A STUDY ON TRAINING AND DEVELOPMENT TO IMPROVE THE PERFORMANCE OF EMPLOYEES IN AKASHVANI MYSORE CITY.

Dr .Swathi.S

Yuvaraja College

University of Mysure.

Mysuru.

ABSTRACT

Training and development is the method were employee can upgrade their work execution, vocation development, and occupation fulfillment through preparing and improvement. Conversely, associations can profit from better worker commitment, maintenance and higher efficiency. Preparing and Advancement in Human Asset The executives is the most common way of securing information, abilities, and disposition that further develops workers' work execution and empowers future vocation development. Advancement exercises incorporate work shadowing, tutoring, going to gatherings, or seeking after additional schooling. The executives is the most common way of obtaining information, abilities, and demeanor that further develops workers' work execution and empowers future profession development. Interestingly, associations can profit from better representative commitment, maintenance and higher efficiency. For understanding that Akashwani Mysuru organization is studied. It is an empirical paper both primary and secondary data are used in the paper. Sixty one convenient samples contract employees are studied in the paper. The statistical tool used in paper is SPSS Software. Reliability test, percentage analysis the data. The results indicate Training and development helps in getting innovative ideas, Organizational effectiveness , Productivity enhancement, learn Supervisory/Management skills etc.

Key words: Training and development ,Organizational effectiveness , Productivity enhancement, Management skills.

Training and development is the method executives common way of gaining information, abilities, and disposition that further develops representatives' work execution and empowers future profession development.

Preparing alludes to getting explicit information and abilities for a specific work or undertaking. It is typically a momentary movement worried about further developing a worker's present place of employment execution. It incorporates formal instructional classes, hands on preparing, or training meetings.

Improvement is worried about the drawn out development of a singular's vocation. It normally covers procuring information that goes past the necessities of their present place of employment to set up the workers for their future work job or professional success open doors. Advancement exercises incorporate work shadowing, coaching, going to meetings, or seeking after additional training.

Preparing alludes to obtaining explicit information and abilities for a specific work or errand. It is generally a transient movement worried about further developing a representative's present place of employment execution. It incorporates formal instructional classes, hands on preparing, or training meetings.

Improvement is worried about the drawn out development of a singular's vocation. It as a rule covers obtaining information that goes past the necessities of their present place of employment to set up the representatives for their future work job or professional success open doors. Improvement exercises incorporate work shadowing, tutoring, going to gatherings, or chasing after additional training.

Representatives can improve their work execution, profession development, and occupation fulfillment through preparing and advancement. Conversely, associations can profit from better representative commitment, maintenance and higher efficiency.

Preparing alludes to securing explicit information and abilities for a specific work or undertaking. It is normally a momentary action worried about further developing a representative's present place of employment execution. It incorporates formal instructional classes, hands on preparing, or training meetings.

Improvement is worried about the drawn out development of a singular's profession. It normally covers securing information that goes past the necessities of their present place of employment to set up the representatives for their future work job or professional success open doors.

Representative preparation and advancement can assist workers with turning out to be better at their positions and conquer execution holes that depend on absence of information or abilities. This can assist associations and groups with being more useful and get further developed business results, prompting an upper hand over different organizations. Preparing can assist associations with being more creative and light-footed in answering change and can assist with vital upskilling and reskilling to assist associations with guaranteeing that their workforce

meets their ongoing necessities. Representative preparation and improvement additionally can assist with progression arranging by assisting with recognizing high-performing workers and afterward helping those workers with the improvement of the information and abilities they need to progress into additional senior jobs.

Representative preparation and improvement can be a successful instrument for enlisting and maintenance, since numerous workers refer to an absence of improvement valuable open doors at their present place of employment as an essential justification for leaving. Representatives who approach preparing and improvement open doors are bound to remain at their associations for a more extended timeframe and be more drawn in while there; as a matter of fact, LinkedIn's 2018 Work environment Learning Report found that 93% of workers would remain at an organization longer assuming it put resources into their professions. Their 2021 working environment Inclining Report also found that organizations with high inside versatility hold representatives for two times as lengthy.

