sampling technique in Cuddalore district. Researcher designed questionnaire is with 5 point scale in the continuum of agreeing. Reliability of this tool is 0.88 and 0.94. The analysis found that there is influence of leadership skills and technical skills on faculties' performance. It is also identified that there is influence of faculties' performance on college performance. The analysis highlighted that there is no influence of time management skills on faculties' performance. Time determinants the encroachment of work and family life. Hence, trainings related to the time management can be imported. So that the both the work and family life may be retained.

**Keywords:** Leadership Skills, Time Management Skills, Technical Skills, Faculties' Performance and College Performance.

## 1. INTRODUCTION

Human resource development, education and training contribute altogether to promote the interests of people, firms, economy and society. By making people employable and educated citizens, human resource development and training add to the financial improvement and accomplish full business and advance social incorporation. They likewise help people to access conventional work and steady employments, and escape destitution and underestimation. Training within an organization does not and ought not to happen inside a vacuum. Organizational decision makers should try to adjust training efforts to the strategy of the organization and with the other human resource management (HRM) practices. Inability to do as such may limit transfer of training and, in this way the potential that training has to develop individual and organizational performance. Sonnenfeld and Periperl (1988) hypothesized that organizations adopt HRM frameworks that exchange off selection and training organizations seeking after specific strategies for example, prospecting new business openings, emphasizing recruitment and selection over training.

Whatever is taught in the training sessions, man, machines, matters, mind and money are to be integrated, focused and scientifically associated in the training processes. Awareness has to be generated in the minds of the employees regarding the vocation and the formal education. Skill developments should be oriented towards artifacts, related crafts business management and entrepreneurship skills.

Trainers who were mere bookworms do not suit to this present scenario. At this moment almost all the trainers remain out dated. They should be made acquainted with the new inventions and innovations in the automobile industry. Differentiation of occupation in India which is one among the developing economies require employees with more vocational skills which they had been betrayed during their time of educating themselves; it becomes inevitable for the managers of the industries to treat them with programs of skill development and processes of job enrichment.

Nowadays there is an antagonistic feeling between those with educational knowledge and the vocational knowledge. Educated refuse to carry out physical works and the vocation men refuse further education. This wide gap is to be narrowed down to a possible level through skill development and training programs. Proper articulation is not with the education system and the market needs and demand of man

power. However the organization select the employees, no employee can fit the actual demand of the organization. To bake the workers, properly designed training and skill development alone can save the organization from getting out dated in the market.

## 2. REVIEW OF LITERATURE

**Nidhi Pandey (2012)** in his study entitled “awareness of life skills for job property amongst management students “The objective of the study was to spot the necessary factors moving employability of Master in Business students. The sampling technique used was sampling technique. The information was collected and therefore the study used was primary data. The findings discovered that the plan to verify the amount of awareness of life skills among skilled students, that square measure deemed necessary by associate degree leader from a worker. The study was finished that the life skills dealing to coach and to cope up the loss and stress and at a similar time develop essential thinking square measure needed among the youths.

**Divya Shukla (2012)** in her study entitled “employability talent among professionals – chagrin of our executives in Indian labor market: a study on engineering graduates of Bhopal” the target of the study was, to spot the amount of employability talent among students. Its variations supported the respondents’ sociology details and to facilitate suggestive live during this regard. Tools like used t-test. The study finished that, the redesigning of the university programme with a lot of position and live trade comes can facilitate the pre job coaching which is able to sure enough enhance the employability among graduates.

**Varwandkar Ajit (2013)** in his study entitled “factors impacting employability skills of engineers” The objectives of the study was, to spot the factors impacting the employability of engineering graduates within the state of Chhattisgarh. Tools like used multivariate analysis. The study suggests that of the variables domain information, empathy, communication skills; social control ability have important impact on the employability of engineering graduates. But the variable quantity ‘Motivation’ has not been discovered to possess created any important impact on the employability of engineering graduates.

