A Study on Training and Development

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ABSTRACT
The study focuses on human resource development through employee training and development practices. This research sheds light on the relationship between employee training and development practices with employees' performance and job satisfaction. The purpose of training and management development programs is to improve employee capabilities and organizational capabilities. The aim of the present research is to study employee training and development practices followed in selected public and private hospitals in Pimpri Chinchwad Municipal Corporation area. It gives idea about various training and development programs carried in the hospital, type of training provided to hospital employees and its benefits. It also focuses on employees' expectation and involvement in such type of training program. The objective of the study is to analyze the implementation of training and development practices in selected hospitals and its impact on perception of employees which leads to performance improvement and job satisfaction.

INTRODUCTION
"Training is the continuous, systematic development among all levels of employees of that knowledge and those skills and attitudes which contribute to their welfare and that of the company".

- M.C Lord and Efferson

Training and development describes the formal, ongoing efforts that are made within organizations to improve the performance and self-fulfillment of their employees through a variety of educational methods and programs. In the modern workplace, these efforts have taken on a broad range of applications—from instruction in highly specific job skills to long-term professional development. In recent years, training and development has emerged as a formal business function, an integral element of strategy, and a recognized profession with distinct theories and methodologies.

NEED OF THE STUDY
- Training and development helps to improve the skills of the employees.
- The need of study is how training and development helps to improve the practical ability of the knowledge gained theoretically.

SCOPE OF THE STUDY:
- The study focuses on the Training and Development followed at JSW Cement Limited, Nandhyal.

OBJECTIVES OF THE STUDY
- To study the methods of training in JSW Cement Limited.
- To analyze the factors influencing Training and Development at JSW Cement Limited.
- To know the employee satisfaction level towards the Training and Development process in JSW Cement Limited.

LIMITATIONS
- This study is confined to JSW Cement Limited, Nandhyal only.

HYPOTHESIS:
- Null Hypothesis (H_0): Usage of Training methods does not affect employee skills.
- Alternative Hypothesis (H_1): Usage of Training methods affect employee skills.

RESEARCH METHODOLOGY
This study is based on primary and secondary data.

Primary data:
The Primary data is collected through structured questionnaire

Secondary data:
Secondary data is collected through company websites.

Website: www.jswcementltd.com

DATA ANALYSIS
1. Employees chosen for the training program, according to employee perception.

Attributes	No. of Respondents	Percentage
New recruits	42	38.18
All employees	12	10.90
Based on requirement	56	50.90
Total	110	100

Interpretation:
From the above pie diagram 38% of respondents says that new recruits are selected for the training, 51% of respondents says that employees are selected based on the requirement, 11% of the respondents says all employees are selected for the training.

2. What kind of training methods followed in the organization?

Attributes	No.of Respondents	Percentage
Job Introduction	48	43.63
Job Rotation	12	10.90
Coaching	40	36.36
Case study method	6	5.45
Role play	4	3.6
Total	110	100

Interpretation:
From the above pie diagram 44% of respondents say that Job Introduction is used as training method, 11% of respondents say that Job rotation is used as training method, 36% of the respondents say Coaching is used as training method, 5% for case study analysis is used as training method, 4% for Role Play is used as training method.

3. How many training sessions you have attended in past one year.

Attributes	No. of Respondents	Percentage
Less than 5	48	43.63636364
5_10	34	30.90909091
More than 10	28	25.45454545
Total	110	100

Interpretation:
From the above pie diagram 44% of respondents say that they have attended less than 5 training programs in the past year, 31% of respondents says that they have attended 5-10 training programs, 25% of respondents says that they have attended more than 10 training programs.

4. Does the training sessions involve theory concepts or practical knowledge?

Attributes	No. of Respondents	Percentage
Only theory	15	13.63
Only practical	19	17.27
Both theory and practical	76	69.09
Total	110	100

Interpretation:
From the above pie diagram 14% of respondents say that only theory concepts are involved in the training sessions, 17% of respondents say that only practical concepts are involved the training sessions, 69% of the respondents say that both theory and practical concepts are used in the training session.

