

A Study on Effectiveness of Training and Development in Rabco Huat Wood Pvt. Ltd

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ABSTRACT

The source of data is collected from RABCO HUAT WOOD Pvt .Ltd The sample size is 50 and time constraint is the major problem of this study. The tool used for analysis and interpretation is simple percentage analysis and chi-square . Both open end and close end questions are used in this questionnaire. To study on effectiveness of training and development within employees and to give suggestion regarding the improvement of the training and development process This methodology explain about the overall objective research design, data collection method, sampling procedure, construction of questionnaire tools of analysis. Data constitute the foundation at statistical analyze and interpretation, the first important step in the project work is to obtain data collection by the primary method. I am confident to say that the study gave an opportunity to analyze various factors regarding efficiency of training and development. The sample size is very low so it is very difficult concluding it by saying that it is the view of whole population. So the research is useful to know that the efficiency of training and development in RABCO . The research found that the training t is very help to improve productivity.

I. INTRODUCTION

The Kerala rubber co-operative limited popularly known as RABCO was founded in the year 1997 in the coastal town of Kannur in Kerala ,it has grown in to a 180 crore conglomerates with 10 rubber based industries in various parts of Kerala. RABCO HUAT Wood Pvt. Ltd. Thallessery Is the rubber wood processing and furniture manufacturing industry. The total employees in the organization are 820 and the authorized capital of the company 3000 lakh and current working capital of the company is 80 lakh per month.

OBJECTIVE OF THE STUDY

- To find out the factors affecting the performance of the employee
- To analysis the effect of training program.

LIMITATION OF THE STUDY

- Because of lack of technical knowledge there was difficulty in understanding the technical details
- Time constraints were the major limitation
- Work force of RABCO is 820 but this study is based on response of only 50 employees.

RESEARCH METHODOLOGY

This methodology explain about the overall objective of research design, data collection method, sampling procedure, construction of questionnaire ,tools of analysis.

RESEARCH DESINGN

The study is descriptive in nature.Because it describes opinion, the effectiveness of training and development.

Non – probability sampling has been used in this study. Under this non – probability sampling, convenience sampling was chosen. The data was collected through structured questionnaire. Further the research is designed to employ simple statistical tools.

SOURCES OF DATA:

- ✓ Primary data
- ✓ Secondary data

PRIMARY DATA

The primary data was collected by employees of the company through structured questionnaire.

SECONDARY DATA

The source of data is mainly from company website, books and some records.

SAMPLING METHOD

The sampling method used in this study can be defined as convenience sampling.

SAMPLE SIZE

50 samples has been used for the survey and data analysis

REVIEW OF LITERATURE

Sajeer 2009 in their study analyzed that majority of the respondents have give favorable opinion towards the training of the company but some problems exist that deserve the attention participations. They need to bridge gap between the participation and performance. The overall employees attitude towards training is that they are satisfied with the existing training and development programme but still they want more skill in work . Jithin 2011 in his Study analyzed that it is the effect of training to bring high confidence on the workers. Considering this fact the paper is an attempt to gives as performance of employees in whole level and productivity change by training.

RESEARCH TOOLS:-

Percentage analysis, Chi-Square Tests and bar diagram are used in the analysis by using SPSS17.0 software package.

SIMPLE AVERAGE METHOD

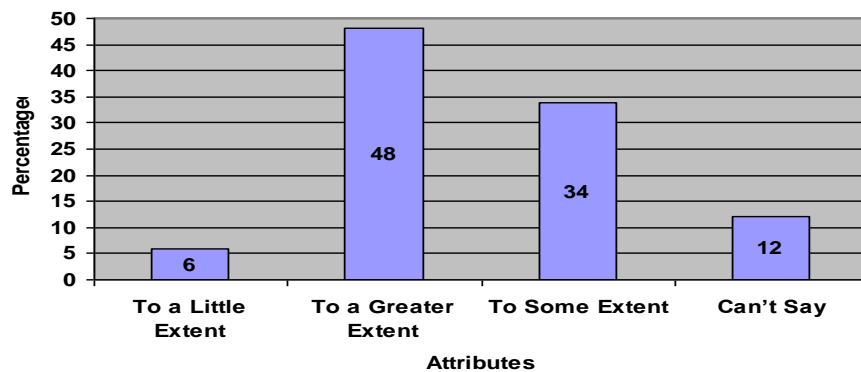
Table showing – Training increase productivity:-

Attributes	No: of respondents	Percentage
To a Little Extent	3	6
To a Greater Extent	24	48
To Some Extent	17	34
Can't Say	6	12
Total	50	100

Inference

Out of 50 respondents 48% are of the view that training will help to increase productivity to a greater extent and about 6% are of the view to a little extent about the above statement. .

Chart showing training increase productivity:



CHI-SQUARE

H0 There is no relation between participation in training and performance of the employee

Performance of employee * training participation Cross tabulation

Count

		training participation				Total
		very satisfied	Satisfied	average	Dissatisfied	
Performance of employee	to a little extent	3	7	4	1	15
	to a greater extent	8	8	3	2	21
	to some extent	2	6	1	0	9
	can't say	1	2	1	1	5
Total		14	23	9	4	50

Chi-Square Tests

	Value	df	Asempion. Sig. (2-sided)
Pearson Chi-Square	5.240 ^a	9	.813
Likelihood Ratio	5.557	9	.783
Linear-by-Linear Association	.002	1	.967
N of Valid Cases	50		

a. 13 cells (81.3%) have expected count less than 5. The minimum expected count is .40.

HYPOTHESIS

Here the calculated value is greater than .5 so H0 is reject , hence there is a relationship between participation of training and performance of employee.

FINDINGS

- The employees in RABCO views to a greater extend that training is necessary
- The employees agree with the view that training increase productivity to a greater extend
- The employees agree to a greater extend that training will help to increase their performance.
- It is found that training help to reducing the wastage of time

SUGGESTIONS

- Increase training effectiveness to a greater extend improves high performance growth.
- Provide training highly to make better improvement in interpersonal relationship.
- Employees should try to take active part in the training programes.
- Training by interacting with individual level is the right way to increase the performance

II. CONCLUSION

We can see that the organizational training has great impact on employees. If the organizational training is not good then it will adversely affect employees. RABCO is very conscious of the needs of the employees and does it best to keep the training to its workers. In the study employees shows greaer impotence to training also they are in the view that training is an important component for new and existing employees. It increase performance and satisfaction level in the job.

BIBLIOGRAPHY

www.rubcohatwoods.com

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