

A STUDY ON EVALUATION OF TRAINING AND DEVELOPMENT PROGRAMMS IN MRK CO-OPERATIVE SUGAR MILLS LTD, SETHIYATHOPPU.

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Abstract: The training and development is one of the most effective practices in the organization. It is therefore, no organization can functioning without following this training and development method. The study consists of simple random sampling method for selecting the respondents to collect the data. There are 75 respondents who have contributed their intention on this study. It is resulted that, the effective training programmes are conducted by the organization to their employees. The development towards the future is also in good manner.

Key words: Effectiveness, Training and Development.

1. INTRODUCTION

Meaning

Training is the systematic process of altering the behavior, knowledge and motivation of the employees in a direction to increase the organization goal achievement.

“Training and development can be considered as an investment the organization in employees. That investment pay divided to the employee, the

Organization and the other workers”-Keith Davis.

Training is the act of increasing the knowledge and skill of an employee for doing a particular job”- Flipped.

Training is a learning experience in that it seeks a relatively permanent change in employees the will improve his ability to perform on the job –Dacono and Robbins.

The purpose of this study is to measure the level of satisfaction of employee and to identity the employee needs during training & development provided by the coming this study can be used future training programmed .

Training refers to the teaching and learning activity carried on for the primary purpose of helping members of on organization to acquire and apply the knowledge . Thus training bridges the differences between the job requirement and employees present specifications.

2. REVIEW OF LITERATURE

Bates and Davis (2010) Usefulness of training programme is possible only when the trainee is able to practise the theoretical aspects learned in training programme in actual work environment. They highlighted the use of role playing, cases, simulation, mediated exercises, and computer based learning to provide exposure to a current and relevant body of knowledge and real world situations. **Kalaiselvan and Naachimuthu (2011)** Training cost and business benefits are drawn on X and Y axis respectively. Four quadrants were identified to highlight (i) strategic (Lower training cost and higher business benefits), (ii) Payback (Higher training cost and higher business benefits) (iii) Think (Lower training cost and lower business benefits) (iv) Drop (Higher training cost and higher business benefits). **Karthik R (2012)** Training