**Poornima religious belief (2013)** in her study entitled “globalization and developing employability skills: challenges and their solutions with regard to NPSD; government’s action set up and role of womb-to-tomb learning and extension departments” the target of the study was, to review the background of ability development in India, to review the National Policy on ability Development and Government’s Action set up on ability Development, to review the challenges before the govt. in ending the APSD. To analyze the role of LLLE departments in determination the challenges in implementing the Policy of South Dakota and to counsel measures to enhance employability skills of the task seekers/employed persons. The study ended that, the pressing want of Partnership between the govt. and University departments of Life Long Learning and Extension to realize the goal of National Policy of ability Development.

**Joseph I. Uduji (2013)** undertook a study on "Job Enrichment: A curative to the matter of the Diamond State intended promoting Executives within the industry in African nation." A sample of a hundred and eighty promoting executives was firm. The result shows a calculated t-value of thirteen.980 that is larger than the important t-value of two.92 and a p-value of zero.005 < 0.05, indicating that larger responsibility, authority, management and selection within the job connected tasks do give stimulation for a demotivated promoting government within the industry in African nation. The study suggested that the managers ought to talk over with the demotivated promoting government so as to spot wherever the matter lies, and tailor the remedy to the cause, as an example by composition help facilitate for the demotivated United Nations agency is over worked. The demotivated promoting executives within the banks United Nations agency have unbroken valuable suggestions quiet for years ought to be helped to open up.

**Oladele, Subair and Sebina (2010)** studied "Knowledge and utilization of job enrichment techniques among district agricultural officers in African nation." employing a sampling technique, this study examined the data and utilization of job enrichment techniques among District Agricultural Officers (DAOs) in African nation. The result shows that the data of job enrichment techniques was moderate among district officers. The employment of job enrichment techniques was expedited by the organization structure for extension delivery in African nation. Necessary predictors of job enrichment utilization area unit data sources on job enrichment (t = a pair of.79), instructional level (t = a pair of.07), age (t = - a pair of.86) and

years of expertise ( $t = a \text{ pair of } .89$ ). The paper recommends that coaching ought to be provided to DAOs on job enrichment and different job connected ideas so as to enhance performance among extension agents.

**Shilpa, et al. (2011)** undertook "A Study on Impact of Job Enrichment Practices towards worker Satisfaction at HDFC normal life assurance." straightforward sampling technique was adopted and therefore the sample size was a hundred and twenty respondents. They found that majority of the staff area unit aware and glad with the duty enrichment practices at HDFC normal life assurance. From then on top of study they conclude that job enrichment facilitates in increasing motivation and reducing turnover however doesn't help a lot of to scale back absence.

**Sanda, et al. (2015)** studied the "Effect of Job Enrichment on worker Satisfaction in elite non-public Universities in South-West African country." 618 stuffed questionnaires were come however 547 were found useable. The finding reveals that there's a big positive relationship between job enrichment and worker satisfaction in elite non-public universities in Southwest African country. The regression results conjointly show that four hundred and forty yards of the variation in worker satisfaction may be explained by the changes within the follow of job enrichment. From the findings it's clear that workers area unit intended by various things, management mustn't generalize the motivation strategies; rather people ought to be intended consequently, as what's going to encourage a specific worker might not encourage another. Conjointly what's going to satisfy a specific worker might not satisfy the opposite. So management ought to observe and understand what satisfies every worker. The management of elite non-public universities in South-West African country will increase the degree of worker satisfaction of their non-academic personnel by ensuring that operating conditions adjust to standardized geographical point styles. Unpleasant operating conditions end in worker discontentment.

**Davoudi (2014)** studied "The Impact of Reward Management and Job Enrichment on Job Satisfaction among staff within the Ogun State Polytechnics." sample of 173 employees were elite random sampling technique. The responses were analyzed using the applied mathematics Package for SPSS version 15. The Pearson Product Moment correlation and descriptive statistics were used. The findings indicated that there's a major positive relationship between job enrichment and job satisfaction, however a negatively vital relationship between reward management and job satisfaction. An additional study on the connection between reward management and job satisfaction was counseled.

