ORIGINAL RESEARCH PAPER
VOLUME-6 | ISSUE-7 | JULY-2017 | ISSN No 2277 - 8179 | IF : 4.176 | IC Value : 78.46
INTERNATIONAL JOURNAL OF SCIENTIFIC RESEARCH

RELATIONSHIP BETWEEN NATURE OF TRAINING, EXPERIENCE AND EMPLOYEES' PERCEPTION WITH REFERENCE TO INFORMATION TECHNOLOGY INDUSTRY- AN ANALYSIS

Management

Dr.D.Rajasekar Associate Professor AMET Business School East Coast Road, Kanathur,Chennai-603112

KEYWORDS:

INTRODUCTION

Organizations are comprised of individuals and capacity through individuals. Without individuals associations can't exist. The assets of men, cash, materials and hardware are gathered, facilitated and used for the development of an association. These assets without anyone else's input can't satisfy the goals of an association. They should be entomb woven into a group. It is through the consolidated endeavors of individuals that material and financial assets are viably used for the fulfillment of normal targets. Without deliberate human endeavors no association can accomplish its objectives. Every one of the exercises of an association are started and finished by the people who make up the association. As indicated by L.F. Urwich, "business houses are represented the moment of truth over the long haul not by business sectors or capital, licenses, or gear but rather by men". Of the considerable number of assets labor is the main asset which does not deteriorate, with the progression of time.

'Labor or the HR might be thought of as the aggregate learning, aptitudes, innovative capacities, abilities and aptitudes of an association's workforce and in addition the qualities, demeanor and advantages of an individual included' .

'It is the aggregate of aggregate of natural capacities, obtained information and abilities spoken to by the gifts and aptitudes of an association's work drive and additionally the qualities, and aptitudes of the utilized person's.

SIGNIFICANCE OF HRM

Administration and different workers straightforwardly included in the association shape "Human product". Materials, machine, cash framework, and association together shape "Orgoware". Information, ability, innovation, and so on are secured by "Infoware". Human product turns out to be most critical of all, since it has a double part to play. As workers, individuals specifically at as one of the assets. Person in a roundabout way impacts the viable usage of "Orgoware", as being in charge of their control. "Infoware" again intensely relies on upon individual since learning and aptitude are obtained, acclimatized, enhanced, and connected by people. Along these lines notwithstanding while keeping up a different substance, every other asset are being affected by this single asset, the human product.

PERCEPTION ON HUMAN RESOURCE MANAGEMENT

Perception is the way toward accomplishing mindfulness or comprehension of tangible data. "Perception" originates from the Latin words perceptio, percipio, and signifies "getting, gathering, move of making ownership, fear with the psyche or faculties. The impression of representatives on human asset administration is an idea that mirrors the administration's worry with its workers' prosperity. The administration that speak to this idea are support at work, preparing, compensate framework, supervisory help and execution evaluations.

REVIEW OF LITERATURE

Pestonjee had portrayed that efficiency is an issue on which inquire about and hypothetical conclusions rotate around. He had investigated the connection between mechanical yield and the identity measu rements of administrators. He watched that profitability is an unpredictable issue and one can't form a reasonable understanding into it unless one investigates the human factors top to bottom. He saw that mental factors can go about as powerful determinants of profitability. Human asset component is more mental in nature since human personality and state of mind are included.

Kanungo and Mendonea in their examination consider talked about the goals of reward framework and its assessment. Characteristic prizes are those that are incorporated with or intrinsic in the occupation, for example, obligation, sentiments of achievement. Workers pick up these prizes straightforwardly as they play out the occupation errands. Outward rewards are those that are outside to the employment for instance, pay, benefits, laud, lovely working conditions, professional stability and so on. The inherent prizes create in the workers a level of fulfillment, which instigates an abnormal state of execution consequently characteristic prizes are viewed as the genuine and just 'inspirations'. He had proposed that businesses ought to give outward rewards to representative fulfillment and natural reward for enlarging worker efficiency.

OBJECTIVES

- To study the relationship between the nature of Training and the employees of perception.
- To analyse the releationship between the nature of Experience and the employees of perception.

