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EFFICIENCY OF CULTURE AND EXPANSION ON WORKERS IN INDIA

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Abstract:
Employee training is one of the most critical parts of the employee experience. When a new employee starts, they're a sponge, ready to absorb information about your company, your policies and procedures, and their role and responsibilities. Existing employees also need ongoing training to learn new skills, improve existing ones and continue to grow over time. But what's the best way to facilitate the training process. Training can be introduced simply as a process of assisting a person for enhancing 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. For an organization, training and development are important as well as organizational growth, because the organizational growth and profit are also dependent on the training. But the training is not a core of organizational development. It is a function of organizational development. The present study is undertaken to know the effectiveness of training and development programs adopted by Amara Batteries private limited (ARBL), Tirupati. The article's main aim is to study the existing methods used for training employees.

Keywords: Effectiveness, Employees, Development, Learning

1. Introduction:

Every organization needs to have well trained and experienced people to perform the activities that have to be done. If current or potential job occupants can meet these requirements, training is not important. When this not the case, it is necessary to raise the skill and increase the versatility It is being increasingly common for an individual to change careers several times during their working lives. The probability of any young person learning a job today and having those skills go basically unchanged during the forty or so years if his career is extremely unlikely maybe even impossible. In a rapidly changing society employees training is not only an activity that an organization must commit resources to if it is to maintain a viable and knowledgeable workforce. Training is different form education;

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particularly formal education. The education is concerned mainly with enhancement of knowledge, but the aims of training are increasing knowledge while changing attitudes and competences in good manner. Basically the education is formulated within the framework and to syllabus, but the training is not formed in to the frame and as well as syllabus. It may differ from one employee to another, one group to another, even the group in the same class. The reason for that can be mentioned as difference of attitudes and skills from one person to another. Even the situation is that, after good training programme, all different type skilled one group of employees can get in to similar capacity, similar skilled group. That is an advantage of the trainings.

Training has the distinct role in the achievement of an organizational goal by incorporating the interests of organization and the workforce (Stone R J. Human Resource Management, 2002). Now a day's training is the most important factor in the business world because training increases the efficiency and the effectiveness of both employees and the organization. The employee performance depends on various factors. But the most important factor of employee performance is training. Training is important to enhance the capabilities of employees. The employees who have more on the job experience have better performance because there is an increase in the both skills & competencies because of more on the job experience (Fakhar Ul Afaq, Anwar Khan).Training also has impact on the return on investment (Richard Chang Associates, INC.). The organizational performance depends on the employee performance because human resource capital of organization plays an important role in the growth and the organizational performance. So to improve the organizational performance and the employee performance, training is given to the employee of the organization. Thus the purpose of this study is to show the impact of training and the design of training on the employee performance.

1.1 Human Resource Management

In the fast-changing socio-economic and technological conditions, the management scenario has also been changing rapidly. Human resources, therefore, occupy a key position. Human resource management is primarily concerned with people's dimensions in the organization. It is a crucial subsystem in the process of management. The success or failure of an organization not only depends on material; machines and equipment but also on the Personal called Human Resources who are put in their best efforts for efficient performance at the job.

1.2 Review of Literature

- Human resource is the backbone of every organization and it is also the main resource of the organization. So, organizations invest huge amount on the human resource capital because the performance of human resource will ultimately increase the performance of the organization **(Ahmad et al., 2013).**
- Performance is a major multidimensional construct aimed to achieve results and has a strong link to strategic goals of an organization. **Mehrdad et al. (2009)** explored that the need for qualified and trainable employee is recognized as an important factor to compete in the global market. It is very necessary for a trainer to engage its audience during the training session (Seamen and Eves, 2005).

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- It is good for organization to give their employees on the job training so that their employees learnt in a practical way (**Baum and Devine, 2007).** It is necessary for any organization to give its employees training to get overall goals of the organization in a better way (Houger, 2006). Training and development increase the overall performance of the organization **(Jon and Greene, 2003).**
- Although it is costly to give training to the employees but in the long run it give back more than it took. Every organization should develop its employees according to the need of that time so that they could compete with their competitors **(Falola et al. 2014).**
- **According to Bates and Davis (2010),** Usefulness of training programme is possible only when the trainee is able to practice the theoretical aspects learned in training programme in actual work environment. They highlighted the use of role playing, cases, simulation, mediated exercises, and computer based learning to provide exposure to a current and relevant body of knowledge and real world situations
- **Chris Obisi** developed a study to identify training administration, training objectives, training needs and training philosophy. The study concluded that training and development plays a vital role in enhancing employee's performance. The study also suggested that training and development programs should be according to the organizational needs.
- **Rohan Singh et al.** focused on identifying impact of individual HR practices on employee productivity in various sector. The study concluded that training and development have a significant impact on productivity but various market forces are reducing the significance of training and development.
- **K.S Subramanian et al.** focused on testing the success rate of Return on Investment Model in the view of training program in Indian Oil Corporation. The study was conducted by considering two programs the threshold program and the excellence in project management with 30 participants. The research concluded that there must be continuous matching of individual and organization needs for improving Return on Investment of the company.

