

“A COMPARATIVE ANALYSIS OF EFFECTIVENESS OF TRAINING PROGRAMS ON EMPLOYEE MOTIVATION AMONG SELECTED PRIVATE BANKS IN PUNE”

*Arti Bansal, ** Dr. Indrajit Yadav

*Research Scholar, **Associate Professor (SMS, SSSUTMS, Sehore)

ABSTRACT

The current investigation puts forth an attempt in the assessment of preparing viability is the estimation of progress in the worker's information, expertise and personal conduct standard inside the association as an aftereffect of preparing program. This estimation help to coordinate the expense caused in the structure and usage of preparing with the related advantages. In this way, it shows whether the program has had the option to convey its planned objectives and targets. The reason for this paper is to survey the bank wise difference of training viability for the reception by the managers and non managers' advancement in their arranging, structuring and execution training program.

Key Words

*Training & Development * Employee Motivation * Private Banks * Pre-Post Training.

INTRODUCTION

This section has introduced a direction/foundation to the issue under scrutiny and illustrated the foundation and starter audit of the writing so as to contextualize the issue and to give a state of flight. Points and goals have been determined and key ideas utilized in the investigation operationalised. A primer portrayal of the examination strategy and the exploration configuration will serve to clarify the destinations of the exploration, the examination configuration issues included and a depiction of the examination test. Besides, the methodology followed in executing the research, the examination instrument (information assortment strategies) and the quantitative factual investigations used are portrayed. The populace and inspecting, information assortment methods and the degree and restriction of the examination are unmistakably exemplified in this exploration proposition. It is basic hence to set out on the writing audit to unload appropriate issues identified with the exploration. The following section centers around the writing survey, with explicit accentuation on different persuasive speculations and their relationship to work execution.

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CONCEPTUAL FOUNDATION

Examination led has demonstrated that the connection between worker inspiration/work fulfillment and factors, for example, sexual orientation, race, age, home language, conjugal status, work title, instruction/capability level, residency and employment level is very much archived (Meyer and Allen, 1997; Naswall and De Witte, 2003; Spector, 1997; Matloga, 2005; Van Rensburg, 2004; Buitendach, 2004). It is fascinating to take note of the broad work done by Van Rensburg (2004) on the estimation of the individual traits of respondents on the operations or working of associations. In spite of the fact that her attention is only on worker responsibility, her revelations are prominently applicable and identified with the examination in this investigation; specifically, the effect of preparing on representative inspiration, view of hierarchical atmosphere and individual execution. In addition, the scientist imparts insight that individual characteristics do assume a job and that different analysts bolster this dispute, as can be found in the accompanying conversations. Notwithstanding, previous researchers have discovered that individual traits are moderately irrelevant indicators of association duty rather than different sorts of factors, for example, job related elements and hierarchical attributes.

The workforce will perform better in their current just as future employments, legitimately adding to in general benefit and efficiency. Henceforth the key motivation behind all preparation also, advancement program is twin in nature - to improve singular execution or group execution and eventually the authoritative execution. We should structure the preparation and the executive's advancement programs dependent on training and improvement needs distinguished via training needs investigation. Along these lines, we can relate the exertion, time and cash spent in directing training and improvement to the general targets of the association.

Problem Statement

Along these lines, to upgrade the viability of training and improvement, banking part must distinguish the genuine present and future training and improvement needs of their workforce through standard studies to set them up for their present and future positions. As the workforce climb in their profession, their preparation and

improvement needs shift and consequently the financial division is required to perceive each employee's training and advancement needs and find a way to satisfy those necessities.

Objective

To determine the bank wise difference in employee perception regards to pre and post training & development on employee motivation among private banks in Pune India.

Hypothesis

H₀: There is no existence of bank-wise difference on employee motivation in between pre- and post test groups in context of private banks in Pune.

RESEARCH METHODS

The analyst has followed an appropriate, efficient and arranged research procedure for doing this examination study. Overview investigation is led by the researchers dependent on a survey to assess the present Training and advancement rehearses in the five banks providing services in Pune, India (ICICI, HDFC, AXIS, and INDUSIND), to quantify the impression of representatives with respect to the adequacy of Training and improvement programs and to gauge the aggregate effect of training and advancement on the exhibition of the workers and at last on the general proficiency and execution of the association with extraordinary reference to the Kirkpatrick's model of evaluation.

Sampling plan there are 1380000 representatives all over India in private banking system throughout the Nation in 2018. Out of this tremendous populace, the analyst being living in Pune has picked as research area for test reason. The researcher have picked Pune area for this study to be increasingly explicit, time bound and gather point by point data identified with the subject of research study concerned. Next, the researchers shared the questionnaires for worker with aggregate of 300 banking proficient of five banks namely ICICI, HDFC, AXIS, and INDUSIND bank separately in the Pune city, picked minimum ten learners from each branch chose for the examination from different branches and local workplaces. Out of these (800) pre training 604 experts, and 526 post training experts reacted to the survey. The researchers at that point accumulated the outcomes for these 1130 completely filled questionnaires of these four banks namely ICICI, HDFC, AXIS, & INDUSIND bank.