objectives tell the trainee that what is expected out of him at the end of the training program. Training objectives are of great significance from a number of stakeholder perspectives; Trainer, trainee, designer, evaluator. **Gunu et al. (2013)** analyzed from the study “Empirical study of Training and development as a tool for organizational performance: case study of selected Banks in Nigeria”. The researcher has intended to examine whether employees training and development enhances work efficiency in the banking industry or not and to examine the relationship between employees’ training and development and organizational performance. The survey research design was adopted for this study. The study found that the training and development have a positive relationship with the performance of banks in Nigeria and it has concluded that training and development have significant impact on organizational performance; employees need to be motivated during training programs. **Ezeani Nneka Salome et al. (2013)** studied “implications of training and development programmes on Accountants productivity in selected Business organizations in Onitsha, Anambra state, Nigeria”. The study intends to identify the type of training schemes available to the accountants in selected business organizations in Onitsha, to ascertain how often the development programmes are mounted for accountants in these business organizations, to determine the impact of training and development programmes on the accountant’s productivity in the selected business organizations in owerri. Finally the study concluded that the organization and government have to provide training and personnel development to become effective in the business cycle, and they have to trackle challenges of introducing new orientations on training contents, training evaluation, attitudes to training and training utilization. **Aarti Chahal (2013)** analyzed “A study of Training need analysis Based Training and development: Effect of Training on performance by adopting Development Based strategy”. The study targeted to study the Training practices prevailing in PNB and HDFC bank, to know the satisfactory level of the employees regarding the training and development programs, to associate employees personal factors like gender, designation and the employee’s attitude on training, to study the effect of Training and development on organizational performance and to study the differences in the effectiveness of Training program between commercial and private banks. The research concluded the training practices in the select branches of PNB and HDFC were average and there is a lot of scope for improvement and the research has found that the training and effectiveness programs have a positive impact on the performance of both male and female employees but the result shows that it has a greater impact on the performance of male employees group. Hence, the banks have their own training institutions, Management attitude in their administration. The PNB and HDFC banks are providing very good and effective training to their employees to improve the individual career and banks growth and they are satisfied with the training process and method of teaching. **Ameeq-ul-Ameeq et al. (2013)** surveyed the “Impact of Training on employee’s Development and performance in Hotel Industry of Lahore, Pakistan”. The study was targeted to determine how training helps the hotel staff to improve and develop their skills or knowledge’s in the higher level of utilization and to know what extent training programs were actually helping the employees to develop and perform their task at the hotels of Lahore. The study concluded that the training improves the skills of the employees that give a better performance to the hotel industry. **Rajeswari et.al. (2014)** carried out a research on the “Impact of training and development on employee performance in select public sector organizations”. The study identified that there is an impact of training and development on employee performance in select public sector organization. So it is recommended that the public sector organization has to help their employees to identify their career path and to direct them in the search of better knowledge. **Naveed Ahmad (2014)** discussed the “Impact of Training and development on the employee performance. A case study from different banking sectors of North Punjab”. The researcher aimed to observe the impact of Training and development on employee performance, to observe the impact of job training on employee performance and to see the impact of Delivery style on Employee performance. The research concluded that most of the respondent answered that training and development is the necessary part of the organization and employees of different organization like to get training in their free time. **Usha Tiwari (2014)** analyzed the “impact of training and development programmes on Employees efficiency at Madhya Pradesh state electricity board”. The study was an attempt to get knowledge of training and trends for the employees of the organization, to study, through analysis, the general behavior and pattern of employees towards training, to know about training facilities of MBSEB, to know whether trainers are satisfied with the training facility, to analyze the cost effectiveness of training and to study the impact of training and development programmes on employees. finally the research concluded that there are more employees were satisfied with

their working condition (Job), and they felt very good on the working environment provided by the organization. The experienced employees shared their knowledge with their subordinates in a good manner and the employees were highly satisfied from MPSEB, but there is some need of Implementation in its training programmes, policy, reward system and other important issues. **Shahul Hameed et al. (2014)** conducted “a conceptual study on training and development programs of Bank employees”. The researcher framed the objectives to know the opinion of the respondents on training and development measures, to find out the effectiveness of training and development programmes among bank employees. Finally the study concluded that the training programmes must improve the efficiency of employees in the present job and prepare for the higher level job. Training and Development also covered banking policies, new technology and the changing environments. Training and development is very important than a cost. The banking industry is retaining the training system to create smarter workforce and yield the best results. The training and development programmes are increasing the performances of the bank employees and keep them as an effective resource of the bank.

3. RESEARCH METHODOLOGY

Meaning of Research

Research means a search for knowledge. Sometimes it may refer to a scientific and systematic research for pertinent information on a specific topic. In fact, research is an art of scientific investigation. Red – Man and Mary define research as a ‘systematized effort to gain new knowledge’. Some consider research is a movement from the known to unknown. It is actually voyage of discovery.

According to Clifford woody, research comprises, defining and redefining problems, formulating hypothesis or suggested solution; collecting, organizing and evaluating data; making deduction and conclusion; and at last carefully testing the conclusion to determine whether they fit formulating hypothesis.

Research is a serious academic activity with a set of objectives to explain or analyze or understand a problem or finding solution(s) problem(s) adopting a systematic approach in collecting, organizing and analyzing the information relating to a problem.

Definition of Research

According to Webster’s new international dictionary defined research as “careful or critical or critical inquiry or examination in seeking facts or principles diligent investigation order to ascertain something”.

Objectives of the Study

- To evaluate the employee’s training and development given by MRK Co-Operative Sugar Mills Ltd, Sethiyathoppu.
- To examine the impact of training and development.
- To measure the employee’s satisfaction towards training.
- To enhance the self esteem of employee’s through training and development

Hypotheses

Ho: There is no significant difference between the Training and development programme of the respondent.

