

INFLUENCE OF TRAINING AND DEVELOPMENT ON ORGANIZATIONAL PERFORMANCE IN DAIRY SECTOR: COMPARATIVE STUDY BETWEEN PRIVATE AND CO-OPERATIVE DAIRY SECTORS.

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Abstract: The article tries to find out the influence of training and development on organizational performance in co-operative and private milk dairy sector. One objective of this study is reached through proper methodology. Sample size was 100 (co-operative milk dairy sector 50 respondents and private milk dairy sector 50 respondents) in all obtained through convenience sampling technique in Dharmapuri district. Researcher designed questionnaire is with 5 point scale in the continuum of agreeing. Reliability of this tool is 0.80 and 0.86. Multiple group path analysis was used for data analysis. There is no influence of motivational training on waste minimization with respect to co-operative milk dairy sectors. But, at the same time there is an influence of motivational training on waste minimization based on private milk dairy sectors. It is recommended that the human resources managers could acclimatize performance enhancement policy, which ultimately motivates co-operative milk dairy employees by giving them the opportunity to use the range of their abilities. These are significant to make bigger performance enhancement of employees in co-operative milk dairy sector. Hence, it is recommended that the human resources managers could acclimatize performance enhancement policy, which ultimately motivates co-operative milk dairy employees by giving them the opportunity to use the range of their abilities. These are significant to make bigger performance enhancement of employees in co-operative milk dairy sector.

Key Words: Co-Operative Milk Dairy Sector, Private Milk Dairy Sector, Organizational Performance and Multiple Group Path Analysis.

1. INTRODUCTION

Performance means that 'The execution of associate action is a suitable manner'. Performance is some things accomplished. Performance is that the fulfillment of a claim letter of invitation or a promise. Performance is that the ability to precise or exhibit ones skills in and acceptable and loving manner. Performance is of cognitive domain transferred from the psychological feature domain of the human behavior. It's some way of reaction towards a stimuli or letter of invitation.

Improvement is that the constructive positive and a lot of acceptable manner of changes that square measure led to over the antecedently no inheritable information and therefore the skills of a private. Processes of up associated increasing one's capabilities of a worker towards expected performances; it are often through the additional education, trainings and behavior modifications. These programmes are also among the organization or at the coaching centers.

An worker or staff doing same kinds of works during a concern are often well promoted to urge a lot of production by participating them through the processes of well systematized education and trainings to boost their performances, towards the increment of the organization.

Skill is that the ability or the capability no inheritable through constant deliberate, systematic and sustained effort to execute complicated activities, job, things or lives. Talent is that the summation of many kinds of competencies that encapsulate several talents, commitments, information and skills. It's a collection of connected talents however with a lot of perfection and exactitude. Talent depends on the competencies of people.

More than eight space of talent are very fashionable within the field of management. They're personal, social, technical, activity, and execution skills. All the talents are terribly closely associated with most the workers. In line with the training theories, the previous learning would intercept this learning processes; thence new talent development may be additional with efficiency imparted to the junior most teams of workers.

Improving of these varied dimensions of the workers forms the talent development that aims at the perfection and exactitude while not conflict and friction between man and also the machines. In any business processes mind, manpower, materials, money, machines and also the management are to be articulated to reduce or to nullify the hinders to realize the structure goals which can be tentative or permanent.

Organizational Performance

Sweetening could be a deliberate commit to heighten or intensify or improve any of the prevailing qualities, powers and values; it's an endeavor to create one thing higher. This is often a renovation beat up the prevailing work to carry up altogether doable aspects. This is often an extra work or impact or the causation impact over the prevailing standing.

Contextually speaking performance sweetening is that the deliberate commit to increase the efforts of the workers in their gift normal of labor to the next level of performance. This is often a method of education, coaching and constant practices to carry up the operating normal of the employees World Health Organization will perform additional towards the event of the organization or the business.

2. REVIEW OF LITERATURE

Campbell (1971) in his article on "Personnel coaching and Development" within the annual review of scientific discipline mentioned that coaching courses are usually designed for a brief term set functions, whereas development concerned a broader education for future functions. J.M. Pfiffner and F. Marshal (1962) outlined the most objective of coaching is to bridge the gap between existing performance ability and desired performance.

