

PERCEPTIONS ABOUT THE TRAINING PROGRAMME TOWARDS HUMAN RESOURCE DEVELOPMENT AMONG THE TRAINEES IN ZONAL RAILWAY TRAINING INSTITUTE, (ZRTI) IN TIRCUHIRAPPALLI DIVISION

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ABSTRACT

Zonal Railway Training Institute, (ZRTI) today has embarked on the digital era in its long history, in tune with our Hon. Prime Minister's vision of Digital India. Training is an ingredient of the Human Resource Development Programme which is repeatedly and constantly carried on along with the other human resource activities, such as recruitment, selection and compensation. The objective of the study is to analyze the perceptions about the training programme for an overall human resource development among the trainees in Zonal Railway Training Institute, (ZRTI) in Tiruchirappalli Division. Primary data was administered to collect data through a well structured questionnaire using Rensis Likert's five point scales from 100 sample respondents using convenience sampling technique by adopting survey method. The collected data has been analyzed with the help of statistical packages namely SPSS 20 by using statistical tools, namely Multiple Regression Analysis. Secondary data has been obtained from the ZRTI centre, ZRTI website, department, journals, articles, newspapers, websites and magazines, unpublished thesis and websites. Thus this training programme helps the railway employees to gain knowledge, skill and apply the practical education, and prevents obsolescence for an overall human resource development.

KEY WORDS: ZRTI, Training & development, Human Resource Development.

INTRODUCTION

Zonal Railway Training Institute, (ZRTI) of today had a humble beginning way back in 1931 as a traffic training school. Later it was upgraded as Zonal Training School (ZTS) in 1962 subsequent to the formation of Southern Railway and it was rechristened as Zonal Training Centre (ZTC) in 1992 and as Zonal Railway Training Institute (ZRTI) in 2003 ZRTI/TPJ is one of the Premium Training institutions in IR, which has grown not only in the number of staff and fresh recruits trained but also in the variety of training programmes offered and the quality of training imparted. The sincere contributions of all the former Principals, faculty and staff of this Prestigious Institution have put their heart and soul for taking the Service to the Nation to greater heights. Now, ZRTI has embarked on the digital era in its long history, in tune with our Hon. Prime Minister's vision of Digital India. ZRTI/TPJ is now available both in Railnet as well as internet, where the course programme, results of examinations, list of toppers with their photographs, etc.

are available. Space for comments/suggestions by visitors has been provided. Many articles are planned in line with Technological Developments.

VISION & MOTTO OF ZONAL RAILWAY TRAINING INSTITUTE (ZRTI)

- To develop organizationally effective personnel with pride in their work and faith in their Management.
- To progress into an advanced centre of learning for Railway Transportation and become a change agent through excellence in learning and quality in training of railway men and women and facilitate safe mode of travel to our clientele.

TIRUCHIRAPPALLI CITY

Tiruchirappalli is a famous city in South India located on the southern bank of the river Cauvery. The Rock Fort rising abruptly from the plains to a height of 83 meters in the centre of the city is a famous landmark. The district is well known as an educational centre. There are now 3 Revenue Divisions, 9 Taluks and 14 Community Development Blocks. There are 471 Revenue Villages. Out of this, 431 villages are inhabited in this district. The urban frame includes 1 Municipal Corporation, 3 Municipalities, 17 Town Panchayats and 10 Census Towns in Tiruchirappalli district. Tiruchirappalli Corporation has four zones; the selected zones are Srirangam zone, Ariyamangalam zone, Ponmalai zone and Abishekapuram zone.

STATEMENT OF THE PROBLEM

Training is an ingredient of the Human Resource Development Programme which is repeatedly and constantly carried on along with the other human resource activities, such as recruitment, selection and compensation. Human Resource Development in a Rail Transport industry like Indian Railways is extricable linked with its philosophy of recruitment objectives. As rail transport in India is expanding day by day leaps and bounds, the problems of operation and management are also becoming highly technical and complicated simultaneously. The raw human resources secured through different methods do not contribute much to the objectives of the industry. While demand for developed human resources is increasing rapidly and constantly, Indian Railways cannot stick on to the status quo, but take new trides. The right approach in this direction is training. Training is a 'conscious effort made to improve or increase an employee's skill, power or intelligence and to develop his attitudes and scheme of values in a desired direction. Further under present changing situations it is also sinequanon to the South Central Railway, on which the present study is made, to follow a policy of up gradation of skills, knowledge and attitudes of employees and also the employer. Since the workforce in any organization is a resource, which should be utilized at an optimum level for the growth of organization, there is a need to keep up the work stream at the requisite standard level. Keeping in mind the significance of this study it is very important to evaluate the perceptions about

the training programme for an overall human resource development among the trainers in Zonal Railway Training Institute, (ZRTI) Tiruchirappalli division

