



ORIGINAL RESEARCH PAPER

Commerce

A STUDY ON IMPACT OF TRAINING AND DEVELOPMENT FOR EMPLOYEES IN LATLON TECHNOLOGIES PVT. LTD(D_rNGPASC 2019-2020 COM008)

KEY WORDS: Employees, Impact, Training and Development

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ABSTRACT Human resource has become strategic resource to gain sustainable competitive advantages in this age of globalization. Human resource regards training and development as a function concerned with organisational activity aimed at bettering the job performance of individuals and groups in organizational settings. Training and development can be described as an “educational process which involves the sharpening of skills, concepts, changing of attitude and gaining more knowledge to enhance the performance of employees”. This study is covered by Impact of Training and Development for Employees.

STATEMENT OF THE PROBLEM

Employee training is becoming an important factor for organizations' success world over. The costs of employee training are high but of course these costs are far lesser than high profits which can be achieved through proper training. Most of the companies are encountered many problems regarding their employees like absenteeism, turnover, lack of commitment, motivation and capabilities, having insufficient knowledge and skills etc. So it is important to study the impact on trainings provided to their employees.

OBJECTIVES OF THE STUDY

- To study the socio-economic profile of the employees.
- To identify the training and development contribution towards their individual performance.
- To determine the impact of training and development on employee performance and effectiveness.
- To identify the level of satisfaction of employees in training.

SCOPE OF THE STUDY

This study will be helpful in identifying the impact of training and development on employees performance among the employees of Latlon Technologies Pvt. Ltd.

RESEARCH METHODOLOGY

A research in common refers to the search for knowledge. The study confined to Employees of Latlon Technologies Pvt. Ltd. In this regard both male and female different categories of employees.

RESEARCH DESIGN

Research design is a logical and systematic plan prepared for directing a research study. It specifies the objective of the study, methodology and techniques to be obtained in the study. The study consists of descriptive and analytical research.

SAMPLE SIZE

The sample is the place where the study has been carried out. The study covers the employees of all levels in the Latlon Technologies Pvt. Ltd. The total sample size for the study is 200.

SAMPLING METHOD

Convenient sampling techniques has been used to select the respondents. Non probability sample design.

SOURCE OF DATA COLLECTION

Both primary and secondary datas are used for the data collection.

TOOLS FOR ANALYSIS

The statistical tools used for the study are:
Simple Percentage Method
Rank Analysis
Chi-Square Test
One way ANOVA

REVIEW OF LITE RAT URE

Shouvik Sanyal (2018)² studies the impact of Training and Development practices on the employee performance in the select Omani Public and Private sector banking organizations. The aim of the paper is to analyze the impact of training and development practices on employee performance. He concludes that Training and Development Practices have a positive influence on employee performance in the Omani Banking Industry Halidu Salihu Gambo (2015) has made a study on The Impact of Training and Development on Workers' Productivity. Staff training and development is a key to achieving organizational success and corporate development. His study is aimed at finding out the Impact of Training and Development on workers' productivity via the TET Fund Academic Staff Training and Development 2010 Sponsorship. His Results revealed that training and development programmes improve employees' skills and performance at work place, enhance their technical knowhow/wherewithal to with stand the challenges of contemporary times, thus, an effective tool for sustaining and enhancing workers' productivity in the academia.

Pallavi P. Kulkarni (2013)²¹ has made a focuse and analysed the literature findings on importance of training and development and its relation with the employees' quality of work life. training and development programs help in improving the employee behaviour and attitude towards the job and also uplift their morale. Thus, employee training and development programs are important aspects which are

needed to be studied and focused on.

Debra L. Truitt (2011)²³ explores the relationship between training experiences and attitudes about perceived job proficiency. He took a sample of 237 full-time salaried/exempt and hourly/non-exempt employees from one academic institution and three businesses in the states of Maryland, Delaware, and Arizona, the author finds a direct relationship between one's positive training experiences and attitudes and one's proficiency.

PROCESS OF TRAINING AND DEVELOPMENT



Training Programmes Conducting Period For The Respondents

S. No.	FACTORS	FREQUENCY	PERCENT
1	Every month	45	22.5
2	Quarterly	75	37.5
3	Half-yearly	57	28.5
4	Once in year	23	11.5
	Total	200	100

(Source:Primary Data)

From the above table, it can be shown that 37.5% of the employees are undergoing training 3 months once, 22.5% of the employees were undergone training half-yearly, 22.5% of the employees undergone training for monthly once and remaining 11.5% of the employees undergone training yearly once. Hence, most (37.5) of the employees are undergone training at least 3 months once.

