

A Study On The Employee Training Programs In Precot Ltd, Kanjikode, Palakkad

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Abstract- *This study examines the employee training program at Precot Ltd, Kanjikode. The research objectives focusing on employee's effectiveness, implementation strategies, and impact on employee performance and satisfaction. Through a mixed-methods approach involving surveys, interviews, and performance data analysis, the research aims to identify strengths and weaknesses in the current training initiatives. The sample population consisted of office staff who have completed the survey. The findings will provide insights into how training programs can be optimized to enhance skill development, productivity, and overall job satisfaction, thereby contributing to both employee growth and organizational success.*

Keywords- Employee training, Training Effectiveness, Job Satisfaction, Skill Development.

I. INTRODUCTION

Training is crucial as it enhances employees' skills, knowledge, and efficiency, leading to improved job performance and productivity. It helps individuals stay updated with industry trends, adopt new technologies, and comply with regulations, fostering a culture of continuous improvement. Moreover, effective training programs boost employee morale and retention by demonstrating an organization's commitment to their professional growth and development. The textile industry is a cornerstone of global manufacturing, encompassing the production of fibers, yarns, fabrics, and finished garments. It plays a vital role in the economies of many countries, providing employment to millions and driving export revenues. The industry is characterized by its wide range of products, from basic commodities like cotton and wool to advanced synthetic materials. Innovation in sustainable practices and advanced technologies, such as automation and smart textiles, are transforming the sector, aiming to reduce environmental impact while meeting the growing demand for high-quality, diverse textile products. Precot was established in 1962 by Mr. V. N. Ramachandran and Mr. N. Damotharan. It is now one of the largest cotton mills in Asia. The organization has cotton-based products that can be used in the manufacture of cosmetics, personal hygiene, medical and cleaning products. The cotton products are exported to textile mills and cotton-

based manufactures across the globe. Precot Ltd having 4 **spinning units and 2 dyeing units** located in the four southern states of India. And a 3-dimensional approach that includes Quality, Value and Delivery in our entire process, from sourcing to delivery. Precot Ltd, Kanjikode having 62 years of experience.

II. REVIEW OF LITERATURE

Raziur Rahman (2022) overall training and development have a significant impact on employee performance. It benefits the organization by reducing employee turnover, increasing employee productivity, and contributing to higher financial returns. Factors such as gender, age work experience and training schedule have a significant impact on training efficiency. An important element in an organizations success is offering a formal training program for both new and existing employees and analysis the results since it oversees their learning and corrects it promptly. The mode of training and educational credentials must be combined to meet the needs. Organization needs to identify room for improvement in the areas where training and development are L.B Martinsa.

ShouvikSanyal and Mohammed WamiqueHisam (2022) In his article, Training in the organizations is more or less unplanned and systematic. Employee training plays an important role as it enhances efficiency of an organization and helps employees to boost their performance in an efficient manner. They're existing a strong correlation between Training and Development practices and employee performance in the select banking organizations.

Wassim Abdelwahed (2023) This research aims to study the relationship between training efficiency and organizational performance in Syrian Pharmaceutical Manufacturing Companies. The efficiency of training has been examined through two key dimensions: training strategy, investment in training and their respective relationships with organizational performance. There is a significant impact of the training strategy on organizational performance, and there is a significant impact of dimensions to investment in organizational performance training in Syrian Pharmaceutical Manufacturing Companies.

III. OBJECTIVES

PRIMARY OBJECTIVE

- To study the employees training program in Precot Ltd Kanjikode.

SECONDARY OBJECTIVES

- To study various methods of training programs provided by Precot Ltd Kanjikode.
- To study the training programs are beneficial for employees and organizations.
- To identify the employee’s opinion for satisfaction towards the training programs.

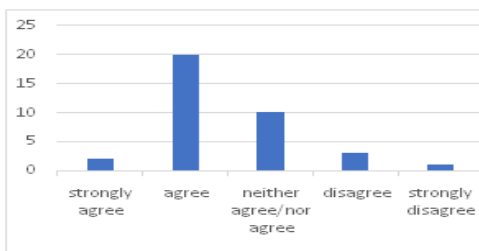
IV. RESEARCH METHODOLOGY

Research methodology is the procedure used to describe how a study needs to be conducted. Converting a research question into a testing activity is the key objective of a research design. the current study's research design, which uses a descriptive research design to find concepts and insights. It offers considerable flexibility to allow for the consideration of several aspects of the research problem. The 36-office staff make up the study's population. In this research, a census survey is utilized to gather data from various groups of people and analyse the results. Primary and secondary data collecting methods are the two categories into which data collection methods belong. Here, questionnaires are used to help collect primary data.