DATA ANALYSIS & FINDINGS

Since the individuals are working with various types of banks, so it gets basic variable for the current investigation to comprehend the genuine issues of workers. The bank kind of the respondents has been presented in underneath table 1.

Pre -Post	Bank Name	Frequency	Percent	Valid Percent	Cumulative Percent
Pre	INDUSIND	143	19.0	19.0	19.0
	AXIS	151	30.3	30.3	49.3
	ICICI	164	29.0	29.0	78.3
	HDFC	146	20.7	20.7	100.0
	TOTAL	604	100.0	100.0	
Post	INDUSIND	138	26.2	26.2	26.2
	AXIS	142	27.0	27.0	53.2
	ICICI	117	22.3	22.3	78.5
	HDFC	129	24.5	24.5	100.0
	TOTAL	526	100.0	100.0	

Source: This Study

The above table 4.1 speaks to that the respondents of the chose populace for the examination is speaking to the entire populace (604) plainly as 143 respondents are from IndusInd (27.9%), 151 from Axis (30.5%), 164 from ICICI (29%), and 146 from HDFC (20.7%) have intentionally partaken in the investigation in the group of pre-training. In post training pool (504) plainly as 138 respondents are from IndusInd (26.2%), 142 from Axis (27%), 117 from ICICI (22.3%), and 129 from HDFC (24.5%) have intentionally partaken in the investigation.

The examination presently explores contrasts in the Employee Motivation scores across both the pre-and post bunches, at first beginning with the bank wise Employee Motivation variable is tested hypothesis through independent sample t test. The results of the investigation follow (Table: 2)

H₀: There is no existence of bank-wise difference on employee motivation in between pre- and post test groups in context of private banks in Pune.

Table 2; Independent Samples Test (Employee Motivation)

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
INDUSIND	Equal variances assumed	2.373	.127	-2.01	83	.047	-.34722	.17226	-.6898	-.0046
	Equal variances not assumed			-1.99	67.347	.049	-.34722	.17611	-.6987	.00426
AXIS	Equal variances assumed	.034	.853	-2.07	83	.041	-.43889	.21112	-.8588	-.0189
	Equal variances not assumed			-2.07	80.468	.042	-.43889	.21186	-.8604	-.0173
ICICI	Equal variances assumed	8.575	.004	-3.06	83	.003	-.90278	.29422	-1.487	-.3175
	Equal variances not assumed			-3.03	76.741	.003	-.90278	.29718	-1.494	-.3109

	Equal variances assumed	.183	.670	-4.80	83	.000	-1.19444	.24858	-1.688	-.7000
HDFC	Equal variances not assumed			-4.77	78.589	.000	-1.19444	.25035	-1.692	-.6961

Results from the above table 2 , Since $p < .05$ is not exactly our picked significance level $\alpha = 0.05$, we can reject the null hypothesis, and presume that the mean employee motivation for pre training and post training is altogether unique. In light of the outcomes, we can express the accompanying:

- There was no significant difference in mean of employee motivation between pre training and post training group found in INDUSIND, AXIS, and HDFC except ICICI Bank. (INDUSIND BANK: $t_{67.347} = 1.99$, $p = .127$, AXIS BANK: $t_{80.468} = 2.07$, $p = .853$, ICICI BANK: $t_{76.741} = 3.03$, $p < .004$, HDFC BANK $t_{78.589} = 4.77$, $p = .670$).
- The normal employee motivation for post training group of ICICI bank employee was (.90278) higher than the employee motivation for pre training group.

DISCUSSION & CONCLUSION

The focal point of this investigation was on a very basic level on the lower-level representatives of the associations that took an interest in this examination. In this manner, speculation of the discoveries will be constrained to this classification of workers as it were. The prohibition of the effect of enactment, for example, Skills Development Acts and the Labor Relations Act and their impacts on singular execution is a potential confinement. This avoidance leaves the prescient model of individual execution inadequate.

Notwithstanding the enactment prerequisite forced on business associations to have their influence in tending to the tremendous abilities lack devastating the financial presentation of the nation, staff preparing has and will keep on being a noticeable factor in the cutting edge working environment. Lamentably, it appears that State activities to advance more prominent conventional acknowledgment forever 'long learning' and the adaptability of abilities have next to no effect on real practices inside the greater part of India's working environments (Wood and Sella, 2000). The essential reason for this investigation was consequently, to investigate in depth the effect of aptitudes advancement preparing on worker inspiration/work fulfillment, view of hierarchical atmosphere and individual execution, and to set up an adjusted prescient model for singular execution.

The major motivation behind directing the pilot concentrate for both first and second study in this examination was accomplished. Notwithstanding, hardly any adjustments in the two cases were done, which implied changes to the vernacular too. A preliminary attempt was conveyed to check clearness and non-ambiguities of articulations and so forth before the genuine information assortment could be done. The post-training information assortment went generally easily when contrasted with the pre-training. The explanation behind that could be credited to the

way that, respondents knew and by one way or another built up a relationship of trust and compatibility with the specialist and his colleagues.

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