Impact Of Training Program For The Respondents

S. No	FACTORS	FREQUENCY	PERCENT
1	Excellent	36	18
2	Very good	69	34.5
3	Good	92	46
4	Very poor	3	1.5
	Total	200	100

(Source:Primary Data)

INTREPRETATION:

From the above table, it can be showed that 46% of employees says that they had good impact on their work performance, 34.5% of employees says very good impact on their work performance, 18% of the employees says they had excellent impact on their work performance, 1.5% says they had a very poor performance on their work performance. Hence, most (46%) of the employees says that they had a good impact on their work performance.

The Impact Of Training And Development

FACTORS	SUM	MEAN	RANK
Awareness building	1087	5.435	6
Skill & knowledge gaining	1045	5.225	9
Motivation	1148	5.74	3

Develop employee relationship	1107	5.535	5
Effectiveness in improving skill	1179	5.895	1
Improves the learning skill at new space	1059	5.295	7
Breaks out of your comfort zone	1162	5.81	2
Better focus towards the project	1115	5.575	4
Build positive attitude among employees	1033	5.165	10
Stress free work environment	1058	5.29	8

(Source:Primary Data)

INTREPRETATION:

From the above table, it shows that effectiveness in improving skill is ranked as **First**, followed by breaks out of your comfort zone holds the **Second** rank, improving motivation holds **Third** rank, better focus towards the project holds the **Fourth** rank, develop employee relationship holds the **Fifth** rank, awareness building holds the **Sixth** rank, improves the learning skill at new space holds the **Seventh** rank, stress free environment holds the **Eighth** rank, skill and knowledge gaining holds the **Ninth** rank, and finally builds positive attitude among employees holds the **Tenth** rank.

Comparision Between Experience And Contribution Towards Individual Performance

HO = There is no mean difference between experience and contribution towards individual performance.

H1 = There is a mean difference between experience and contribution towards individual performance

Factors		Sum Of Squares	DF	Mean Square	F	SIG.
Improve employer employee relationship	Between Groups	3.223	3	1.074	1.552	0.202
	Within Groups	135.652	196	0.692		
	Total	138.875	199			
Improve work efficiency	Between Groups	6.898	3	2.299	2.502	0.061
	Within Groups	180.097	196	0.919		
	Total	186.995	199			
Contributes towards personal growth	Between Groups	3.316	3	1.105	1.340	0.263
	Within Groups	161.704	196	0.825		
	Total	165.020	199			
Encouraged to determine our own career and development	Between Groups	2.646	3	0.882	1.244	0.295
	Within Groups	138.909	196	0.709		
	Total	141.555	199			
Increase motivation level	Between Groups	3.715	3	1.238	1.737	0.161
	Within Groups	139.705	196	0.713		
	Total	143.420	199			

(Source:Primary Data)

INTREPRETATION:

The above table shows the mean difference between experience and contribution towards individual performance.

- 1) The calculated value (0.202) is greater than the significant value (0.05), so the null hypothesis is accepted. We can conclude that there is no mean difference between experience and contribution towards individual performance in improving employer employee relationship.
- 2) The calculated value (0.061) is greater than the significant value (0.05), so the null hypothesis is accepted. We can conclude that there is no mean difference between

experience and contribution towards individual performance in improving work efficiency.

- 3) The calculated value (0.263) is greater than the significant value (0.05), so the null hypothesis is accepted. We can conclude that there is no mean difference between experience and contribution towards personal growth.
- 4) The calculated value (0.295) is greater than the significant value (0.05), so the null hypothesis is accepted. We can conclude that there is no mean difference between experience and contribution towards individual performance in encouraging to determine own career and development.
- 5) The calculated value (0.161) is greater than the significant value (0.05), so the null hypothesis is accepted. We can conclude that there is no mean difference between experience contribution towards individual performance in increasing motivation level.

FINDINGS, SUGGESTIONS AND CONCLUSION

- Most (37.5) of the employees are undergone training at least 3 months once.
- Most (46%) of the employees says that they had a good impact on their work performance.
- From the rank analysis it is concluded that it shows that effectiveness in improving skill is ranked as First

CONCLUSION

The need for training & development is determined by the employees performance deficiency Training enables the employees to develop their skills within the organization and hence naturally helps to increase the organizations market value, earning power of the employees and job security of the employees. Training and Development programs improve the quality of work-life by creating an employee supportive workplace. Training program brought positive impact on employee behaviour. The overall findings of the study conclude that Latlon technologies should concentrate more on training and development for their employees. They should identify each and every employee's skill and lack and then give training according to their needs.

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