V. DATA ANALYSIS

TRAINING PROVIDED BY THE ORGANIZATION WELL PLANNED

Were the training provide by the organization is well planned	No. Respondents	Percentage
Strongly Agree	2	6
Agree	20	56
Neutral	10	28
Disagree	3	8
Strongly Disagree	1	3
Total	36	100



6% of employees are strongly agree training provided the organization is well planned. 56% of employees agree that training provided the organization is well planned. 28% of employees neutral with the statement.8% of employees disagree the organization provides training well planned and remaining 3% of strongly disagree the statement.

- HO: There is no significant relationship between gender and productivity of employees.
- H1: There is a significant relationship between gender and productivity of employees.

O	E	O - E	(O - E)²	(O - E)²/E
2	1.9	0.1	0.01	5.26
11	10.6	0.4	0.16	0.01
13	13.6	-0.6	-0.36	-0.02
6	5.8	0.2	0.04	6.89
3	2.9	0.1	0.01	3.44
Σ				15.62

Level of significance

Significant level = 5% = 0.05

Degree of freedom = (row – 1) (column – 1) = (5-1) (2-1) = 4×1 = 4

Chi – square value = 15.62

Table value for degree of freedom = 9.488

Here, the calculated value is less than bale value, hence we reject the null hypothesis and accept the alternate hypothesis (H1)

The critical value for chi – square distribution with 4 degrees of freedom at the 0.05 significant level is 9.488. Since the calculated chi – square value 15.62 is greater than critical value of 9.488, we success to reject the null hypothesis and accepting the alternate hypothesis.

HO: Null Hypothesis:There is no significant relation between experience and training helpful in long- run.

H1: Alternative Hypothesis: There is no significant relation between experience and training helpful in long- run.

If the calculated F value is 7.633028 and the critical value is 110.16. So, the calculated F value is less than critical value, since fail to reject the null hypothesis and accept alternative hypothesis.

	SUM OF SQUARES	D.F.	MEAN SQUARE	F	P.V. VALUE	F. CRIT
BETWEEN GROUPS	66.56	4	16.64	7.633028	0.000664	2.866081
WITH IN GROUPS	43.6	20	2.18			
TOTAL	110.16					

AIM: To find out the employee opinion towards various training programs.

Factor	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Weighted Average	Rank
Training provided by organization well planned	2	20	10	3	1	8.46	5
Training helps motivation level of employees	8	22	4	1	1	9.53	1
Training helps to reduce absenteeism	2	11	14	6	3	7.4	4
Training makes employee more productive	8	15	10	2	1	9	3
Training programs are helpful in long run.	5	23	6	1	1	9.2	2

It is concluded that the respondents agree that organization providing training programs are effective for employees. Above table shows that employee’s opinion towards various training programs rating various factors regarding training techniques. According to this study training helps motivation level of employees is ranked first. Training programs are helpful in long run is ranked second. Training makes employee more productive is ranked third. Training helps to reduce absenteeism is ranked fourth. Training provided by the organization well planned is ranked fifth.

IX. CONCLUSIONS

Employer training programs are crucial for the development and success of both employees and organizations. Through a comprehensive study of various

training methods, it is evident that a diverse approach—incorporating on-the-job training, workshops, e-learning, and mentorship—can effectively address different learning styles and job requirements. Evaluating the benefits of these programs reveals that well-structured training enhances employee skills, productivity, and job satisfaction, leading to improved organizational performance and competitiveness. The results point to a few important areas where the organization needs to improve. Even though youth make up a significant portion of the workforce and men predominate, more gender diversity is still needed. Although the motivational and long-term benefits of training programs are widely acknowledged, questions have been raised regarding preparation time and the programs' ability to cut down on resource waste and absenteeism. The company should concentrate on increasing the number of female employees, allocating enough time for training preparation, and creating focused initiatives that improve output, resource management, and employee relations to overcome these problems. Through the implementation of these recommendations, the business may cultivate a workforce that is more diverse, driven, and productive.

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