

The Study On Effectiveness Of Training And Development Of Employees In Steelmax Rolling Mills Ltd, Kanjikode

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ABSTRACT

In this study intended to analyse the effectiveness of training program, employee satisfaction, types of training program and impact of training and development of employees in Steelmax rolling mills ltd. This study aims to focus on the effectiveness of training and development of employees in the organization, that is training has implications for productivity, health and safety at work and personal development. The aim of the study is to analyse satisfaction level of employees towards training programs and to understand about the different types of training programs and opinion about present training programs of the organization.

Keywords: *Training and development, Employees satisfaction, Types of training.*

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I. INTRODUCTION

Human resource management is relatively new term, emerged during 1970's. Many people continue to use, Traditional titles like personnel management or personal administration to this new discipline. At present the term used in industry circles as HRM. It is relatively a modern concept, Which involves a range of idea and practices, in managing people. "Human resource management is a management function that helps manager to recruit, select, train and develop members for an organization."

Training & Development plays an important role in the effectiveness of organization and to the experience of people in work. Training has implications for productivity, health and safety at work and personal development. Training can be introduced simply as a process of assist in a person forenhancing his efficiency and effectiveness to a particular work area by getting more knowledge and practices. Also training is important to establish specific skills, abilities and knowledge to an employee. In order to make the training more effective in improving organizational as well as individual Performance. It is important that the perception regarding effectiveness of training must be made positive. Creating good learning environment and by providing encouragement in terms of promotion or increment and by linking more closely to work practices.

II. REVIEW OF LITERATURE

- **Stephen Tetteh and et al (2019)**, In his article the author wrote Training and development is inevitable in the workplace. Employees without proper training and development lack a firm grasp on their duties and responsibilities. Training and development help employees in making the positive contributions. Training includes but not limited to software training, management training whereas development focuses primarily on the activities that improve employee skills for future endeavors. Training must be made in such a way that it is in accordance with the job descriptions of employees.
- **Devika Chandha (2020)** In this article the author wrote there is a positive impact of training and that more training interventions with integration of latest technology is required for furthering the progression of the employees and their engagement. The relationship between the HRM and employee engagement many researchers have come to different conclusions. The evaluation of total cost on training must be ascertained so as to assess the total productivity in regards to both work performance and monetary terms.
- **Sneh Lata (2020)** In his article the author study on the various public enterprises is growing interest in the training and development function by which the enterprise is giving increase level of production and productivity. The various training efforts organized public enterprises are supplement by courses offered by management as well as training institute will also provide specialized training facilities that are available with public enterprise. As by providing specific object of training and ensure lying down of goals in improving

necessary knowledge to keep with change in the external environment.

III. OBJECTIVES

PRIMARY OBJECTIVE

- To study the effectiveness of training and development of employees in the organization.

SECONDARY OBJECTIVES

- To study the satisfaction level of employees towards training and development program.
- To study the impact of training and development of employees in the organization.
- To find out, whether Training and Development are effective in skill enhancement or not.
- To understand about the existing training programs and to know employee opinion about the training program

IV. RESEARCH METHODOLOGY

The study is of Descriptive Type. The Research Design study can be a quantitative research design. A Quantitative Research Design focuses on the collection and analysis of numerical data to answer research question and test hypothesis. The design would allow for the study of the effectiveness of training and development of employees using Statistical Analysis. The data is collected through Primary and Secondary Source. The main method of data collection is based on Questionnaire. Population of the study is 100 employees of Steelmax rolling mills ltd, Kanjikode. A Random Sampling Technique was used in this study, in which all items in the population have a chance of being selected for the sample. Sample Size taken for this study is 80. Simple Random sampling is a common Sampling Method that ensures each number of the population has an equal chance of being selected for the study. The system of data collection is based on the study being conducted. Questionnaire is a method that is used to collect data. There are various methods for gathering information. Percentage Analysis, Weighted Average Method and Chi- Square Test are the main tools used to analyze the data.

