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

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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 organizational 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 data 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 LITERATURE
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...
The Impact Of Training And Development

Debra L. Truitt (2011) 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**

![Diagram of the training process]

**Training Programmes Conducting Period For The Respondents**

<table>
<thead>
<tr>
<th>S. No</th>
<th>FACTORS</th>
<th>FREQUENCY</th>
<th>PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Every month</td>
<td>45</td>
<td>22.5</td>
</tr>
<tr>
<td>2</td>
<td>Quarterly</td>
<td>75</td>
<td>37.5</td>
</tr>
<tr>
<td>3</td>
<td>Half-yearly</td>
<td>57</td>
<td>28.5</td>
</tr>
<tr>
<td>4</td>
<td>Once in year</td>
<td>23</td>
<td>11.5</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>200</td>
<td>100</td>
</tr>
</tbody>
</table>

(Source: Primary Data)

From the above table, it can be shown that 37.5% of the employees are undergoing training at least 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**

<table>
<thead>
<tr>
<th>S. No</th>
<th>FACTORS</th>
<th>FREQUENCY</th>
<th>PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Excellent</td>
<td>36</td>
<td>18</td>
</tr>
<tr>
<td>2</td>
<td>Very good</td>
<td>69</td>
<td>34.5</td>
</tr>
<tr>
<td>3</td>
<td>Good</td>
<td>92</td>
<td>46</td>
</tr>
<tr>
<td>4</td>
<td>Very poor</td>
<td>3</td>
<td>1.5</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>200</td>
<td>100</td>
</tr>
</tbody>
</table>

(Source: Primary Data)

**INTREPRETATION:**

From the above table, it can be shown that effectiveness in improving skill is ranked as First, followed by breaks out of your comfort zone holds the Second rank, improving motivation holds the 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.

**Comparison Between Experience And Contribution Towards Individual Performance**

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

<table>
<thead>
<tr>
<th>Factors</th>
<th>Sum Of Squares</th>
<th>DF</th>
<th>Mean Square</th>
<th>F</th>
<th>SIG.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improve employer employee relationship</td>
<td>3.223</td>
<td>3</td>
<td>1.074</td>
<td>1.852</td>
<td>0.202</td>
</tr>
<tr>
<td>Within Groups</td>
<td>135.652</td>
<td>196</td>
<td>0.692</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>138.875</td>
<td>199</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improve work efficiency</td>
<td>6.998</td>
<td>3</td>
<td>2.339</td>
<td>2.502</td>
<td>0.061</td>
</tr>
<tr>
<td>Within Groups</td>
<td>180.097</td>
<td>196</td>
<td>0.919</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>186.995</td>
<td>199</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributes towards personal growth</td>
<td>3.316</td>
<td>3</td>
<td>1.105</td>
<td>1.340</td>
<td>0.263</td>
</tr>
<tr>
<td>Within Groups</td>
<td>161.704</td>
<td>196</td>
<td>0.825</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>165.020</td>
<td>199</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Encouraged to determine our own career and development</td>
<td>2.646</td>
<td>3</td>
<td>0.882</td>
<td>1.244</td>
<td>0.295</td>
</tr>
<tr>
<td>Within Groups</td>
<td>138.909</td>
<td>196</td>
<td>0.709</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>141.555</td>
<td>199</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Increase motivation level</td>
<td>3.715</td>
<td>3</td>
<td>1.238</td>
<td>1.737</td>
<td>0.161</td>
</tr>
<tr>
<td>Within Groups</td>
<td>139.705</td>
<td>196</td>
<td>0.713</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>143.420</td>
<td>199</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(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 (0.298) 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.

REFERENCES:


