

Study on the Effectiveness of Employee Training in Selected Electrolyte Capacitor Manufacturing Organizations



Management

KEYWORDS : Employee training, Organization growth, HR subsystems, Performance management, payroll and unbiased treatment.

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ABSTRACT

The study focuses on the effectiveness of employee training in electrolyte capacitor manufacturing companies. It develops a thinking stream of the logic of spending money for training programmes. It draws clues for training imparted and the employee promotion.

Introduction and study Designs

Companies are becoming increasingly aware of the tough competition and the importance of Human resources. This awareness forced the organizations to concentrate on sub systems for organizational effectiveness. It is difficult for an organization to sustain its growth, unless its human resource sub systems are complementary to its operation. To get advantage, they must provide healthy work climate for maximum output. Accomplishment of this task requires good management and leadership. Here Human Resource Manager plays a critical role in bridging the gap between employee expectation and company goals. The sub systems of HRM include Recruitment, payroll, performance management, training and development. Among this, the latter ensures that randomness is reduced and behaviour changes take place in structured manner.

Study on effectiveness of employee training in selected electrolyte capacitor manufacturing organizations is an attempt to find out the effectiveness of various training programmes imparted by the company. Organizations need to adapt dynamic technological changes to survive and grow. The scope of training and development can be explained with the help of

- Performance of employees through feedback
- Development of employees through training programmes
- Developing unbiased treatment to all employees

Keltron, kerala, Navbharath enterprises Hyderabad, Pieco electronics & electrical Ltd, Mumbai, Rescon Manufacturers, Pune, Weblson capacitors, Kolkata are the organizations under study. They manufacture electrolyte capacitors in India.

Objective of the study

Study focuses on employee training programme in selected electrolyte capacitor manufacturing organizations. It gives a perspective and the logic of spending money for employee training. It verifies training types followed in companies. The study analyses the output from the training programme.

Methodology

Study followed a descriptive design. The source of data are from primary(personal investigation, telephonic interview) and secondary sources(Published journals, Magazines, reports, newspapers). Random sampling method is used to collect 100 samples from 5 companies. Chisquare and percentage methods were used as tools of analysis.

Literature review

India has a small electronic market being ranked twenty-sixth worldwide. In terms of production, the country is ranked twenty ninth. Electronic industry in India constitutes 0.7 per cent of the global electronic industry. However the demand in Indian market is growing rapidly and investments are flowing into augment manufacturing capacity.

Electronic industry constitutes an important share in our economy. Keltron, kerala, Navbharath enterprises Hyderabad, Pieco electronics & electrical Ltd, Mumbai, Rescon Manufacturers, Pune, Weblson capacitors, Kolkata are the organizations under study. They manufacture electrolyte capacitors in India.

The average capacity of each manufacturer is between 0.5 to 3 million capacitors per year. The manufacturer of electrolytic capacitors in the country is more or less led by three or four large units, which also serve as the repository of the basic technology, some acquired through foreign collaboration and some others domestically. Smaller units were closed down due to the stiff competition aroused from foreign players.

According to a report published by ELECTRONIC COMPONENT INDUSTRY ASSOCIATION, by the year 2020 total demand of Indian Capacitor Industry would worth Rs200Crores.

Test 1

Tests were conducted to establish relationship between the experience of employees and need analysis before the training programme.

H0: There is no significant relation between the experience and need analysis before training programme(two attributes are independent)

H1: There is significant relation between the experience and need analysis before training programme(two attributes are dependent)

TABLE OF EMPLOYEES EXPERIENCE AND TNA

Need analysis before training programme	Years of experience of employees				Total
	Below 5 yrs(A)	5 - 10 yrs(B)	10 - 15 yrs(C)	Above 15 yrs (D)	
Strongly agree(a)	5	4	9	12	30
Agree(b)	10	8	12	20	50
Neutral(c)	4	4	5	2	15
Disagree(d)	1	2	1	1	5
Strongly disagree(e)	0	0	0	0	0
Total	20	18	27	35	100

When we use the above figures to find the calculated value of Chi Square, we get 5.723. Table value of Chi Square for 12 degree of freedom at 5% level of significance is 21.026. Calculated value of Chi Square is less than table value. So null hypothesis is accepted.

There for there is no relation between the experience of employee and need analysis before the training programme.

Test 2

To test the relationship between training programme attended in a year and promotion after the training.

H0: There is no significant relationship between training programme attended in a year and promotion after the training.(Attributes are independent)

H1: There is significant relationship between training programme attended in a year and promotion after the training.(Attributes are dependent)

TABLE OF TRAINING AND PROMOTION

Promotion after training	Training attended in a year			Total
	<1(A)	<5(B)	<10(C)	
1 (a)	4	6	10	20
>1 (b)	21	22	27	70
No promotion(c)	5	2	3	10
TOTAL	30	30	40	100

When we use the above figures to find the calculated value of Chi Square, we get 3.16. Table value of Chi Square for 4 degree of freedom at 5% level of significance is 9.488. Calculated value of Chi Square is less than table value. So null hypothesis is accepted.

There for there is no relation between the training programme attended in a year and promotion after training.

Findings

There is no relation between the experience of employee and need analysis before the training programme and there is no re-

lation between the training programme attended in a year and promotion after training.

Suggestions

- Generally organizations need to adapt modern methods of T&D.
- As the companies are in government sector, political interference is more. So top management should not dilute in cases of policy matters.
- Organisational communication can be improved.
- Compliant mechanism should be transparent.

Conclusions

The principal factors considered in the project were the satisfaction level of employees, training methods and aids used in organizing the session. The companies were trying to ensure better training, but they failed to implement it efficiently. The causes for poor results need to be verified and corrective action should be taken. Thus the amount, time and manpower spend for the training programme can be justified.