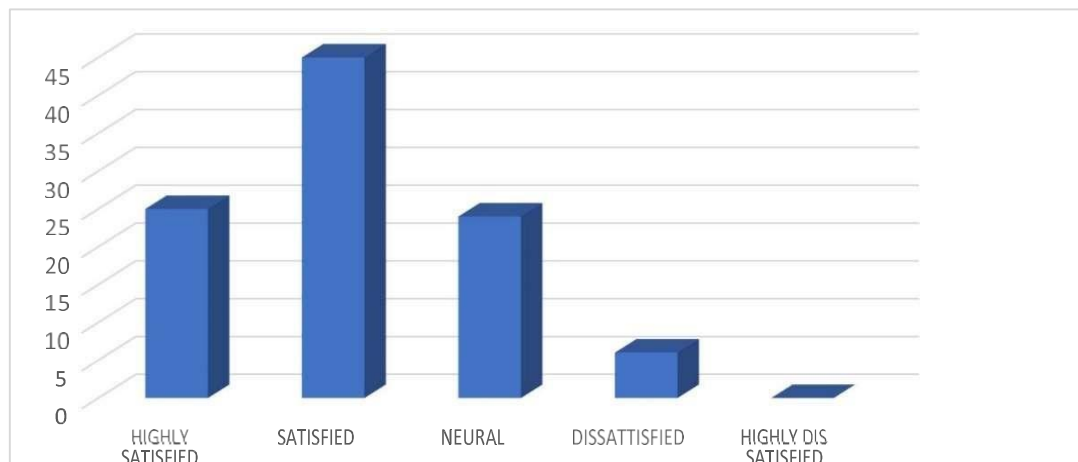
V. DATA ANALYSIS

PERCENTAGE ANALYSIS

EMPLOYEE SATISFACTION TOWARDS EFFECTIVENESS OF TRAINING PROGRAM

The bar chart below shows the employee satisfaction towards effectiveness of training program of the organization

FIGURE SHOWING THE EMPLOYEE SATISFACTION TOWARDS EFFECTIVENESS OF TRAINING PROGRAM

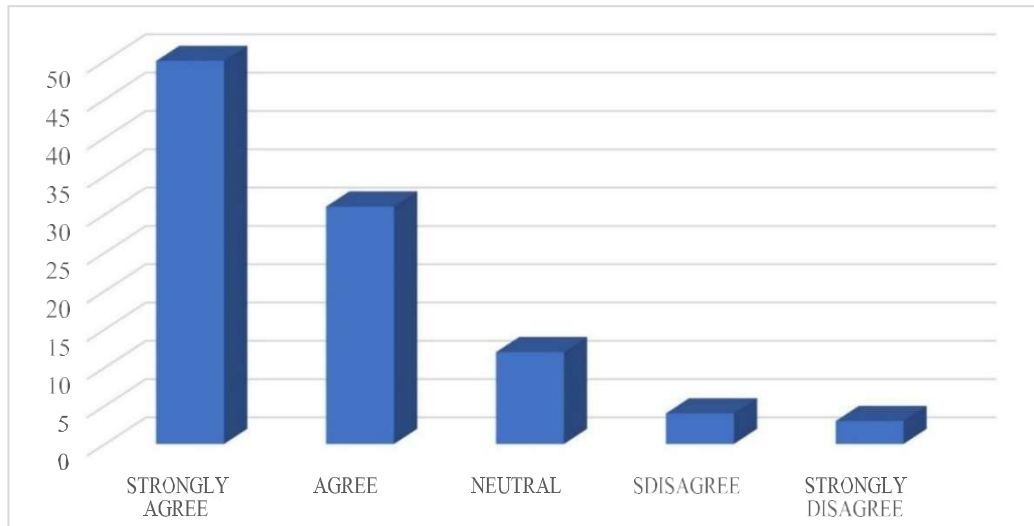


Source: Primary data

INTERPRETATION

25% of employees are highly satisfied with the effectiveness of training program. 45% of employees are satisfied with the training program. 24% of employees are neutral towards training effectiveness and remaining 6% of employees are dissatisfied with the statement.

FIGURE SHOWING THE ENHANCE THE EFFICIENCY OF WORK



Source: Primary data

INTERPRETATION

50% of respondents are strongly agree that efficiency of work is enhanced by training program. 31% of respondents are agree that enhancing the efficiency of work by training program. 12% of respondents are neutral. 4% of employees are disagree towards this statement and remaining 3% of respondents are strongly disagree with the above statement.