Worker Preparing and improvement is a continuous cycle where organizations help or train their representatives secure the information and abilities expected to perform better at their particular employment jobs as well as arrive at their maximum capacity and give their best exhibition. Preparing representatives is showing them how to play out a particular undertaking or strategy. It is centered around transient increases — empowering representatives to turn out to be better at their present place of employment.

Preparing includes the method involved with upgrading the information, ability levels, and capability of workers. Advancement centers around improving and leveling up the current abilities and the general development of representatives. The two drives are embraced to guarantee that your representatives foster abilities to work on their presentation at work.

To understand Training and Development Akashvani Mysore was studied. The first sound broadcasting on the radio was first started in the year 1927 owing to the efforts made by the private radio clubs that existed in the early days of the colonial rule. The station officially was converted into a government organization in the year 1936 broadcasting its programs in the chief cities of the country. The same year, the Akashvani Mysore was established on the efforts made by the renowned professor of psychology in the Mysore University, Dr. M.V. Gopalaswamy. The radio fell under the supervision of the government in the year 1941 while the official name of the All India Radio was adopted in the year 1957. the programs at 100.6 MHz frequency in the city of Mysore.

LITERATURE REVIEW

Kuknor, S et.al (2024), in this paper author discuss the training and development need to focus on 1 would focus on awareness training and phase 2 on skill training. This would lead to an increase in employee competency development including knowledge, skills, behavior, and a positive attitude.

Swati Suravi (2024), in this paper author tell that today companies have adopted the hybrid model of work in recent times. The new approaches while applying existing training models, the ADDIE and Kirkpatrick Models, to adapt to the changes associated with the hybrid work model. Will be more helpful.

Maria Loumpourdi (2024), in the paper the Fourth Industrial Revolution could be appropriately identified and how employees could further develop their skills through the design of suitable development curricula. The training need to focus on   interdisciplinary Science, Technology, Engineering, Arts, and Mathematics (STEAM) curricula.

Ryani Dhyan Parashakti et.al (2024), author tells that blue economy has become a primary focus for sustainability. This study adopts a mixed methods approach (qualitative and quantitative). Developing the employee on sustainability will lead to betterment .This information can be utilized to develop training and staff development programs tailored to the specific needs

Valeri Chukhlomin (2024), author discuss the need of f generative AI technologies have significantly transformed online and adult learning domains. This conceptual working paper introduces the EMERALD Generative AI Capability Maturity Model for Online and Adult Learning (EMERALD-Gen AI-CMM-OAL). The important things to be taken into consideration when framing the frame work are the external environment, technological infrastructure, digital competencies, educational philosophies, and learning design elements.

Lucas Goncalves et.al (2024), author tells that in today world the employee try to understand the Speech Emotion Recognition (SER). It offers speaker-independent training, development and an exclusive test set, all annotated for the two tracks explored in this challenge. The competition website with leader boards, links to baseline code, and instructions can be found here: https://lab-msp.com/MSP-Podcast_ Competition/leaderboard. php

OBJECTIVE OF THE STUDY

- ➢ To understand Training and development.
- ➢ To identify which method is most used in Training and development.

RESEARCH METHODS

The need of the study was to identify reason for change of job, quantify the connection between variables. Both qualitative and quantitative method was used in the paper.

RESEARCH DESIGN

The research design used in the paper is descriptive, using the survey method. Descriptive research accurately and systematically describes the characteristics or behaviour of an observed phenomenon or a particular population.

SAMPLE DESIGN

Non parametric , convenient sampling was used for the paper.

SOURCE OF DATA

Data was collected from both primary and secondary sources. Primary data was collected through structured questionnaire was given to employees of Akashwani Mysuru branch. The secondary data was extracted from different journals, publishers and websites.

SAMPLING UNIT

Akashwani Mysuru branch was the sampling units used in this paper.

SAMPLE SIZE

Sixty one employees of Akashwani Mysuru choosen from all the levels of department.