STATEMENT OF THE PROBLEM

The outlook change in the financial condition seen since the most recent decade has prompted more consideration being paid towards learning and its extending measurements as an asset in exchange and business of the 21st century. Information is being utilized as another cash in business as a bleeding edge to meet rivalry positively and to fulfill objectives all the more effectively and advantageously. As the business is ending up noticeably more worldwide, learning is being added as a prefix to each financial viewpoint, viz., information representatives, information association, learning administration or more all, learning economy. Information can be controlled to change over troubles into circumstances, instabilities into assurances and dangers into prizes. No other asset in business aside from human asset has this learning.

SCOPE OF THE STUDY

Dealing with the workers today is an undeniably troublesome assignment. The inclusion, truthfulness, imagination and devotion to the employment that the administration anticipates that don't appear will be the result of budgetary motivators as was accepted before. Execution can be enhanced in two ways. Great representatives can be pulled in who could play out the undertaking in a defendable way and furthermore utilize their innovativeness in their employment execution. Then again, the association ought to take after a decent human asset administration that improves their development and satisfies their desires.

DATA ANALYSIS

The Present review proposes to cover the IT enterprises in Chennai. As registration technique is not doable, the analyst has proposed to take after examining. The specimen IT ventures are chosen by taking after Cluster Sampling Method. The area is partitioned into five taluks to be specific Egmore-Nungambakkam, Mylapore-Triplicane, Mambalam-Guindy, Fort-Tondiarpet and Perambur-Purasawakkam. Each taluk is viewed as a group. The present review chose 45 IT enterprises of non corporate, private constrained and open restricted organizations from all the Taluks as given underneath. This determination was made on a basic irregular premise at the rate of 3 of each type of association from each taluk.

Taluk Name	Service Tax Payers	No.of Respondents			Total
		Non corporate	Private Limited	Public Limited	
Egmore – Nungampakkam	63	3	3	3	9
Mylapore – Triplicane	68	3	3	3	9
Mambalam – Guindy	61	3	3	3	9
Fort – Tondiarpet	67	3	3	3	9
Perambur-Purasawakkam	42	3	3	3	9
Total	301	15	15	15	45

Sampling Method : There were wide variations in the number of employees employed in the selected forty five IT industries in the study area. The list of employees on roll were collected from the selected sample IT industries. A selection of 12 sample employees was made from each of the 45 sample IT industries. The sample IT industries are selected by following Cluster Sampling Method .

Interview: As the interview schedule included both positive and negative aspects, it facilitated an inbuilt mechanism to reduce the weightage in consistent and contradictory responses. The interview schedules were pre-tested with employees and management personnel in one of the IT sectors in each category

DATA PROCESSING

After the collection of data, the filled in interview schedules were edited properly. A master table was prepared to sum up all the information. With the help of the master table, classification tables were prepared and they were taken directly for analysis.

TOOLS OF ANALYSIS

ANOVA

Correlation

Table 1 Relationship between Nature of Training and Perception

S.No	Annual Income	No. of Respondents	Average Perception	Range
1	Job instruction	236	367.96	290-411
2	Job rotation	166	358.07	320-417
3	Internship	138	345.75	282-426
	Total	**540**	**359.24**	

Source: Primary Data

The average perception scores on the nature of training vary between 345.75 and 367.96. There are 236 respondents who are undergone job instruction. Their perception scores range from 290 to 411. Their average level of perception score is 367.96. Of the 236 respondents, 104 respondents (44.07%) have their scores above average and 132 respondents (55.93%) have their perception scores below average.

There are 166 respondents identified as employees who are enriched their knowledge through job rotation and their perception scores range from 320 to 417. Their average level of perception score is 358.07. Of the 166 respondents, 86 respondents (51.81%) have their scores above average and 80 respondents (48.19%) have their perception scores below average.

The next group consists of 138 respondents in the category of internship training programme. Their perception scores range from 282 to 426. Their average level of perception score is 345.75. Of the 138 respondents, 78 respondents (56.52%) have their scores above average and 60 respondents (43.48%) have their perception scores below average.