2. Need for the Study

Training is the most important function that directly contributes to the development of human resources. It is also the most frequently used HRD mechanism in the country. Some of the organizations equate training with HR and consequently do nothing more than training for the development of human resources. The external environment is very dynamic in nature. Raped changes are occurring in the external environment which makes the organizations update technologically. To meet the requirements of changes training is needed. In the present scenario organizations are facing various challenges such as greater comp terms of product and cost, innovation, export, customer satisfaction and quality of service, maintaining competent people, etc.:- But there is a need to evaluate the existing training methods so as to make the employee meet the organizational requirements. So, I undertook the project on Learning and Development in Amara raja Company for assessing the effectiveness of training programs.

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3. Objectives of the Study

- To study the existing methods used for training the employees.
- To know the employee satisfaction levels on the training programs.
- To examine the effectiveness of learning and development.
- To suggest new methods of training or changes in the training methods if necessary.

4. Research Methodology

Research is the process of systematic and in-depth study or searches for any particular topic subject area of investigation, collection, presentation, and interpretation of data. Research is also "A systematic search for an answer to a question or a solution to a problem" is called research.

Types of Data Collection

- Primary data
- Secondary data

Primary Data: It will be collected from the employees in the company, which is not applicable in the present study.

Secondary Data:

The secondary data were collected through company profile, organization website, and other related library books. After data collection, statistical tools are using for the analysis and find out the average relationship between data.

Statistical tools include a simple percentage & chi-square the analysis is utilized to measure the training and development of the employee.

Sample Design: Convenience method is adopted in sample design

Sample Size: 145 Employees

5. Data Analysis and Interpretation

Chi-square test

Chi-square test here is calculated with the two variables considering the grade of the employees and the infra problems they are facing.

Hypothesis:-

H0:-There is no relationship between grade and training problems.

H1:-There is relationship between grade and training problems.

	Yes	NO	Row totals
Staff	8	32	40
Management	6	25	31
Workmen	14	60	74
Total	28	117	145

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$X^2_c=\Sigma (O_i-E_i)^2/E_i$

	Yes	NO	Row totals
Staff	8 (7.72)	32 (32.28)	40
Management	6 (5.99)	25(25.01)	31
Workmen	14(14.29)	60(59.71)	74
Total	28	117	145

The chi-square the statistic is 0.0195. The p-value is .990285. The result is not significant at p<.05 Therefore, the H0 is accepted i.e. there is no relationship between grade and training problems. H1 will get rejected.

Summary of Data

Treatments

1	2	Total	
N	20	20	40
Sum(X)	96	83	179
Mean	4.8	4.15	4.475
X^2	516	365	881
Standard Deviation	1.7045	1.04	1.432

Result Details

Source	SS	df	MS
Between Treatments	4.225	1	4.225
Within Treatments	75.75	38	1.9934
Total	79.975	39	

F=2.11947

The f-ratio value is 2.11947. The p-value is 0.153649. The result is not significant at p<.05.Note:-Only 20 participants' the questionnaire was taken with random sampling.

6. Findings

- **8**% of employees are facing infra problems during training sessions. It means, for every 100 members 8 persons are facing infra problems like no availability of stationary, water, note pads, etc
- 17% of employees are preferring new methods of training like CAD, Learn-Fun, new venue, etc
- More than 75% of employees after training improved in Motivational, ethical, knowledge, etc
- 67% of employees are unable to attend training due to superior approval or Audits
- 15% of respondents are not discussing the learning's from the training programs with their superior after the training program
- More than 50% of employees have rated Learning and Development as Excellent.

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- 56% of respondents feel that they should attend additional training programs for improvement in performance.
- 12% of employees are not given a chance to practice during the training sessions.

7. Suggestions

- Superior's approval should be increased for trainees to attend the training sessions.
- Discussions on learning's from the training sessions should be done after training programs with HOD's or the team colleagues.
- Interested employees should be given a chance to participate in additional training programs for their improvement in the performance or skills.
- Time to practice during the training hours should be given.
- The availability of resources should be done during training sessions.
- New training sessions like CAD classes, Learn fun training sessions should be introduced. As per the willingness of the participants.
- The questionnaire includes the closed ended and open ended questions; basically to get their views on the techniques adopted to measure training and open ended questions; basically to get their views on the techniques adopted to measure training and development and the difficult faced by them and in relation of training.

8. Conclusion

"Employee attitude towards training and development in the post-recession period" helps to analyze the real needs and requirements for their development. This study helps the management to determine the right kind of training &development, mentoring career planning & succession planning etc. Since the employee is the backbone of the company so the company should satisfy them in order to improve their quality and provide an appropriate training program for their future growth. So the top management must concentrate on the employee's training & development programs to organize them in such a way that a maximum number of employees want to attend these programs. This must be related to employee and their jobs. From the above study, it has found that the employees are satisfied with the training and development programs. It is more effective when some new techniques followed in the existing system by the organization. Training is indeed an important and given priority in the super markets. It is a tool to improve the present performance of employees and to upgrade their future performance. Employees feel that though their training faculty is good but can be improved further. Employees feel that feedback should always be taken after and corrective measures should be adapted. It would be better if the organization concentrates on development of the employees also by conducting and designing more of the developmental programmes.

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