

HRD CLIMATE THROUGH TRAINING EFFECTIVENESS AMONG GIC AND TANSI EMPLOYEES IN TIRUVANNAMALAI

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1. Introduction

Human resource development refers to the improvement in capabilities of the personnel in relation to the needs of the organization. It involves the creation of climate. In which the flowers of human knowledge, skill, capabilities and creative can blossom. It involves the use of processes through which the employees of the organization are prepared to give their best for corporate objectives and involve effectiveness in their jobs. In involves setting up of a system through which human capabilities and potentials can be tapped to the mutual satisfaction of and the organization. The term efficiency relates to input and output. Effectiveness deals with ultimate result. The former is related to verifiable quantities and perhaps this can be one method for more effectiveness in terms of developing human resources. In fact human resource development aims to achieve employee competency development, employee motivation development, and organizational climate.

2. Signification of personal characteristics

In spite of several common factors among human being they differ in many ways. This is due to their personal or demographic characteristics and also due to different socio-economic background from which they are brought up. Hence, it is the length of service, gender, education, early social life, personal problems at work place and family tensions. At now researcher taking the family tensions for this article, when employees experience with family tensions it can be presumed that their performance on job would be poor some people may have more family tensions than others. Moreover, the perception of employees about a family problem may create tension. In other words, similar problem may create different levels of tensions among different people. The association between family tensions and effectiveness of training, performance appraisal and performance feedback and counseling is studied.

3. Objectives of the study

1. To the study effectiveness of training of employees in GIC and TANSI.
2. To examine the association of training effectiveness of employees in GIC and TANSI.
3. To offer suitable suggestions based on findings of the study.

4. Hypothesis

There is no significant association between family tension and training effectiveness of GIC and TANSI workers in Tiruvannamalai district.

5. Research methodology

The study is mainly based on primary data. The primary data are collected from the employees of GIC and TANSI workers in Tiruvannamalai district by using interview schedule. 10 per cent of the employees were selected in both companies. The data collected were processed in tune with the objectives and results are tested with hypothesis employing appropriate statistical tools. The study is mainly confined to executives and non-executives of GIC and TANSI.

6. Analysis and interpretations

The present study deals with the analysis of training effectiveness of employees in GIC and TANSI at Tiruvannamalai and its association with personal characteristics of family tensions are analyzed.

TABLE 1

Association between Family Tensions and Training Effectiveness in GIC Employees

Family Tensions	High	Moderate	Low	Total
Never	39(46.43)	28(33.33)	17(20.24)	84(53.85)
Sometimes	16(22.22)	29(40.28)	27(37.50)	72(46.15)
Total	55	57	44	156

Figures in parentheses indicate percentage

The association between family tensions and training effectiveness in the GIC employees is presented in Table 1. Out of 156 employees, 53.85 per cent of the employees feel never of family tension, 46.43 per cent of the respondents are in high degree of training effectiveness, 33.33 of the respondents are in moderate effectiveness and 20.24 per cent of the respondents are in low degree

of training effectiveness. Out of total 72 employees who feel sometimes of family tension, (22.22 are in high degree of training effectiveness, 40.28 are in moderate training effectiveness and 37.50 per cent of the respondents are in low degree of training effectiveness. The calculated chi square is 11.04 and it is greater than the critical value. Hence, the null hypothesis is rejected.

TABLE 2

Association between Family Tensions and Training Effectiveness in TANSI Employees

Family Tensions	High	Moderate	Low	Total
Never	38(44.71)	28(32.94)	19(22.35)	85(59.03)
Sometimes	18(30.51)	20(33.90)	21(35.59)	59(40.97)
Total	56	48	40	144

Figures in parentheses indicate percentage

The association between family tensions and training effectiveness in the TANSI employees is presented in Table 2. Out of 144 employees, 59.03 per cent of the employees feel never of family tension. 40.97 per cent of the employees feel some times. Out of 85 employees who feel never of family tension, 44.71 per cent of the employees are in high degree of training effectiveness, 32.94 per cent of the employees are in moderate degree of training effectiveness and 22.35 per cent of the employees are in low degree of effectiveness. Out of total 59 employees who feel sometimes of family tension, 30.51 per cent of the employees are in high degree training effectiveness, 33.90 per cent of the employees are in moderate degree training effectiveness and 35.59 per cent of the employees in low degree training effectiveness. The calculated chi square is 4.01 and it is less than the critical value. Hence, the hypothesis is accepted.

7. Findings

No significant association is found between family tensions of employees and training effectiveness in GIC, whereas a significant association is found in the family tensions of employees and training effectiveness in TANSI.

8. Conclusion

HRD can have its impact on every aspects of the organization, because any activity whether technical or non-technical, physical or non-physical, skilled or unskilled is based on the capabilities of its human resources so that organization may be encouraged to give more autonomy to their employees, encourage collaboration and teamwork, give tune for openness, trust their the people and encourage employees to be innovative.

9. Reference

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