STATISTICAL TOOLS ADOPTED

The reliability test and percentage analysis.

Table-1

Reliability Statistics	
Cronbach's Alpha	N of Items
.738	14

sourced from :primary data

Table -2

Do you like to attend the training program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	34	55.7	55.7	55.7
	No	27	44.3	44.3	100.0
	Total	61	100.0	100.0	

The above Table 2 show that among respondents, 34(55.7) were say yes and 27 (44.3%) were say No .

It can be observed that most of the employee   like to attend the training program.

Table- 3

Do you feel training is necessary for employee developing?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	37	60.7	60.7	60.7
	No	24	39.3	39.3	100.0
	Total	61	100.0	100.0	

The above Table 3 show that among respondents, 37(60.7) were say yes and 24 (39.3%) were say No.

It can be observed that most of the employee feel training is necessary for employee developing.

Table- 4

Training is organized

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Quarterly	18	29.5	29.5	29.5
	Half Yearly	4	6.6	6.6	36.1
	Annually	12	19.7	19.7	55.7
	Every 2 Years	27	44.3	44.3	100.0
	Total	61	100.0	100.0	

The above Table 4 show that among respondents, 18(29.5%) were say yes Quarterly, Half Yearly 4 (6.6%)) , Annually 12(19.7%) and Every 2 Years 27 (44.3%)

It can be observed that most of the employee feel training is organized every two years, quarterly are most preferred by the employee.

Table -5

Which technique is most suitable for training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	On the Job	49	80.3	80.3	80.3
	Off the Job	9	14.8	14.8	95.1
	Depends on Need	3	4.9	4.9	100.0
	Total	61	100.0	100.0	

The above Table 5 show that among respondents, 49(80.3%) were say yes On the Job is suitable, Off the Job 9 (14.8%) and   Depends on Need 3 (4.9%).

It can be observed that most of the employee feels On the Job training is most suitable for training technique.

Table- 6

Which method is most suitable for training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Step by Step Instruction	46	75.4	75.4	75.4
	Coaching / Lecture	6	9.8	9.8	85.2
	Conference / Discussions	6	9.8	9.8	95.1
	Programmed Instructions.	3	4.9	4.9	100.0
	Total	61	100.0	100.0	

The above Table 6 show that among respondents, 46 (75.4 %) were say yes Step by Step Instruction , Coaching / Lecture 6 (9.8%) , Conference / Discussions 6 (9.8%) and   Programmed Instructions 3 (4.9%).

It can be observed that most of the employee feels Step by Step Instruction method is most suitable for training.

Table- 7

Supervisory/Management skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	33	54.1	54.1	54.1
	No	28	45.9	45.9	100.0
	Total	61	100.0	100.0	

The above Table 7 show that among respondents, 33 (54.1) were say yes and 28 (45. 9%) were say No.

It can be observed that most of the employee like to learn Supervisory/Management skills.

Table- 8

Communication skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	31	50.8	50.8	50.8
	No	30	49.2	49.2	100.0
	Total	61	100.0	100.0	

The above Table 8 show that among respondents, 31 (50.8) were say yes and 30 (49 .2 %) were say No.

It can be observed that most of the employee like to learn first Communication skills.

Table- 9

Technical/Knowledge skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	42	68.9	68.9	68.9
	No	19	31.1	31.1	100.0
	Total	61	100.0	100.0	

The above Table 9 show that among respondents, 42 (68.9) were say yes and 19 (31 .1%) were say No.

It can be observed that most of the employee like to learn Technical/Knowledge skills.

Table- 10

New equipment/method

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	52	85.2	85.2	85.2
	No	9	14.8	14.8	100.0
	Total	61	100.0	100.0	

The above Table 10 show that among respondents, 52 (85.2) were say yes and 9 (14 .8%) were say No.

It can be observed that most of the employee like to learn New equipment/method.

