



A STUDY ON TRAINING AND DEVELOPMENT IN APSPDCL, TIRUPATI

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ABSTRACT

Training and development process is considered as method which is used by the organizations to provide the skills to the new or present employee they need to perform their job. Additionally, training and development mainly focuses on the improvement of performance of employee, which is directed by the employee for the purpose of improving the current job performance. Therefore, training can be considered as the most important function of the human resource department. Because of the development of the technology, it becomes necessary for organization to provide training to their employees for keeping them update. Systems and technology get outdated because of the new innovations in the technology. Therefore, it is necessary for organization to ensure proper training and Development program. The present article focuses on the training and development activities conducted at APSPDCL, Tirupati and their effectiveness in developing the employees.

Keywords : Employee training ,learning ,skills and knowledge ,skill enhancement

INTRODUCTION:

Training is a critical component of HRD. Once personnel have been chosen for various roles within a company, educating them for specific duties to which they have been allocated is critical. In many firms, proper training is provided before an individual is placed in a pleasant working relationship with other workers.

The three key areas involved are skills, knowledge, and attitudes, all with a specific goal in mind. It aims to improve employees' present job performance or to prepare them for a future employment. Organizations and individuals must both evolve and progress in order to survive and achieve mutual goals.

As a result, every modern manager must grow the organization's people resources. Employee training is the most critical component of human resource development.

Definition :

Training and development

A formal definition of training and development is:

TRAINING is a learning process that involves the acquisition of knowledge, skills, concepts, rules, or changing of attitudes and behaviours to enhance the performances of employees.

TRAINING and development programs are necessary in any organization for improving the quality of work employees at all levels, particularly in view of first changing technology and environment.

Review of Literature:**GUNU (2013)**

The employee attend more training and development session they need less supervision and direction. Training increase knowledge and skills in the employee and they become able to achieve all the task of the organization. The study inferred that for preparing and improvement to have huge effect on authoritative execution, workers should be skillful to complete plans.

PHILIPINA AMPOMAH (2016)

Claimed that training and development is a key factor in improving employee performance in organizations. The purpose of the study was to focus on the effect of training and development on employee performance in a private tertiary institution in Ghana; a case study of Pentecost university college. The study revealed that employees are motivated through training, and training and development result in higher performance for the Pentecost university college. Pentecost university college certainly had a well-established policy to invest in the training and development of the employees and also organized training programs from time to time for their employees to update their knowledge and skill. The study recommended that all employee's training and development should be vigorously followed and made mandatory.

SUMAIYA SHAFIQ ET AL. (2017)

Discussed the effect of training and development on employee performance in a private company, Malaysia. Researchers stated that the employees are a major asset of the organization, they have a role to play towards an organization's success. So it is mandatory to take care of their learning to increase employee performance. The objective was to investigate the effect of on-the job training, off-the-job training, job enrichment, and job rotation on employee performance in private companies. The study concluded that only job enrichment is the independent variable that has a significant positive impact on the dependent variable (employee performance) while the other independent variables are found to be insignificant drivers in influencing employee performance.

OBJECTIVES OF THE STUDY:

- To know about the methods of training used by APSPDCL.
- To know about the frequency of training programme and its role in employee development.
- To know the satisfaction level of employees in the training programme conduct.
- To study the effect of training in better performance of employers

SCOPE OF THE STUDY:

The scope of study is confined to the various categories of employees of APSPDCL covering six districts namely Krishna, Guntur, Prakasam, Nellore, Chittoor and Kadapa. To this study helps to find out the impact of training and steps to be taken to improve training facilities and other requirements. The present study is confirmed to employees of APSPDCL and these results cannot be attributed to the employees of other organisations.

NEED FOR THE STUDY

The main purpose of this project is to study the satisfaction of the employees with the training & development program conducted at the organization. This study is mainly concentrated on aspects like the need assessment of training, attitude, and behavior of employees, methods of training effectiveness of training etc.