The foremost frequent reasons for causing managers to coaching programs were rumored by Saari, et al. (1988). Their information were based mostly upon a comprehensive survey of over 600 U.S.A. corporations with every having over one thousand staff. The first reasons for causing managers to Management education and coaching programs were to broaden the individual, and to supply data. They conjointly indicated that the larger the corporate in terms of variety of staff, the additional probably they were to use formal management coaching and teaching programs.

Research add the sector of Management Development by Baldwin and Padgett (1993); Tannubaum and Yukl (1992) diode to additional realistic and bold read of social control envelopment. In keeping with them coaching and management development isn't merely matter dynamical peoples' data and skills; it conjointly involves changing their attitudes and skilled identity.

Training has been used as a personality's resource intervention in organization ever since Taylor (1947) experimented with "Scientific Management" towards the tip of nineteenth century and incontestable the ability of attending consciously and unendingly to the up gradation of the talents of staff.

3. RESEARCH METHODOLOGY

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.

Research Gap

Motivational training, new technology based training, waste minimization and organizational performance which is studied individually alone but combined research is not found in previous studies. This study is unique in introducing the dependent variable organizational performance, mediator variable waste minimization and independent variables motivational training and new technology based training.

Framework of the Study

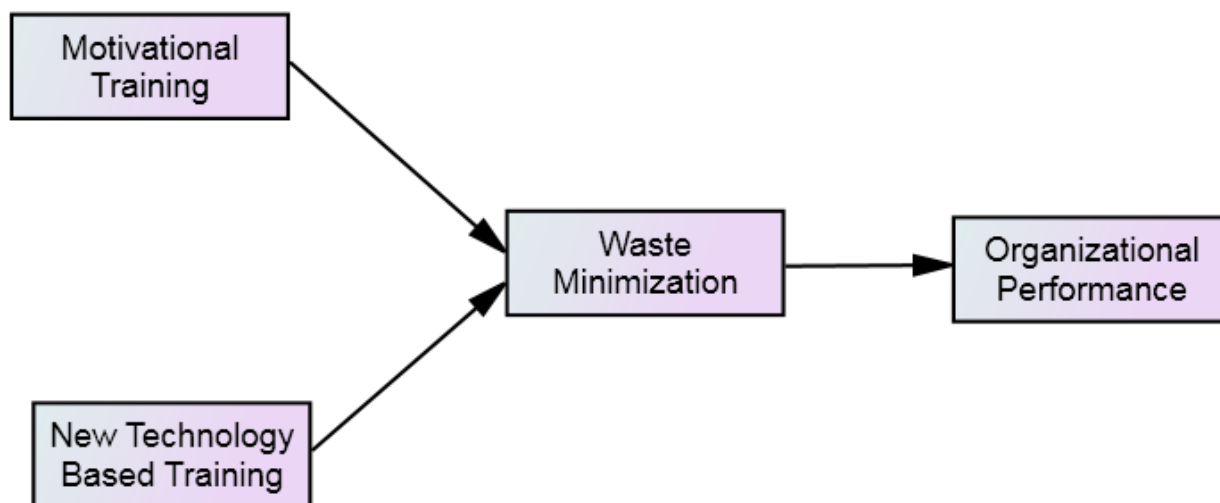


Figure 1: Conceptual Framework

From the framework, the independent variables are motivational training and new technology based training. The variable waste minimization is considered as mediator variable. Organizational performance is considered as an outcome variable.

Objectives of the Study

- To study the influence of motivational training and new technology based training on waste minimization in Dairy sector.
- To identify the influence of waste minimization on organizational performance in Dairy sector.

Hypotheses of the Study

- There is no influence of motivational training and new technology based training on waste minimization in Dairy sector.
- There is no influence of waste minimization on organizational performance in Dairy sector.
- There is no influence of new technology based training on organizational performance.