WEIGHTED AVERAGE TEST

To weight the factors that influencing the benefits of Training Program on a 5- point scale.

Weight	Improve skills and knowledge	Improve morale of employees	Reduce absenteeism	Build Teamwork	Build Confidence
5	37	33	37	30	29
4	28	21	22	28	37
3	12	16	13	19	12
2	3	10	8	3	2
1	0	0	0	0	0
Total	80	80	80	80	80

$$\text{Weighted Average} = \frac{x_1w_1 + x_2w_2 + x_3w_3 + x_4w_4 + x_5w_5}{\text{Total}}$$

Weight (wi)	Improve skills and knowledge	Improve morale of employees	Reduce absenteeism	Build Teamwork	Build Confidence
5	185	165	185	150	145
4	112	84	88	112	148
3	36	48	39	57	36
2	6	20	16	6	4
1	0	0	0	0	0
Total	339	317	328	325	333
Weighted Average	$\frac{339 \div 80}{= 4.23}$	$\frac{317 \div 80}{= 3.962}$	$\frac{328 \div 80}{= 4.1}$	$\frac{325 \div 80}{= 4.06}$	$\frac{333 \div 80}{= 4.16}$

Attributes	Weighted Average	Rank
Improve skills and knowledge	4.23	1

Improve morale of employees	3.962	5
Reduce absenteeism	4.1	3
Build Teamwork	4.06	4
Build Confidence	4.16	2

INTERPRETATION:

Above table shows the factors that influencing the benefits of training. According to the above data improve skills and knowledge is ranked first, that is employees agree that training program helps to improve skills and knowledge. Build Confidence ranked second, Reduce absenteeism is ranked third, Build teamwork ranked fourth and improve morale of employees is ranked 5th position.

CHI – SQUARE TEST

Association between Gender and Employees satisfaction towards Training Program.

H0: There is no significant association between gender and employee satisfaction towards the training program.

H1: There is a significant association between gender and employee satisfaction towards the training program.

OBSERVED FREQUENCY

GENDER	SATISFACTION TOWARDS TRAINING PROGRAM					Total
	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
Male	18	26	14	4	0	62
Female	2	10	5	1	0	18
Total	20	36	19	5	0	80

Chi Square test $\chi^2 = \sum(O_i - E_i)^2/E_i$,

O = Observed Value E = Expected Value a

O	E	(O – E)	(O – E) ²	(O – E) ² / E
18	15.5	2.5	6.25	0.403
26	27.9	-1.9	3.61	0.13
14	14.72	-0.72	0.5184	0.035
4	3.87	0.13	0.0169	0.0043
0	0	0	0	0
2	4.5	-2.5	6.25	1.38
10	8.1	1.9	3.61	0.45
5	4.27	0.73	0.5329	0.124
1	1.12	0.12	0.0144	0.0128
	0	0	0	0
TOTAL				2.5391

Level of Significance = 5%

Degree of freedom = (c – 1) (r – 1)

= (5 – 1) (2 – 1)

= 4 × 1 = 4

Chi Square Value = 2.5391 Table value = 9.488

INTERPRETATION

As per the calculation here, the calculated value is less than table value. There for Null hypothesis (H0) is accepted and it concluded that there is no significant association between Gender and Employee satisfaction towards Training Program.

VI. CONCLUSION

The project report entitled :A study on effectiveness of training and development of employees on Steelmax Rolling mills ltd, Kanjikode. After analyzing the data collected from employees, overall satisfaction level is positive. The training and development program adopted in Steelmax Rolling Mills Ltd, Kanjikode mainly concentrate on areas like job oriented trainings, technical skills and knowledge, communication skills, and quality aspects. Most of the respondents rated as good and excellent towards the present training programs and satisfied with the effectiveness of training program. The company also has to concentrate on small percentage of respondents who are not satisfied with training programs and whom it has not helped to overcome from their short comings or work related problems. Finally the training and development programs provided by STEELMAX ROLLING MILLS LTD, KANJIKODE are found to be effective, admirable and credible, which can be improved further.

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