The average perception of the respondents identified as job instruction is the highest. To analyze further whether the average-score difference between the skill levels is significant, Analysis of Variance has been applied and the results are presented in Table 1.1

Table 1.1 Nature of training and Perception – Analysis of Variance

Source	DF	SS	MS	F
Between Groups	2	17630.70	8815.35	7.05
Within Groups	537	671709.38	1250.86	
Total	**539**	**689340.08**		

Source: Primary Data

Table 1.1 reveals that the average perception scores statistically significant as the calculated value (7.05) is higher than the table value (3.03). The distribution of the sample employees by their nature of training and perception is presented in Table 1.2

Table 1.2 Relationship between Nature of Training and Perception Two-Way Table

S.No.	Nature of Training	Employees' Perception			Total
		Low	Medium	High	
1	Job instruction	26 (11.02)	158 (66.95)	52 (22.03)	**236**
2	Job rotation	14 (08.43)	132 (79.52)	20 (12.05)	**166**
3	Internship	48 (34.78)	72 (52.17)	18 (13.05)	**138**
	Total	**88**	**362**	**90**	**540**

Source: Primary Data

The percentage of respondents with a high level of perception is the highest among job instruction. The degree of relationship between the nature of training and perception is measured by means of correlation analysis. The result of the analysis is shown in Table 1.3

Table 1.3 Nature of Training and Perception – Correlation Analysis

Simple Correlation Co-efficient	Table Value of Simple Correlation Co-efficient	Significance
-0.284	0.088	Significant

Source: Primary Data

The correlation analysis reveals that the correlation co-efficient is significant and therefore there is a significant relationship between the nature of training and Perception. Thus the hypothesis 'the nature of training influences perception' holds well and there is an inverse relationship between the factors.

EXPERIENCE AND PERCEPTION

It is supposed that employees who have been working for a very long period in IT Sectors have a high level of perception and hence it is surmised that 'experience influences perception' i.e. longer the period of experience, the higher the perception. For this, the period of experience is divided into three groups as those who have been working for 5 Years (Short), for 6 Years to 10 Years (Medium) and for 10 years and above (Long), as shown in Table 1.4

Table 1.4 Relationship between Experience and Perception

S.No.	Experience	No. of Respondents	Average Perception	Range
1	Short	288	358.05	282-426
2	Medium	134	366.46	322-411
3	Long	118	353.95	290-415
	Total	**540**	**359.24**	

Source: Primary Data

The average perception scores of different groups vary from 353.95 to 366.46. There are 288 respondents who have been working in IT Sectors for up to five years. Their perception scores range from 282 to 426. Their average level of perception score is 358.05. Of the 288 respondents, 152 respondents (52.78%) have their scores above average and 136 respondents (47.22%) have their perception scores below average.

The next group consists of 134 respondents who have been working for six years to ten years. Their perception scores range from 322 to 411. Their average level of perception score is 366.46. Of the 134

respondents, 76 respondents (56.72%) have scores above average and 58 respondents (43.28%) have perception scores below average.There are 118 respondents who have been working for a period of more than ten years. Their perception scores range from 290 to 415 with the average perception of 353.95. Of the 118 respondents 54 respondents (45.76%) have their scores above average and 64 respondents (54.24%) have their perception scores below average. Table 1.4 reveals that the respondents working for a medium period have high perception. To analyze further whether the average-score difference between the groups is significant, Analysis of Variance has been applied and the results are presented in Table 1.5

Table 1.5 Experience and Perception – Analysis of Variance

Source	DF	SS	MS	F
Between groups	2	5348.81	2674.40	2.10
Within groups	537	683991.27	1273.73	
Total	**539**	**689340.08**		

Source: Primary Data

It is observed from table 1.5 that the average perception of each group is statistically not significant as the calculated value (2.10) is less than the table value (3.03). The distribution of the sample employees by their experience in the IT Sectors and perception is given in Table 1.6