Questionnaire Construction

S.No.	Variable	Author
1	Motivational training	Self Development
2	New Technology	Self Development
3	Waste Minimization	Self Development
4	Organizational Performance	Self Development

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.

Data Collection

The sample size of the study is 100 in all. The study was conducted in Dharmapuri district, Tamil Nadu. Primary data were collected for 50 respondents from co-operative milk dairy sector and 50 respondents from private dairy sector. Questionnaire with 5 point scale is used.

Reliability

For all the items in the questionnaire design the alpha was 0.80 to 86. This indicates high reliability of the items in the questionnaire. With these results the consistency, dependability and adoptability are confirmed.

Statistical Tool Used

Multiple group path analysis was adopted in this study. It is used to know the correlation and regression of independent variables with respect to organizational performance. Likewise the independent variables are motivational training and new technology based training. The variable waste minimization is considered as mediator variable. Organizational performance is considered as an outcome variable.

4. ANALYSIS AND INTERPRETATION

Table 1: Model Fit Indication

Indicators	Observed Values	Recommended Values (Premapriya, et al. 2016)
Chi-Square	2.248	---
p	0.325	Greater than 0.050
GFI	0.986	Greater than 0.90
AGFI	0.924	Greater than 0.90
CFI	0.997	Greater than 0.90
NFI	0.997	Greater than 0.90
RMSEA	0.043	Less than 0.080

Source: Primary data

The above model fit table found that the calculated chi-square value was 2.234. The p value was greater than five percent level. The Goodness of Fit Index value and Adjusted Goodness of Fit Index values were greater than 0.90. The calculated Comparative Fit Index and Normed Fit Index values were greater than 0.90. It was found that Root Mean Square Error of Approximation value was less than 0.080. The above indicators indicate that it was perfectly fit Velaudham and Baskar (2016) and Premapriya, et al. (2016).

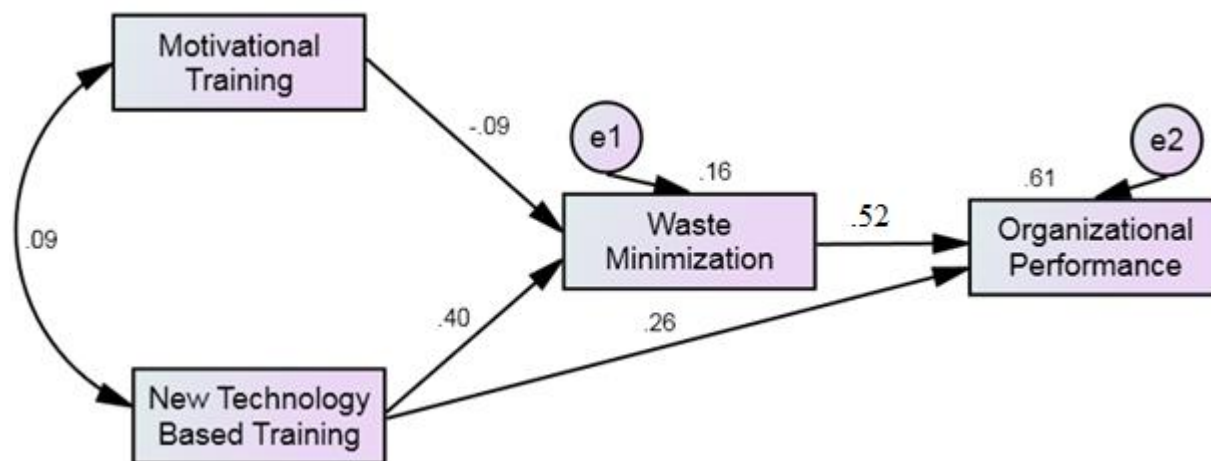


Figure 2: Path Analysis Based on Co-Operative Dairy Sector

From the multiple group path diagrams, the independent variables are motivational training and new technology based training. The variable waste minimization is considered as mediator variable. Organizational performance is considered as an outcome variable.