Ha: There is a significant difference between the Training and development programme of the respondent.

Research Instrument

Questionnaire: Questionnaire refers to a device for securing answer to a formally arranged list of questions by using a term, which the respondents have to fill it.

Research Design

Research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

It aids the scientist in the allocation of limited resources by posing crucial choices. “A Blue prints of Collection and analyze of data is called research design”.

Sampling Technique

The simple random sampling technique is been used in the study for collecting the data from the respondents.

Data Collection

A structural questionnaire is used for studying the employee and employee relationship.

There are two types of data obtained in the study namely,

1. Primary data
2. Secondary data

Primary Data

The information is directly obtained from respondents through this method. Employees are asked to fill the structure question through personal interview.

Secondary Data

Secondary data required for the study were collected from various sources of published articles, books and internet etc. Secondary data also collected from the Profiles from the MRK Co-Operative Sugar Mills Ltd, Sethiyathoppu.

Sampling Procedure

Questionnaire is designed according to the sampling unit. The sampling unit in this study was the MRK Co-Operative Sugar Mills Ltd, Sethiyathoppu. Employees instructed to extend their better co-operation in way of answering the questionnaires.

Sampling Size

A sample of 75 employees selected in the MRK Co-Operative Sugar Mills Ltd, Sethiyathoppu.

Sampling Design

Usually it is difficult task to study an entire universe (census method). Thus the sampling helps us to draw conclusions about a large group on the basis of a sample. A Simple Random Sampling Techniques was adopted where by every employees has got an equal opportunity of being selected. This sampling method was considered appropriate because of the employee of on attitude.

Statics Tools Used For Analysis

The percentage analysis and correlation analysis have been followed for analyze the data which collected from the respondents.

4. DATA ANALYSIS AND INTERPRETATION

TABLE 1. REPRESENTS GENDER WISE CLASSIFICATION

S.NO	CATEGORY	NO. OF RESPONDENTS	PERCENTAGES
1.	MALE	47	63%
2.	FEMALE	28	37%
	TOTAL	75	100%

Source: primary data (2017)

INTERPRETATION:

From the above table, it reveals that, 63% of the respondents are male and 37% of the respondents are in female category of gender classification.

TABLE 2. REPRESENTS THE EDUCATIONAL QUALIFICATION OF THE EMPLOYEES

CATEGORY	NO. OF RESPONDENTS	PERCENTAGES
UP TO SSLC	3	4%
HIGHER SECONDARY	5	7%
DIPLOMA HOLDER	34	45%
GRADUATION	32	43%
POST GRADUATION	1	1%
TOTAL	75	100%

Source: primary data (2017)

From the above table reveals that, out of 75 respondents 4% of the respondents are having SSLC, 7% of the respondents are having higher secondary, 45% of the respondents are having diploma holder, 43% of the respondents are working with graduation and 1% of the respondents are having post graduation in their respective educational qualification.

TABLE 3. REPRESENTS THE MOST SUITABLE TECHNIQUES FOR TRAINING PROGRAMME

CATEGORY	NO. OF RESPONDENTS	PERCENTAGES
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On the job	30	40%
Off the job	13	17%
depends up on the need	32	43%
Total	75	100%

Source: Primary data (2017)

The above table reveals the 40% of respondents are having the intention in on the job training, 17% of respondent stated the off the job training, 43% of respondents are depends up on the need category.

TABLE 4. REPRESENTS THE PARTICIPATION OF TRAINING PROGRAMME IN YOUR CONCERN.

CATEGORY	NO.OF RESPONDENTS	PERCENTAGES
Yes	55	73%
No	20	27%
Total	75	100%

Source: primary data (2017)

The above table reveals that 73% of respondents are saying yes about the participation of training programmed in their concern and 27% of respondents are saying no.

TABLE 5. REPRESENTS ORGANISING TRAINING PROGRAMME IN WORK PLACE.