Table- 11

Safety

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	52	85.2	85.2	85.2
	No	9	14.8	14.8	100.0
	Total	61	100.0	100.0	

The above Table 11 show that among respondents, 52 (85.2) were say yes and 9 (14 .8%) were say No.

It can be observed that most of the employee   like to learn safety skills.

Table- 12

Productivity enhancement

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	49	80.3	80.3	80.3
	No	12	19.7	19.3	100.0
	Total	61	100.0	100.0	

The above Table 12 show that among respondents, 49 (80.3) were say yes and 12 (19 .7%) were say No.

It can be observed that most of the employee say that Productivity enhancement.

Table- 13

Organizational development

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	52	85.2	85.2	85.2
	No	3	4.9	4.9	90.2
	3	3	4.9	4.9	95.1
	4	3	4.9	4.9	100.0
	Total	61	100.0	100.0	

The above Table 13 show that among respondents, 52 (85.2) were say yes and 3 (4 .9%) were say No.

It can be observed that most of the employee say that training helps in Organizational development

Table- 14

Does the training enhance organization effectiveness

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	52	85.2	85.2	85.2
	No	9	14.8	14.8	100.0
	Total	61	100.0	100.0	

The above Table 14 show that among respondents, 52 (85.2) were say yes and 9 (14 .9%) were say No.

It can be observed that most of the employee say that training helps in Organizational effectiveness.

Table- 15

Do you get innovative ideas during training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	55	90.2	90.2	90.2
	No	6	9.8	9.8	100.0
	Total	61	100.0	100.0	

The above Table 15 show that among respondents, 55 (90.2) were say yes and 6 (9 .8%) were say No.

It can be observed that most of the employee say that training program helps in getting innovative ideas during training program.

Conclusion

When we observe the data analysis employee say that training and development program help in getting innovative ideas, Organizational effectiveness , Productivity enhancement, learn Supervisory/Management skills etc. which is directly indirectly helping the employee as well as the organization in overall development. Most of the employee prefers step by step Instruction method is most suitable for training. we can finally say that training and development in the organization has positive impact.

REFERENCE:

(1) Kuknor, S., & Kumar, V. R. (2024). Impact of training and development interventions for diversity & inclusion: proposing an organizational schema. *Development and Learning in Organizations: An International Journal*, *38*(1), 16-19.

(2) Suravi, S. (2024). Training and development in the hybrid workplace. *The Learning Organization*, *31*(1), 48-67.

(3) Loumpourdi, M. (2024). The future of employee development in the emerging fourth industrial revolution: a preferred liberal future. *Journal of Vocational Education & Training*, *76*(1), 25-44.

(4) Parashakti, R. D., Perkasa, D. H., Aprillita, D., Elvaresia, M., & Rizky, M. A. (2024). Human Resource Competency Development to Support the Development of Blue Economy-Based Marine Energy. *Ilomata International Journal of Management*, *5*(2), 524-541.

(5) Chukhlomin, V. (2024). Generative AI Capability Maturity Model for Online and Adult Learning: Introducing the EMERALD-GenAI-CMM-OAL Framework. *Available at SSRN 4769557*.

(6) Goncalves, L., Salman, A. N., Naini, A. R., Velazquez, L. M., Thebaud, T., Garcia, L. P., ... & Busso, C. (2024). Odyssey 2024-Speech Emotion Recognition Challenge: Dataset, Baseline Framework, and Results. *Development*, *10*(9,290), 4-54.

(7) https://www.google.com/search?q=training+and+development&oq=Training+and+development&aqs=chrome.0.0i512l10.15163j0j15&sourceid=chrome&ie=UTF-8

(8) https://www.ibm.com/topics/training-development

(9) https://www.td.org/talent-development-glossary-terms/what-is-employee-training-and-development

(10) https://www.workhuman.com/blog/training-and-development-in-hrm/

(11) https://alp.consulting/training-and-development/

(12) https://en.wikipedia.org/wiki/Training_and_development

(13) https://hrone.cloud/blog/training-development-hrm/

(14) https://www.keka.com/glossary/training-and-development