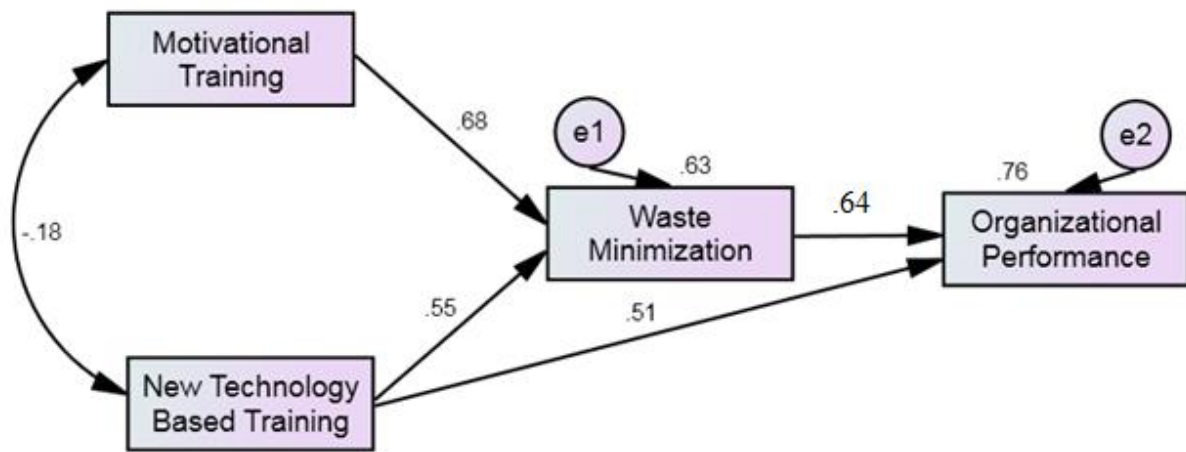


Figure 3: Path Analysis Based on Private Dairy Sector

From the multiple group path diagrams, the independent variables are motivational training and new technology based training. The variable waste minimization is considered as mediator variable. Organizational performance is considered as an outcome variable.

Table 2: Regression Weights of Co-Operative Dairy Sector

DV		IV	Estimate	S.E.	C.R.	B	p
Waste Minimization	<---	Motivational Training	-0.042	0.060	-0.694	-0.086	0.488
Waste Minimization	<---	New Technology Based Training	0.232	0.072	3.227	0.402	0.001
Organizational Performance	<---	New Technology Based Training	0.130	0.046	2.808	0.258	0.005
Organizational Performance	<---	Waste Minimization	0.513	0.146	3.509	0.517	***

Source: primary data

Table 3: Regression Weights of Private Dairy Sector

DV		IV	Estimate	S.E.	C.R.	B	p
Waste Minimization	<---	Motivational Training	0.325	0.080	4.051	0.680	***
Waste Minimization	<---	New Technology Based Training	0.212	0.064	3.300	0.554	***
Organizational Performance	<---	New Technology Based Training	0.195	0.056	3.485	0.514	***
Organizational Performance	<---	Waste Minimization	0.562	0.080	7.001	0.644	***

Source: primary data

H₀: Motivational training do not influence by waste minimization co-operative and private milk dairy sectors.

H_A: Motivational training influence by waste minimization co-operative and private milk dairy sectors.

Through the path analysis, regression weight as the value of (Co-operative CR is -0.694 and private CR is 4.051). The Beta values are (co-operative beta value is -0.086 and private beta value is 0.680) which indicates that 8.6% and 68% of influence is through motivational training towards waste minimization based co-operative and private sectors. The p values are 0.488 and 0.010. Hence, it can be concluded that the motivational training does not influence on waste minimization with respect to co-operative milk dairy sector. But there is an influence of motivational training on waste minimization with respect to private milk dairy sector.

H₀: Technology based training do not influence by waste minimization co-operative and private milk dairy sectors.

H_A: Technology based training influence by waste minimization co-operative and private milk dairy sectors.

Through the path analysis, regression weight as the value of (Co-operative CR is 3.227 and private CR is 3.300). The Beta values are (co-operative beta value is 0.402 and private beta value is 0.554) which indicates that 40.2% and 55.4% of influence is through technology based training towards waste minimization based co-operative and private sectors. The p values are 0.001 and 0.001. Hence, it can be concluded that there is an influence of technology based training on waste minimization with respect to co-operative and private milk dairy sectors.