5. The time duration given for training session is.

Attributes	No. of Respondents	Percentage
Sufficient	46	41.81
To be extended	21	19.09
To be shortened	11	10
Manageable	32	29.09
Total	110	100

Interpretation:
From the above pie diagram 42% of respondents says that the time duration for the training sessions are sufficient, 19% of respondents says that the time duration should be extended, 10% of the respondents says the time duration to be shortened, 29% of the respondents says the time duration for the training sessions is manageable.

6. The training sessions are offered to improving the skills of an employee. Indicate your acceptability.

Attributes	No. of Respondents	Percentage
Strongly disagree	4	3.63
Disagree	7	6.36
Neutral	21	19.09
Agree	64	58.18
Strongly agree	14	12.72
Total	110	100

Interpretation:
From the above pie diagram 4% of respondents say that they strongly disagree, 6% of respondents say that they disagree, 19% of the respondents say that they are neutral, 58% of the respondents says they agree and 13% of the respondents says they strongly agree that the training sessions are offered to improve the skills.

7. Training and development increase the efficiency of the employee. Indicate your acceptability.

Attributes	No. of Respondents	Percentage
Yes	98	89.09
No	12	10.90
Total	110	100

Interpretation:
From the above chart 89% of respondents say that the training increase the efficiency of the employee and 10.90% of the respondents says that the training does not increases the efficiency of the employee.

8. The training programs help to do the job without any difficulty. Indicate your acceptability.

Attributes	No. of Respondents	Percentage
Strongly disagree	7	6.36
Disagree	9	8.18
Neutral	21	19.09
Agree	63	57.27
Strongly agree	10	9.09
Total	110	100

Interpretation:
From the above pie diagram 7% of respondents strongly disagree, 8% of respondents of respondents disagree, 19% of respondents are neutral, and 57% of respondents agree, 9% of respondents strongly agree that the training helps in performance of job.

9. Are you satisfied with the training sessions conducted by the organization?

Attributes	No. of Respondents	Percentage
Very Satisfied	15	13.63
Satisfied	58	52.72
Neutral	21	19.09
Dissatisfied	11	10
Very dissatisfied	5	4.54
Total	110	100

Interpretation:
From the above pie diagram 14% of respondents says that they very satisfied, 53% of respondents says that they satisfied, 19% of the respondents says that they are neutral, 10% of the respondents says they are dissatisfied and 4% of the respondents says they very dissatisfied with the training sessions that are offered by the organization.

10. How well the workplace of training is organized?

Attributes	No. of Respondents	Percentage
Excellent	17	15.45
Good	58	52.72
Average	26	23.63
Bad	4	3.63
Worst	5	4.54
Total	110	100

Interpretation:
From the above pie diagram 15% of respondents says that the environment of the training is excellent, 53% of respondents says that they the environment of the training is good, 24% of the respondents says that the environment of the training is average, 3.63% of the respondents says they the environment of the training is bad, 4% of the respondents says they the environment of the training is worst

11. Are you satisfied with the information provided by the trainer during training sessions?

Attributes	No. of Respondents	Percentage
Very Satisfied	14	12.72
Satisfied	56	50.90
Neutral	26	23.63
Dissatisfied	8	7.27
Very dissatisfied	6	5.45
Total	110	100

Interpretation:
From the above pie diagram 13% of respondents says that they very satisfied, 51% of respondents says that they satisfied, 24% of the respondents says that they are neutral, 7% of the respondents says they are dissatisfied and 5% of the respondents says they very dissatisfied with the information provided by the trainer during training sessions.

12. Is feedback is collected after training?

Attributes	No. of Respondents	Percentage
Yes	99	88.18
No	16	11.81
Total	110	100

Interpretation:
From the above chart 88.18% of respondents says that feedback is collected after training, 11.81% of the respondents says that feedback is not collected after training.