CATEGORY	NO.OF RESPONDENTS	PERCENTAGES
Excellent	20	27%
Good	47	63%
Average	8	10%
Bad	-	-
Total	75	100%

Source: primary data (2017)

The above table reveals that, 27% of respondents are say excellent, 63% of respondents are say good, 10% of respondents are in average of organizing training work place.

TABLE 6. REPRESENTS THE RELATIONSHIP OF THE PARTICIPANTS IN TRAINING PROGRAMME.

CATEGORY	NO.OF RESPONDENTS	PERCENTAGES
Very good	11	15%
Good	32	43%
Average	18	24%
Poor	11	14%
Fair	3	4%
Total	75	100%

Source: primary data: (2017)

The above table reveals that, 15% of respondent in very good position, 43% of respondent in good position, 24% of respondent in average position, 14% of respondent in poor position, 4% of respondents are in fair position.

TABLE 7. REPRESENTS THE IMPLEMENTATION OF IDEAS IN TRAINING SESSION.

CATEGORY	NO.OF RESPONDENTS	PERCENTAGES
Yes	42	56%
No	33	44%
Total	75	100%

Source: primary data (2017)

The above table reveals that 56% of respondents say yes on implementation of ideas in training session, 44% of respondent says no implementation of ideas in training session.

TABLE 8. REPRESENT THE SATISFACTION OF EMPLOYEES WITH TRAINING AND DEVELOPMENT PROGRAMME.

CATEGORY	NO. OF RESPONDENTS	PERCENTAGES
Highly satisfied	12	16%
Satisfied	45	60%
Neutral	12	16%
Dissatisfied	6	8%
Total	75%	100%

Source: primary data (2017)

From the above table, it reveals that 16% of respondents are highly satisfied, 60% of respondent are satisfied, 16% of respondents are in neutral, 8% of respondents are dissatisfied.

TABLE 9. REPRESENT THE CORRELATION ANALYSIS BETWEEN TRAINING AND DEVELOPMENT PROGRAMME.

Correlation analysis

Factor		Training	development
Training	Pearson Correlation	1	.696**
	Sig. (2-tailed)		.000
	N	75	75
development	Pearson Correlation	.696**	1
	Sig. (2-tailed)	.000	
	N	75	75

** . Correlation is significant at the 0.01 level (2-tailed).

H₀: There is no significant difference between the Training and development practices of the respondent.

H_a: There is a significant difference between the Training and development practices of the respondent.

The correlation P-value 0.000 is less than 0.05, so that the null hypothesis is rejected at 1% level of significant. Hence it has concluded that there is a significant difference between training and development programme conducted by the organization.

5. SUGGESTIONS AND CONCLUSSION

The study reveals the training & development programme practiced by the company are very good considerable a large number of employees are satisfied with them. However, the study suggests that organization has to improve the existing training methods and implement new training practices.

- ❖ The trainer must be explained about the norms and values of the organization to the participants.
- ❖ It is better to give unbiased feedback about the candidate's performance during training & development program.
- ❖ It is suggested to give more importance to fresher's while performing the task to equip their skill and knowledge with high energy level & motivation levels & innovation talent.
- ❖ The company can increase the skills through providing them with suitable effectiveness training and development. Fresh blood injects vitality into the organization structure.
- ❖ Employees should motivate with higher level by various schemes through the training programme.
- ❖ The senior executives must take more interest and spend time with new employees during training period.
- ❖ The organization must have seriously worked towards the training problem.
- ❖ Training programme should be more interesting and challenging.
- ❖ There is a significant difference between training and development programme conducted by the organization.

Conclusion

It has found that, all the respondents are positively expressed about the training & development programmes which are effective to the organization. Here the employees are highly benefited through training & development programs. It is clearly seen in this organization that the depth of effectiveness implemented through training and development activities. Finally, the organization may arrange training programme once in two weeks and the employees feel that, it is helpful for them to learn practically about the new trends regarding their part of work. Above all, the training programme must be provided in a manner that will support the career development of the employees.

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