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A Study On Efficiency Of Outbound Training With Reference to Titan Industries, Hosur

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ABSTRACT

The main aim of the study is to examine the outbound training in Titan Industries. The major objective of the study is to study about the prevailing training Methodologies, to examine the employee's perception regarding out bound training and To analyze factors affecting the satisfaction of employees during out bound training. Sample size is 100 employees, which are used to take for the study to collect details by questionnaire. Percentage analysis, F-Test and Chi-Square Test are used for analysis of numeric data. The results of this study concluded that outbound training programme is efficient in Titan Industries.

Keywords : Efficiency, Outbound Training, Perception, Satisfaction

INTRODUCTION

Human Resource has now become a partner in an organization. Training is one of the most essential and much needed processes in Human Resource Department. The performance totally is based on how good the organization trains its employees to make them comfortable to perform their work. Training in both on the job and off the job, like behavioral training. Training is an integral part in HR processes and system. Training plays a major role in employee performance and motivation. Further classified into On-the-job training and Off-the-job training and simulation methods.

The out-bound training is differing to the other training method. It gives boost to the overall performance. The out-bound training is the physically challenging one. It is useful know about the employee specific skill. Presently all the organizations irrespective of levels go in for out-bound training as the monopoly and gives them a environment to learn. Hence, we choose as our topic for our research.

REVIEW OF LITERATURE

According to RAJU SANTHASNAM SAYS "Outbound training is a new concept where it was neither a picnic nor a team exercise held within the four walls of the office. It was a combination of both and was a new venture.

According to HEMANT KUMAR SAYS "Outbound training is usually held in camps in a secluded jungle or hill regions and consists of a wide variety of activities, both physically and mentally challenging. Involving physical activities like trekking, Rappelling, treasure hunts and sometimes even more adventure sports like rafting and rock climbing".

According to DAVID KOLBS experiential" individual behavioral patterns and team processes". The focus is on "what learning can we take away to work environment at our organizations" and "How can we sustain our team in recurring learning cycle. Out – bound training has long been identified as being part of the field of experiential education and uses an experiential approach to physical and mental development.

RESEARCH METHODOLOGY

The purpose of research methodology is to describe the research procedure. This indicates the overall research design, the sampling procedure. The data collection method, field and analysis procedures. This section is important because it is

hand to discuss methodology without using technical forms yet most of the readers for the report will not understand the technical language.

OBJECTIVES OF THE STUDY

- To study about the prevailing training Methodologies.
- To examine the employee's perception regarding out bound training.
- To analyze factors affecting the satisfaction of employees during out bound training.

HYPOTHESIS OF THE STUDY

H01: There is no relationship between the respondents based on their age regarding outbound training programme is so far in an organization.

H02: There is no significant difference in opinion between the respondents based on their age regarding outbound training has been imparted periodically.

H03: $\sum 12 = \sum 22$

DATA METHODOLOGY

The data used for this study are both primary and secondary data. Sample size is 100 employees, which are used to take for the study to collect details by questionnaire. A sample design is a definite plan for obtaining a sample from a given population. It therefore refers to the technique or procedure. Primary data in the sense data from the employees of TITAN INDUSTRIES (JEWELLERY DIVISION) AT HOSUR. Classification and tabulation is statistical device like Percentage analysis, F-Test and Chi-Square Test are used for analysis of numeric data.

DATA ANALYSIS

1. EMPLOYEES OPINION ABOUT OUT BOUND TRAINING PROGRAMMES.

LEVEL OF RATING	NUMBER OF RESPONDENTS	PERCENTAGE
Strongly agree	51	51
Agree	29	29
Partially agree	11	11
Disagree	7	7
Strongly disagree	2	2

The above table reveals that around 51% of the employees

strongly agree that out bound training programme is far in organization.

2. EMPLOYEES PERCEPTION ABOUT OUT BOUND TRAINING EXACTLY MATCHES JOB REQUIREMENTS.

Level of rating	Number of respondents	Percentage
Strongly agree	23	23
Agree	50	50
Partially agree	17	17
Disagree	10	10
Strongly disagree	-	-

From the above table reveals that around 50% of the employees agree out bound training exactly match their job requirement.

3. EMPLOYEES VIEW REGARDING SKILLS ARE REQUIRED TO IMPROVE OUT BOUND TRAINING

LEVEL OF RATING	NUMBER OF RESPONDENTS	PERCENTAGE
Communication skill	10	10
Leadership skill	23	23
Customer relation in organization	36	36
Technical skill	28	28
Inter-personal skill	3	3

The above table reveals that 36% of the employees that accept customer relation in organization that the skills are required to improve out bound training.

4. EMPLOYEES VIEWS ON INTER PERSONAL RELATIONSHIP IS IMPORTANT IN AN ORGANIZATION.

LEVEL OF RATING	NUMBER OF RESPONDENTS	PERCENTAGE
Strongly agree	37	37
Agree	38	38
Partially agree	18	18
Disagree	6	6
Strongly disagree	1	1

From the above table reveals that around 38% of the employees agree that inter personal relationship is important in organization.