HYPOTHESIS:
➢ Null Hypothesis (H_0): Usage of Training methods does not affect employee skills.
➢ Alternative Hypothesis (H_1): Usage of Training methods affect employee skills.

Regression

Mode	R	R Square	Adjusted R Square	Std. Error of the Stimate
1	.863	.744	.740	.85754

Interpretation:
Here the observed regression value is .857 i.e., between 0 to +1. The regression is positive hence we reject null hypothesis and accept alternative hypothesis which means usage of training methods affect the employee skills.

FINDINGS:
➢ It is found that 38% of respondents says that new recruits are selected for the training, 51% of respondents says that employees are selected based on the requirement, 11% of the respondents says all employees are selected for the training.

44% of respondents say that Job Introduction is used as training method, 11% of respondents says that Job rotation is used as training method, 36% of the respondents says Coaching is used as training method, 5% for case study analysis is used as training method, 4% for Role Play is used as training method.

44% of respondents says that they have attended less than 5 training programs in the past year, 31% of respondents says that they have attended 5-10 training programs, 25% of respondents says that they have attended more than 10 training programs.

It is found that 14% of respondents says that only theory concepts are involved in the training sessions, 17% of respondents says that only practical concepts are involved the training sessions, 69% of the respondents says that both theory and practical concepts are used in the training sessions.

It is found that 42% of respondents says that the time duration for the training sessions are sufficient, 19% of respondents says that the time duration should be extended, 10% of the respondents says the time duration to be shortened, 29% of the respondents says the time duration for the training sessions is manageable.

4% of respondents says that they strongly disagree, 6% of respondents says that they disagree, 19% of the respondents says that they are neutral, 58% of the respondents says they agree and 13% of the respondents says they strongly agree that the training sessions are offered to improve the skills. From study it is found that 4% of respondents says that they strongly disagree, 6% of respondents says that they disagree, 19% of the respondents says that they are neutral, 58% of the respondents says they agree and 13% of the respondents says they strongly agree that the training sessions are offered to improve the skills.

7% of respondents strongly disagree that the training helps in performance of job, 8% of respondents of respondents disagree that the training helps in performance of job, 19% of respondents are neutral, 57% of respondents agree that the training helps in performance of job, 9%of respondents strongly agree that the training helps in performance of job.

It is found that14% of respondents says that they very satisfied, 53% of respondents says that they satisfied, 19% of the respondents says that they are neutral, 10% of the respondents says they are dissatisfied and 4% of the respondents says they very dissatisfied with the training sessions that are offered by the organization.

15% of respondents says that the environment of the training is excellent, 53% of respondents says that they the environment of the training is good, 24% of the respondents says that the environment of the training is average, 3.63% of the respondents says they the environment of the training is bad, 4% of the respondents says they the environment of the training is worst.

From the study it is found that 13% of respondents says that they very satisfied, 51% of respondents says that they satisfied, 24% of the respondents says that they are neutral, 7% of the respondents says they are dissatisfied and 5% of the respondents says they very dissatisfied with the information provided by the trainer during training sessions

88.18% of respondents say that feedback is collected after training, 11.81% of the respondents says that feedback is not collected after training.

From the hypothesis we found that regression value is .74 i.e., positive in nature so usage of training methods mostly affects the employee skill.

SUGGESTIONS
32% of the employees feels that the time duration of the training sessions is manageable so it is better to increase the time duration of the training session.

The training records need to be maintained properly and timely.

CONCLUSION
The following conclusions are arrived based on the observations made on the present study:
Training and development is the present prime opportunity for expanding the knowledge base of all employees.

Analysis of all the facts and figures, the observations and the experience during the training period gives a very positive conclusion regarding the training imparted by JSW Cement Limited, Nandhyal. The company is performing its role up to the mark and trainees enjoy the training imparted especially practical sessions.

Reference:
[1] A. monappa (2004), personal management.
[2] Allan pepper (1999), a handbook on training and development.
[3] www.wikipedia.org