SIGNIFICANCE OF THE STUDY

Training is an indispensable part of knowledge development in an organization wherein an employee acquires practical understanding and skill to perform the assigned job practically. Training programme should be planned and instructed by step by step process of performing every activity of a job. A systematic study of every job and its contents is necessary before designing an ideal training programme. For scheming an effective training programme it is compulsory to approve a well-organized approach to find out the diverse ways and means of performing every task for a job. Training is the creation of an environment where employees may acquire or learn specific, job related behaviours, knowledge, skills, abilities and attitudes. If one wishes to make a distinction between training and development, it would be that training is directed at helping employee's perform better on their current jobs, whereas development represents a future-oriented investment in employees. Development is based on the fact that an employee will need an evolving set of knowledge, skills, and abilities to perform well in the succession of positions encountered during his or her career. The career-long preparation of an employee for his series of positions is what is meant by employee development. Recognizing the magnitude of training in Human Resource Development, Railways have established elaborate training facilities and devised programmes for the training its officers and staff to enable them to improve their skills and equip them with knowledge of latest technological developments. A number of initiatives have also been taken to improve the quality of training programmes for Railway employees in order to improve their productivity for an overall human resource development among the trainers in Zonal Railway Training Institute, (ZRTI) in Tiruchirappalli Division.

SCOPE OF THE STUDY

Human resource knowledge is measured as a capital by which the range of possible employee responses is increased rather than reduced. Education represents a broadening of the individual so that he or she may be prepared to assess a variety of situations and select for him or herself the most appropriate response. Although numerous unskilled, semi-skilled and skilled positions would primarily require training, supervisory and management positions require elements of education. Human resource development, training, and learning have become vital elements in the process of Human Resource Management of Indian Railways in general and South Central Railway in particular. Therefore, effective training programme contributes to progress employee efficiency and productivity for an overall human resource development. Thus this training programme helps the railway employees to gain knowledge, skill and apply the practical education, and prevents obsolescence for an overall human resource development. In order to remain its

wheels continuously running and facilitate it to fulfill its established motto, strong and vigorous training programmes are indispensable to the employees of Indian Railways for an overall human resource development.

OBJECTIVES OF THE STUDY

The objectives of the study are as follows:

1. To analyze the perceptions about the training programme for an overall human resource development among the trainers in Zonal Railway Training Institute, (ZRTI) in Tiruchirappalli Division
2. To highlight the findings, suggestions & conclusion

RESEARCH METHODOLOGY

This research is descriptive in nature which examines the perceptions about the training programme in ZRTI Tiruchirappalli Division only. The training period for the Station Masters for the present study ranges from two batches, 05.04.2018 till 23.04.2018 with 56 members and 24.04.2018 to 11.05.2018 with 52 members respectively. Primary data was administered to collect data through a well structured questionnaire using Rensis Likert's five point scales from 100 sample respondents using convenience sampling technique by adopting survey method. Convenience sampling is a non-probability sampling technique where subjects are selected because of their convenient accessibility and proximity to the researcher. Secondary data has been obtained from the ZRTI centre, ZRTI website, department, journals, articles, newspapers, websites and magazines, unpublished thesis and websites. The collected data has been analyzed with the help of statistical packages namely SPSS 20 by using statistical tools, namely Multiple Regression Analysis.

LIMITATIONS OF THE STUDY

- ❖ The study is limited to geographical region of Tiruchirappalli Division ZRTI only.
- ❖ The analysis is purely based on the opinion provided by the sample respondents.

ANALYSIS AND INTREPRETATIONS

PERCEPTIONS ABOUT TRAINING PROGRAMME TOWARDS HRD IN ZRTI – (MULTIPLE REGRESSION ANALYSIS)

Regression is the determination of statistical relationship between two or more variables. In simple regression two variables are used. One variable (independent) is the cause of the behavior of another one (dependent). When there are more than two independent variables the analysis concerning relationship is known as multiple correlations and the equation describing such relationship is called as the multiple regression equation.

Regression analysis is concerned with the derivation of an appropriate mathematical expression is derived for finding values of a dependent variable on the basis of independent variable. It is thus designed to examine the relationship of a variable Y to a set of other variables $X_1, X_2, X_3, \dots, X_n$. the most commonly used linear equation in $Y = b_1 X_1 + b_2 X_2 + \dots + b_n X_n + b_0$

Here Y is the dependent variable, which is to be found. $X_1, X_2, \dots$ and X_n are the known variables with which predictions are to be made and $b_1, b_2, \dots, b_n$ are coefficient of the variables.