5. EMPLOYEES PERCEPTION REGARDING IMPLEMENTATION OF LEARNED THINGS DURING TRAINING SESSION

Level of rating	NUMBER OF RESPONDENTS	PERCENTAGE
Strongly agree	11	11
Agree	36	36
Partially agree	15	15
Disagree	27	27
Strongly disagree	11	11

The above table reveals that around 36% of the employees agree that they implement what they learned during training session.

6. EMPLOYEES OPINION ABOUT NECESSITY TO HAVE A OUT BOUND TRAINING FOR ALL THE EMPLOYEES

Level of rating	Number of respondents	Percentage
Strongly agree	43	43
Agree	33	33
Partially agree	16	16
Disagree	6	6
Strongly disagree	2	2

The above table reveals that around 43% of the employees strongly agree necessity to have a out bound training for all employees.

7. EMPLOYEES ATTITUDE TOWARDS OUT BOUND TRAINING PROGRAMME IS SO FAR IN AN ORGANIZATION

X	(X- \bar{x})	(X- \bar{x}) ²	Y	(Y- \bar{y})	(Y- \bar{y}) ²
27	15	225	24	13.6	184.96
11	-1	1	18	7.6	57.8
6	-6	36	5	-5.4	29.2
4	-8	64	3	-7.4	54.8
-	-	-	2	-8.4	70.6
\bar{x} X=48		$\sum (X-\bar{x})^2=326$	$\sum Y=52$		$\sum (Y-\bar{y})^2=397.4$

$S1^2=108.67, S2^2=99.35, F=1.094$

H01: There is no relationship between the respondents based on their age regarding outbound training programme is so far in an organization.

Inference:

The calculated value is 1.094. The table value at 5% level of significant is 6.59. The calculated value is less than the table value; hence the null hypothesis is accepted. Therefore there is no relationship between the respondents based on their age regarding outbound training programme is so far in an organization.

8. EMPLOYEES PERCEPTION REGARDING OUT BOUND TRAINING HAS BEEN IMPARTED PERIODICALLY.

X	(X- \bar{x})	(X- \bar{x}) ²	Y	(Y- \bar{y})	(Y- \bar{y}) ²
3	-6.6	43.6	3	-7.4	54.8
15	5.4	29.2	18	7.6	57.8
14	4.4	19.4	13	2.6	6.76
11	1.4	1.96	13	2.6	6.76
5	-4.6	21.2	3	-7.4	54.8
\bar{x} X=48		$\sum (X-\bar{x})^2=115.4$	$\sum Y=52$		$\sum (Y-\bar{y})^2=180.92$

$S1^2=28.85, S2^2=45.23 F=1.567$

H02: There is no significant difference in opinion between the respondents based on their age regarding outbound training has been imparted periodically.

Inference:

The calculated value is 1.567. The table value at 5% level of significant is 6.39. The calculated value is less than the table value; hence the null hypothesis is accepted. Therefore there is no significant difference in opinion between the respondents based on their age regarding outbound training has been imparted periodically.

9. F-TEST:

F-test is used to whether the independent estimate of population variance differs significantly.

H03: Null hypothesis $H0 \sum^{12} = \sum^{22}$

Test static on the assumption of H0

$F = \sigma^2 / \sigma^2, \sigma^2 = n1s1^2 / n1 - 1, \sigma^2 = n2s2^2 / n2 - 1$

Where N1 and N2 are the size of sample.

✓ Number of degrees of freedom $ndf \alpha = n1 - 1, n2 - 1$

✓ Table value or critical value.

There is a table called F- table from which we can determine the value of F- for a significance level.

Inference:

If the calculated value of F is greater than the table value of H0 is rejected. If the calculated value of F is less than the

table value of HO is accepted.

FINDINGS & SUGGESTIONS

The Major findings of the study is majority of the employees strongly agree that they agree that out bound training programme and most of them agree. A large amount of the employees strongly agree that interval of out bound training and most of them partially agree. Majority of the employees agree that they interpersonal relationship is a very important in an organization. Most of the employees agree that they interpersonal relationship is a very important in an organization. A large of the employees agrees that they out bound training fetch your satisfaction and majority of them strongly agree. Majority of the employees agree that learned during training session. It is suggested that training programme aim to take executive out of the comfort zone of their normal office environment that it is out of doors to participate in some special design outdoor exercise and management games.

The training programme that suggest proper career planning / promotion policies are implemented so us to present frustra-

tion among employees. Employees do not find boring repetitive work very satisfying, unfortunately to much jobs today are boring and should be changed or eliminated as much as possible, by providing more responsibility, training and building is more variety , significance identify autonomy and feedback.

CONCLUSION

The main aim of the study is to examine the outbound training in Titan Industries. The major objective of the study is to study about the prevailing training Methodologies, To examine the employee's perception regarding out bound training and To analyze factors affecting the satisfaction of employees during out bound training. Sample size is 100 employees, which are used to take for the study to collect details by questionnaire. Primary data in the sense data from the employees of TITAN INDUSTRIES (JEWELLERY DIVISION) AT HOSUR. Classification and tabulation is statistical device like Percentage analysis, F-Test and Chi-Square Test are used for analysis of numeric data. The results of this study concluded that out-bound training programme is efficient in Titan Industries.



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