

A STUDY ON ROLE OF TRAINING PROGRAMME IN EMPLOYEE JOB PERFORMANCE AT MEENAKSHI HOSPITAL THANJAVUR



HRM

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ABSTRACT

The study tells about the training need analysis at Meenakshi hospital. The sampling technique used for this study is simple random technique. The sampling is collected from the employees. The tool used for analysis in this study is percentage analysis & chi square test.

2. INTRODUCTION:

Effective training or development depends on knowing what is required -for the individual, the department and the organization as a whole. With limited budgets and the need for cost-effective solutions, all organizations need to ensure that the resources invested in training are targeted at areas where training and development is needed and a positive return on the investment is guaranteed. Effective TNA is particularly vital in today's changing workplace as new technologies and flexible working practices are becoming widespread, leading to corresponding changes in the skills and abilities needed.

Analyzing what the training needs are is a vital prerequisite for any effective training program or event. Simply throwing training at individuals may miss priority needs, or even cover areas that are not essential. TNA enables organizations to channel resources into the areas where they will contribute the most to employee development, enhancing morale and organizational performance. TNA is a natural function of appraisal systems and is key requirement for the award of Investors in People.

The analysis of training needs is not a task for specialists alone. Managers today are often responsible for many forms of people management, including the training and development of their team, and should therefore have an understanding of training needs analysis and be able to implement it successfully.

3. LITERATURE REVIEW:

Hay ton (2007) cites problems with traditional methods of training needs analysis including those mentioned above and also states that non-training solutions tend to be ignored and the process tends not to involve consultation with employees and is usually management driven and focused.

Boydell and Leary (2008) training needs analysis is considered to be the foundation of all training activities. In order to deliver appropriate, effective training which meets the needs of individuals and the organization and represents value for money a training needs analysis is essential there is general agreement in the literature that a training needs analysis is a best practice first step in the systematic approach to training.

Herbert and Doverspike (2009) raised issues around using appraisal data as part of training needs analysis and conclude that the use of this data may not achieve the intended goals. In a paper examining the weaknesses in conventional approaches to training needs analysis consider the weaknesses inherent in using performance appraisal data as a determinant of training needs.

McGhee and Thayer (2010) training needs analysis and are quoted in much of the literature. They outlined the analysis of training need at the level of the organization, group and individual and these levels continue to form the foundation of most approaches. The traditional

approach to training needs analysis outlines a number of steps.

Gray et al., (2011) in a study of public health care found that in many organizations needs were identified by senior management and commented that this is problematic as managers are a step removed from day to day operations and may not have the most accurate picture of the actual requirement.

CLMS M2 U6, Wills (2012) while the structure of the systematic approach has a certain appeal in that there is a structured and logical step by step process to follow, there is a danger that all energy could be focussed on the system and the relationship of the various elements within it to the detriment of the original purpose, namely to provide the necessary training to the organisations employees to enable them to work in the most optimal manner.

Hayton (2013) discusses the need for skills audit to be linked with an organizations broader change strategy. Key recommendations he makes include involving employees in the process and linking skills audit to the company strategy. He also highlights the need for a simple approach which can be understood by employees' unions and management. He recognizes the potential for industrial relations issues with skills audits.

Wills (2014) determining the training need, choosing appropriate methods to address the identified need, planning, implementing and evaluating. The benefit of this approach, as outlined in the literature, is that nothing is left out and there is a planned and professional approach. It also provides data necessary to justify or explain to senior management what training is required, what budgets are needed, what they are spent on and what the impact is for the organization.

4. RESEARCH METHODOLOGY

4.1 OBJECTIVES OF THE STUDY

- To analysis why training need analysis is considered to be the foundation of all training activities.

4.2 STATEMENT OF THE PROBLEM

The study on training need analysis is to know whether there is improvement in employees work.

4.3 SCOPE OF STUDY

The study helps to organization improvement. Every organization will be benefited by knowing their employees work efficiency. It helps to improve the employees work efficiency in where which they are lacking.

4.4 RESEARCH DESIGN

The research design adopted for the study is descriptive. Research is under taken with the idea to know about the training need analysis of the employee in the organization.

4.4.1 SAMPLING TECHNIQUE

The Sampling technique adopted for this study is Simple Random Sampling.

4.4.2 SAMPLE SIZE

The size of sample taken for this study is 100

4.4.3 METHOD OF DATA COLLECTION

The researcher has collected the primary data through the questionnaire. The questionnaire was distributed directly by the researcher to these sample employees.

4.4.4 TOOLS FOR ANALYSIS

Simple Percentage Analysis & Chi-Square Test were used for data analysis and interpretation.

4.5 LIMITATIONS OF THE STUDY

- During the period of my collecting data in that firm the managing department permits me only collect data's from employees of lunch or break time.
- Some of employees not are co-operative with me because they scare about managing of the firm.
- The higher authority not gives a freedom for doing my research in some times.

5. DATA ANALYSIS & INTERPRETATION:

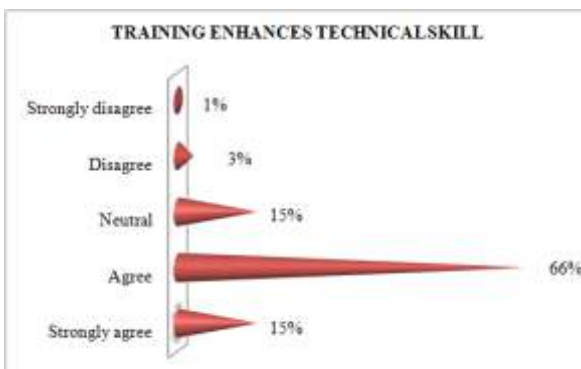
TABLE: 1
TRAINING ENHANCES TECHNICAL SKILL

Technical skill	No of Respondents	Percentage
Strongly agree	15	15%
Agree	66	66%
Neutral	15	15%
Disagree	3	3%
Strongly disagree	1	1%
Total	100	100%

Interpretation:

166% of the respondents agree that training enhances technical skill, 15% of the respondents strongly agree and other 15% of the neither agree nor disagree that training enhances technical skill, 3% of them disagree whereas 1% of them strongly disagrees that training enhances technical skill.

FIGURE: 1



Association between the role of training program provided by the company in improving the job performance & whether the training program is related to work development of the employee

Null Hypothesis (H_0): There exists no association between role of training program provided by the company in improving the job performance & whether the training program is related to work development of the employee.

Alternative Hypothesis (H_1): There exists association between role of training program provided by the company in improving the job performance & whether the training program is related to work development of the employee.

TABLE: 2

No	Particulars	Strongly agree	Agree	Neutral	Dis-agree	Strongly Disagree	Total
1	Strongly agree	9	7	3	0	0	19
2	Agree	11	34	10	0	0	55
3	Neutral	1	14	7	2	0	24
4	Dis-agree	0	0	1	0	0	1
5	Strongly Dis-agree	0	0	0	0	1	1
	Total	21	55	21	2	1	100

Calculated value = **622.4083**

Degree of freedom is = 16

At 5% level of significance, the table value is 26.296.

Calculated value > Table value (622.4083 > 26.296), hence alternative hypothesis (H_a) is accepted.

There exists association between role of training program provided by the company in improving the job performance & whether the training program is related to work development of the employee.

6. CONCLUSION:

The study reveals that organization is providing training to develop employee's skill & knowledge.

REFERENCE

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