**Steven, et al. (2011)** undertook a study on "Applying the work characteristics model to the school education expertise." in a very survey of 293 students, vital relationships emerged between the 5 core dimensions (i.e., talent selection, task identity, task significance, autonomy, and feedback) and varied emotive (e.g., satisfaction) and behavioral (e.g., absenteeism) outcomes. Dissatisfaction disposition was found to be considerably and negatively associated with course grade and measures of satisfaction. They conclude with suggestions for enriching the schoolroom expertise.

### 3. RESEARCH METHODOLOGY

#### 3.1 Research Design

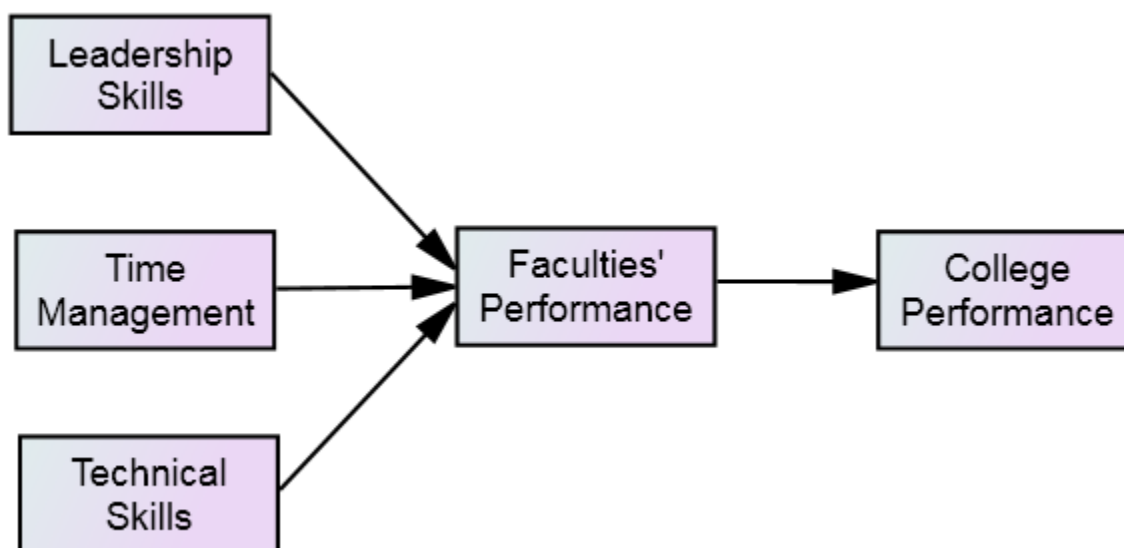
To obtain better answer to the research question, a proper research design is to be framed (Cooper & Schindler 2001; Davis & Cosenza 1988). Descriptive research design has been adopted for the present study. Descriptive study is a fact-finding investigation with adequate interpretation. It focuses on particular aspects or dimensions of the problem studied. It is designed to get the descriptive information and provided information and formulation of more sophisticated studies.

#### 3.2 Research Gap

Leadership skills, technical skills, time management, college performance and college performance, which are studied individually alone but combined research is not found in previous studies. This study is unique in introducing the dependent variable college performance, mediator variable faculties' performance and independent variables leadership skills, technical skills and time management. The title is "influence of skill development training initiatives on competency enhancement among faculties."

#### 3.3 Framework of the Study

This framework of the study is unique in introducing the dependent variable College performance, mediator variable faculties' performance and independent variables leadership skills, technical skills and time management.



**Figure 1: Conceptual framework**

### 3.4 Objective of the Study

- To study the influence of leadership skills, technical skills and time management on faculties' performance in Cuddalore district.
- To know the influence of faculties' performance on college performance in Cuddalore district.

### 3.5 Hypothesis of the Study

- There is no influence of leadership skills, technical skills and time management on faculties' performance in Cuddalore district.
- There is no influence of faculties' performance on college performance in Cuddalore district.