In this study, the dependent variable is Perception towards the ZRTI training programme for an overall human resource development and independent variables are achievement, advancement, personal growth, responsibility and work structure and analysis are discussed as follows:

Dependent variable : Perceptions towards Training Programme (Y)

Independent variables : 1. Achievement (X_1)
2. Advancement (X_2)
3. Personal growth (X_3)
4. Responsibility (X_4)
5. Work structure (X_5)

TABLE: 1

PERCEPTIONS TOWARDS (ZRTI) TRAINING PROGRAMME FOR AN OVERALL HUMAN RESOURCE DEVELOPMENT – MULTIPLE REGRESSION ANALYSIS

Factors	Unstandardized Coefficients		Standardized Coefficients	t-value
	B	Std. Error	Beta	
(Constant)	5.278	0.647		8.160
Achievement	0.658	0.050	0.285	13.295**
Advancement	0.165	0.039	0.095	4.252**
Personal growth	0.506	0.062	0.199	8.171**
Responsibility	0.148	0.046	0.076	3.184**
Work structure	0.792	0.037	0.585	21.167**
R - value	0.941			
R ² - value	0.886			
F - value	4.009**(p<0.01)			

The multiple correlation coefficient is 0.941 measures the degree of relationship between the actual values and the predicted values of the motivation. Because the predicted values are obtained as a linear combination of Achievement (X_1), Advancement (X_2), Personal growth (X_3), Responsibility (X_4) and Work structure (X_5), the coefficient value of 0.941 indicates that the relationship between the perception towards the ZRTI Training Programme and the five independent variables is quite strong and positive.

The Coefficient of Determination R-square measures the goodness-of-fit of the estimated Sample Regression Plane (SRP) in terms of the proportion of the variation in the dependent variables explained by the fitted sample regression equation. Thus, the value of **R square is 0.886** simply means that about 88.6% of the variation in motivation in income generation is explained by the estimated SRP that uses Achievement (X_1), Advancement (X_2), Personal growth (X_3), Responsibility (X_4) and Work structure (X_5), as the independent variables and R square value is significant at 1 % level (Table No. 1).

The multiple regression equation is

$$Y = 5.278 + 0.658 X_1 + 0.165 X_2 + 0.506 X_3 + 0.148 X_4 + 0.792 X_5$$

Here the coefficient of X_1 is 0.658 represents the partial effect of achievement on the perceptions towards the training programme (ZRTI), holding the other independent variables as constant. The estimated positive sign implies that such effect is positive that perception towards training programme would increase by 0.658 for every unit increase in achievement and this coefficient value is significant at 1% level. The coefficient of X_2 is 0.165 represents the partial effects of advancement on the perception towards training programme, holding the other independent variables as constant. The estimated positive sign implies that such effect is positive that the perception towards the training programme (ZRTI) increase by 0.165 for every unit increase in advancement and this coefficient value is significant at 1% level. The coefficient of X_3 is 0.506 represents the partial effect of personal growth on the perceptions towards the training programme (ZRTI), holding the other independent variables as constant. The estimated positive sign implies that such effect is positive that perceptions towards the training programme (ZRTI) would increase by 0.506 for every unit increase in personal growth and this coefficient value is significant at 1% level. The coefficient of X_4 is 0.148 represents the partial effect of responsibility on perceptions towards the training programme (ZRTI) holding the other independent variables as constant. The estimated positive sign implies that such effect is positive that perception towards the training programme (ZRTI) would increase by 0.148 for every unit increase in responsibility and this coefficient value is significant at 1% level. The coefficient of X_5 is 0.792 represents the partial effect of work structure on the perception towards the training programme holding the other independent variables as constant. The estimated positive sign implies that such effect is positive that perceptions towards the training programme (ZRTI), would increase by 0.792 for every unit increase in work structure and this coefficient value is significant at 1% level.

SUGGESTIONS

The ZRTI provides training to all the trainers in a meticulous way for an overall human resource development of an individual. Moreover, the ZRTI authorities has also requested divisions to generate more revenue through redevelopment of railway properties and allowed them to provide financial assistance, land and buildings through commercial use. The railway board wanted even training centres to explore the

possibilities of generating revenue by providing training to external customers. At present, there were 62 main training centres and 238 other training centres for railways spread across the country. However, the multiplicity of centres led to dissipation of resources resulting in poor infrastructure. Being located in remote areas, many of these centres, especially the smaller ones, were not easily accessible. These factors acted as deterrents to attracting motivated and effective instructors, which was the most crucial input for providing quality training for an overall human resource development . Hence, the railway authorities expect consolidation of training infrastructure to help in utilizing the resources judiciously and providing integrated training to the employees. Moreover, training of staff from multiple departments on one campus would encourage cross-functional learning and inculcate in them a feeling of camaraderie for an overall human resource development .

CONCLUSION

Training is a project rather than a cost, by the service of all other resources unswervingly depends on well-organized utilization of human resources. Every organization prefers to have subservient and knowledgeable citizens to perform a variety of activities. An input for obtaining reliable accomplishment with training programs is to encompass a methodical move towards dimension and assessment. Acknowledgment of the training methods and measurement techniques are vital for the achievement of the employer and employees. The ZRTI training programme is tremendously significant for the Railway employees to modernize their skill and knowledge for an overall human resource development. This would facilitate in inspiring the employee Trainees/ participants to implement and employ the opinion and methods they have gained during the training programmes to handle their day-to-day work situations.

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The data collected from the school teachers have been analyzed and interpreted for discussions. Reliability Test has been used together with KMO and Bartlett's Test and Factor Analysis with Cluster stimulations to measure the effectiveness of the training programme (SSA).