RESEARCH METHODOLOGY :

Research type:- Descriptive research

Research instruments :- Questionnaire

Data collection method :-

Primary data : Questionnaire

Secondary data : google , websites

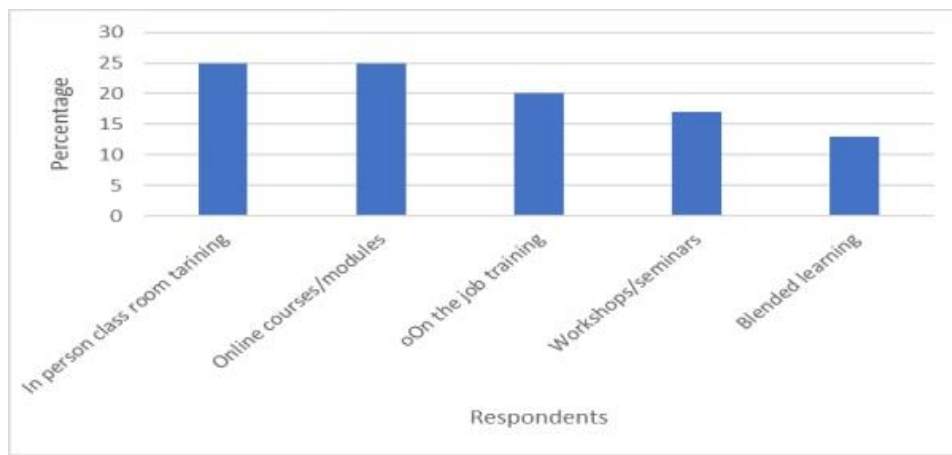
Sampling method : simple random sampling

Sample size : 120

DATA & ANALYSIS

1. what delivery methods do you find most effective for training sessions?

Response	No of RESPONDENTS	percentage
In-person classroom training	30	25
Online courses/modules	30	25
On-the-job training	25	20
Workshops/seminars	20	17
Blended learning	15	13
TOTAL	120	100



INTERPRETATION From the above table ,it is known that 25% of the respondents are class room training and 25% of the respondents are online courses and 20% of the respondents on the job training and 17% of the respondents are workshops and 13% of the respondents are blended learning from effective of training session .

2.How often do you think training programs should be conducted ?

Response	No of RESPONDENTS	Percentage
Monthly	35	30
Quarterly	30	25
Bi-annually	25	20
Annually	20	17
As needed	10	8
TOTAL	120	100

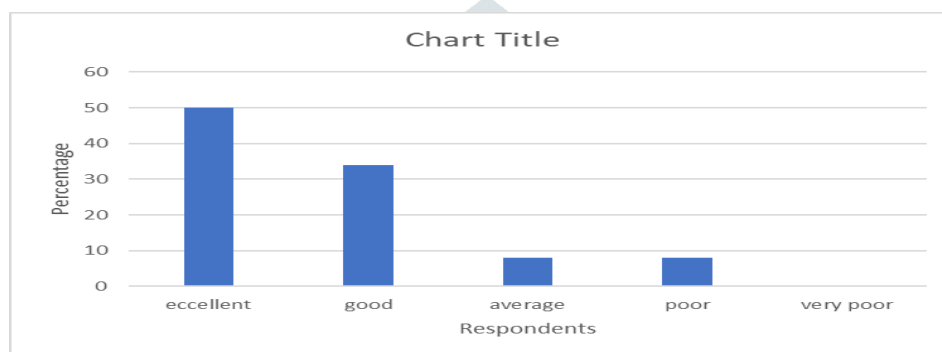


INTERPRETATION:

From the above table,it is known that 30% of the respondents are monthly and 25% of the respondents quarterly and 20% of the respondents are on the bi-annually and 17% of the respondents are workshops and 8% of the respondents are as neede from effective of training session.

3. How would you rate the accessibility of training resources/materials provided by APSPDCL?

Response	No of Respondents	percentage
Excellent	60	50
Good	40	34
average	10	8
Poor	10	8
Very poor	0	0
Total	120	100



INTERPRETATION:

From the above table, it is known that 50% of the respondents excellent and 34% of the respondents are good 8% of the respondents on average 8% of the respondents poor and 0% of the respondents very poor on the training resources provided by the APSPDCL.

FINDINGS

- ❖ 25 % of respondents choose in person classroom training and development and another 25% of the respondents choose online training.
- ❖ 30 % of respondents choose monthly training program conducted in the company.
- ❖ 50% of the respondents said that the accessibility of training resources is excellent.
- ❖ 58% of the respondents said the present training system is good.
- ❖ 33% of the respondents are chose to agree on the instructor response to trainee doubts.
- ❖ 42% of the respondents said some extents of the training programs are adequately prepared for the job responsibility.

SUGGESTIONS

Training aims at continued self- development of the employees. Employers are expected to develop themselves continuously in an organization. when the employers in on organization are developed from time to time with all updated knowledge, then definitely that organization will grow to a greater height.

CONCLUSION

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definitely that organization will grow to a greater height.

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