### 3.6 Sampling Technique

Convenience sampling technique was adopted for the study. Srivastava (2008) there is only a less effort need to collect the data. Actually no pre plan of executing is there.

### 3.7 Data Collection

The sample size of the study is 100 in all. The study was conducted in Cuddalore district, Tamil Nadu. Questionnaire with 5 point scale is used.

### 3.8 Reliability

For all the items in the questionnaire design the alpha was 0.88 to 94. This indicates high reliability of the items in the questionnaire. With these results the consistency, dependability and adoptability are confirmed.

### 3.9 Statistical Tool Used

Path analysis was adopted in this study. It is used to know the correlation and regression of independent variables with respect to faculties' performance. Likewise the independent variables are leadership skills, technical skills and time management. The variable faculties' performance is considered as mediator variable. College performance is considered as an outcome variable.

## 4. ANALYSIS AND INTERPRETATION

**Table 1: Model Fit Indication**

Indicators	Observed Value	Recommended Value (Premapriya, et al. 2016)
Chi-Square	3.002	---
P	0.084	Greater than 0.050
GFI	0.983	Greater than 0.090
AGFI	0.903	Greater than 0.090
CFI	0.974	Greater than 0.090
NFI	0.969	Greater than 0.090
RMS	0.045	Less than 0.080
RMSEA	0.001	Less than 0.080

Source: primary data

The results shown in above table outline of the model fit, which contains the RMSEA score was 0.001 and RMS was 0.045 were well nearby the recommended limit of less than eight percent suggested by Velaudham and Baskar (2016). All the goodness of fit indicators falls into best level of fit as suggested by Velaudham and Baskar (2016). The chi-square value was 3.002 and probability value was 0.084 as against the recommended level and suggested by Saminathan, et al. (2019). In this model, the research has obtained GFI, AGFI, NFI and Compared Fit Index were greater than 90 percent as against the recommended level and suggested by Velaudham and Baskar (2015).

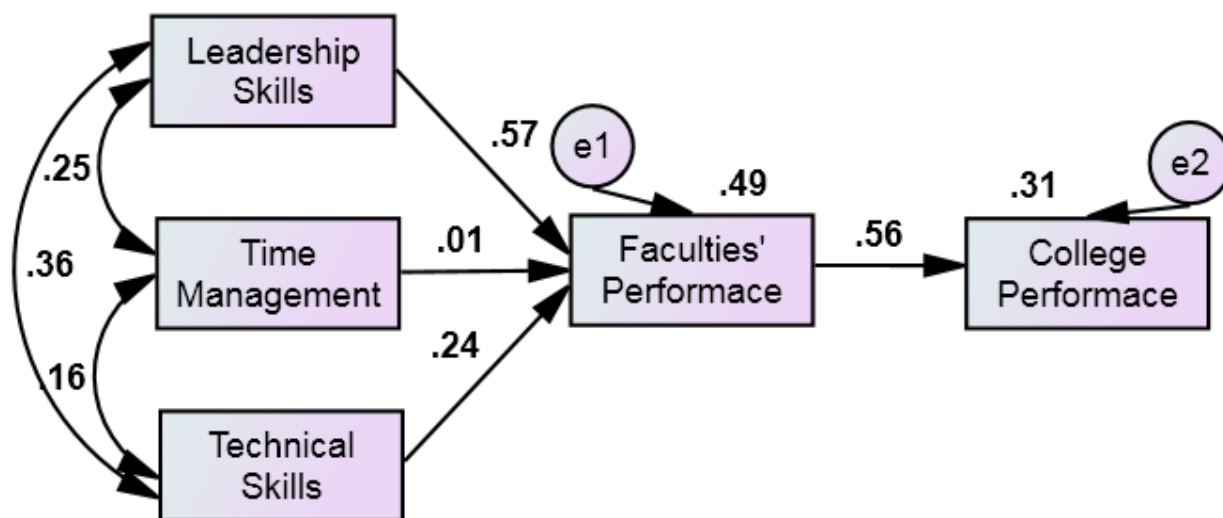


Figure 2: Path analysis of influence of skill development training initiatives on competency enhancement among faculties