H₀: Technology based training do not influence by organizational performance co-operative and private milk dairy sectors.

H_A: Technology based training influence by organizational performance co-operative and private milk dairy sectors.

Through the path analysis, regression weight as the value of (Co-operative CR is 2.808 and private CR is 3.485). The Beta values are (co-operative beta value is 0.258 and private beta value is 0.514) which indicates that 25.8% and 51.4% of influence is through technology based training towards organizational performance based co-operative and private sectors. The p values are 0.005 and 0.001. Hence, it can be concluded that there is an influence of technology based training on organizational performance with respect to co-operative and private milk dairy sectors.

H₀: Waste minimization do not influence by organizational performance co-operative and private milk dairy sectors.

H_A: Waste minimization influence by organizational performance co-operative and private milk dairy sectors.

Through the path analysis, regression weight as the value of (Co-operative CR is 3.509 and private CR is 7.001). The Beta values are (co-operative beta value is 0.517 and private beta value is 0.644) which indicates that 51.7% and 64.4% of influence is through waste minimization towards organizational performance based co-operative and private sectors. The p values are 0.005 and 0.001. Hence, it can be concluded that there is an influence of waste minimization on organizational performance with respect to co-operative and private milk dairy sectors.

5. FINDINGS, RECOMMENDATIONS AND CONCLUSION

Findings of the Study

- There is no influence of motivational training on waste minimization with respect to co-operative milk dairy sectors. But, at the same time there is an influence of motivational training on waste minimization based on private milk dairy sectors.
- There is an influence of new technology based training on waste minimization with respect to co-operative and private milk dairy sectors. The study highlighted that private sector milk dairy new technology training is highly influenced on waste minimization when compared co-operative sector milk dairy new technology training.
- There is an influence of new technology based training on organizational performance with respect to co-operative and private milk dairy sectors. The study highlighted that private sector milk dairy new technology training is highly influenced on organizational performance when compared co-operative sector milk dairy new technology training.
- There is an influence of waste minimization on organizational performance with respect to co-operative and private milk dairy sectors. The study highlighted that private sector milk dairy waste minimization is highly influenced on organizational performance when compared co-operative sector milk dairy new technology training.

Recommendations of the Study

- The analysis found that there is no influence of motivational training on waste minimization with respect to co-operative milk dairy sector. Hence, it is recommended that co-operative milk dairy sector management should identify employees' training needs, help employees meet performance

targets and offer poor performers a chance to improve. These are important to enhance employees' performance in co-operative and private milk dairy sector.

- It is also recommended that the human resources managers could acclimatize performance enhancement policy, which ultimately motivates co-operative milk dairy employees by giving them the opportunity to use the range of their abilities. These are significant to make bigger performance enhancement of employees in co-operative milk dairy sector.

Conclusion

The article tries to find out the influence of training and development on organizational performance in co-operative and private dairy sector. One objective of this study is reached through proper methodology. Sample size was 100 (co-operative milk dairy sector 50 respondents and private milk dairy sector 50 respondents) in all obtained through convenience sampling technique in Dharmapuri district. Researcher designed questionnaire is with 5 point scale in the continuum of agreeing. Reliability of this tool is 0.80 and 0.86. Multiple group path analysis was used for data analysis. There is no influence of motivational training on waste minimization with respect to co-operative milk dairy sectors. But, at the same time there is an influence of motivational training on waste minimization based on private milk dairy sectors. It is recommended that the human resources managers could acclimatize performance enhancement policy, which ultimately motivates co-operative milk dairy employees by giving them the opportunity to use the range of their abilities. These are significant to make bigger performance enhancement of employees in co-operative milk dairy sector. Hence, it is recommended that the human resources managers could acclimatize performance enhancement policy, which ultimately motivates co-operative milk dairy employees by giving them the opportunity to use the range of their abilities. These are significant to make bigger performance enhancement of employees in co-operative milk dairy sector.

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