Table 1.6 Relationship between Experience and Perception Two-Way Table

S.No	Experience	Employees' Perception			Total
		Low	Medium	High	
1	Short	46 (15.97)	196 (68.06)	46 (15.97)	**288**
2	Medium	08 (05.97)	100 (74.63)	26 (19.40)	**134**
3	Long	34 (28.81)	66 (55.93)	18 (15.26)	**118**
	Total	**88**	**362**	**90**	**540**

Source: Primary Data

The table above establishes that the percentage of a high level of perception is the highest (19.40) among the employees who have been working for a medium period. The degree of relationship between experience and perception is measured by means of correlation analysis. The result of the analysis is shown in Table 1.7

Table 1.7 Experience and Perception – Correlation Analysis

Simple Correlation Co-efficient	Table Value of Simple Correlation Co-efficient	Significance
-0.048	0.088	Not Significant

Source: Primary Data

The correlation analysis reveals that the correlation co-efficient is not significant and therefore there is no significant relationship between the experience and perception. Thus the hypothesis 'experience influences Perception' does not hold good.

FINDINGS

The average perception score of the sample respondents is 359.24 out of the maximum of 455. The female respondents have a higher level of perception than the male respondents. The elderly respondents have a higher level of perception than the young and the middle-aged. The diploma holders have a higher level of perception than the other respondents. The married respondents have a higher perception than the unmarried respondents.

The employees who have been working for a medium period have a high level of perception. The percentage of high level perception is the highest among the employees who are members of various trade unions. The percentage of high level perception is the highest among the employees who are aware of the various legislations applicable to IT Sectors employees

SUGGESTIONS

To-days market situation, besides the skill development call for change in the mindset, attitude and behaviour of the employees. Therefore sufficient provision should be made before adopting new strategies to bring about the required changes in mindset and attitude in the employees and creating knowledge to align with organizations goal. A management should install a proper system by which employees can suggest changes. To give the employees a sense of participation in the organization, the management should invite suggestions from the employees of the organization.

Hence, it is suggested that provisions have to be made by the industries to invite various valuable suggestions from their employees to bring about improvement in every aspect of the organisation. Suitable suggestions must be recognized with rewards. Such public recognitions offered by the organisations for the employees who have given constructive suggestion may induce many other employees also for application of their wisdom and to come up with many useful suggestions. The implementation of the suggestions will increase the level of the perception.

CONCLUSION

The study has been a rewarding experience in the sense that it has identified the level of perception on human resource management in IT industries. Though the employees of this industry are engaged in information technology, there is a general feeling among the employees that they have not been properly and adequately recognized. It is hoped that this type of study and the suggestions contained therein will be useful for improving the level of perception. If the study could be useful to the policy makers and the managements of IT sectors for making such an attempt, the researcher shall feel that he is amply rewarded.

REFERNCES

[1] A.F. Sikula, Personnel Administration and Human Resource Development, 1978.
[2] A.Gani, "Personnel Challenges by 2000 A.D"., Indian Management, Vol.30, No.1, January 991.
[3] Alok Kumar Pramanik, "Concept and use of Human Resource Development", Southern economist, 1998.
[4] Ashok Arya, "Management Training – Its impact on Organizations", Indian Management, Vol. 30, No. 4-5, April-May 1991.
[5] Ashok Pratap Singh, "Human Resource in Industrial Productivity – A Psychological Perspective", Economic and business affairs- Facts for you, Vo.10, No.9, March 1989.
[6] B.L. Mathur, Masterpieces of management Thoughts-2, 1994.
[7] B.S. Chetty and K.N. Krishnaswamy, "Skills of Human Resources; Need for Periodical Review," Productivity; Vol. 29, No.1, July-September 1988.
[8] C.S.N.Raju, Team work and Harmonious employee relations lead to better productivity, improvement in Productivity in Public enterprises, Center for public sector studies, New Delhi, 1985.
[9] D. Amarchand, "Human Resource Discipline", Personnel Today, Dec 1996.
[10] O.M. Pestonjee, "Productivity – A Hyman Resource Prospective", Productivity, Vol.27, No.3., September – October 1984, p7
[11] Rabindra N. Kanungo and Manual Mendoma, "Work Rewards and Management of Human Resources", Indian Management, Vol.26, No.4, April 1986, p.8.