Table 2: Regression Weights Rural Women Empowerment

DV		IV	Estimate	S.E.	C.R.	Beta	P
Faculties' Performance	<---	Leadership Skills	0.399	0.047	8.530	0.569	0.001
Faculties' Performance	<---	Technical Skills	0.327	0.089	3.682	0.241	0.001
Faculties' Performance	<---	Time Management	0.010	0.055	0.179	0.011	0.858
College Performance	<---	Faculties' Performance	0.987	0.125	7.918	0.558	0.001

Source: primary data

**H<sub>0</sub>:** Leadership skills do not influence by faculties' performance.

**H<sub>A</sub>:** Leadership skills influence by faculties' performance.

Through the path analysis, regression weight as the value of CR is 8.530. The Beta value is 0.569 which indicates that 56.9% of influence is through leadership skills towards faculties' performance. The p value is 0.01; here the p value is less than 1% and the hypothesis is rejected; hence it can be concluded that the leadership skills positively influences faculties' performance in self financing colleges in Cuddalore district.

**H<sub>0</sub>:** Technical skills do not influence by faculties' performance.

**H<sub>A</sub>:** Technical skills influence by faculties' performance.

Through the path analysis, regression weight as the value of CR is 3.682. The Beta value is 0.241 which indicates that 24.1% of influence is through technical skills towards faculties' performance. The p value is 0.01; here the p value is less than 1% and the hypothesis is rejected; hence it can be concluded that the technical skills positively influences faculties' performance in self financing colleges in Cuddalore district.

**H<sub>0</sub>:** Time management do not influence by faculties' performance.

**H<sub>A</sub>:** Time management influence by faculties' performance.

Through the path analysis, regression weight as the value of CR is 0.179. The Beta value is 0.011 which indicates that 1.1% of influence is through time management towards faculties' performance. The p value is 0.858; here the p value is greater than 5% and the hypothesis is accepted; hence it can be concluded

that the time management does not influence faculties' performance in self financing colleges in Cuddalore district.

**H<sub>0</sub>:** Job performance do not influence by College performance.

**H<sub>A</sub>:** Job performance influence by College performance.

Through the path analysis, regression weight as the value of CR is 7.918. The Beta value is 0.558 which indicates that 55.8% of influence is through job performance towards College performance. The p value is 0.01; here the p value is less than 1% and the hypothesis is rejected; hence it can be concluded that the job performance positively influences College performance in self financing colleges in Cuddalore district.

## 5. FINDINGS, RECOMMENDATIONS AND CONCLUSION

### 5.1 Findings of the Study

- The analysis found that there is influence of leadership skills and technical skills on faculties' performance in Cuddalore district.
- It is also identified that there is influence of faculties' performance on college performance in Cuddalore district.
- The analysis highlighted that there is no influence of time management skills on faculties' performance in Cuddalore district.

### 5.2 Recommendations

- It is found that leadership skills and technical skills and influences on faculties' performance. But, time management skills does not influence on faculties' performance. Time determinants the encroachment of work and family life. Hence, trainings related to the time management can be imported. So that the both the work and family life may be retained.
- A time management skill is indirectly related to the organization in fixing an individual to a job. Proper abilities both in physical and psychological aspects are to be lifted up.

### 5.3 Conclusion

The article tries to find out the influence of skill development training initiatives on competency enhancement among faculties. Sample size was 100 in all obtained through convenience sampling technique in Cuddalore district. Researcher designed questionnaire is with 5 point scale in the continuum of agreeing. Reliability of this tool is 0.88 and 0.94. The analysis found that there is influence of leadership skills and technical skills on faculties' performance. It is also identified that there is influence of faculties' performance on college performance. The analysis highlighted that there is no influence of time management skills on faculties' performance. Time determinants the encroachment of work and family life. Hence, trainings related to the time management can be imported. So that the both the work and family life may be retained.

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