

A Study on Training Need Analysis In Cedicom Electronics

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Abstract- *Training Needs Analysis (TNA) plays a crucial role in enhancing employee performance and organizational effectiveness. This study explores the significance of conducting a comprehensive TNA to identify and address training gaps within organizations. By aligning training programs with the strategic goals of the organization, TNA ensures that employees acquire the necessary skills and knowledge to excel in their roles. Key benefits of TNA include improved job performance, increased job satisfaction, and enhanced employee engagement. However, challenges such as data collection bias, sample size constraints, and resource limitations may impact the accuracy and feasibility of TNA implementation. Despite the strides made in TNA research, gaps persist, necessitating further investigation to enhance its effectiveness. Fostering a culture of continuous learning and development is essential for organizations to adapt to dynamic environments and maintain a competitive edge. By addressing employee grievances and implementing effective grievance management systems, organizations can boost job commitment, productivity, and morale. This study underscores the importance of TNA in driving organizational success and recommends future research directions to optimize training interventions and improve employee performance.*

Keywords- Training Needs Analysis, Employee Development, Organizational Effectiveness, Continuous Learning, Grievance Management

I. INTRODUCTION

Training Needs Analysis (TNA) is a critical process that organizations undertake to identify skill gaps among employees and align training initiatives with strategic objectives. In today's rapidly evolving business landscape, the ability to adapt to technological advancements and market demands is paramount for organizational success. By conducting a thorough TNA, organizations can ensure that their workforce remains equipped with the necessary competencies to meet these challenges effectively. This study delves into the importance of TNA in enhancing employee performance, job satisfaction, and overall organizational effectiveness. Despite the recognized benefits of TNA, many

organizations struggle with the systematic identification and prioritization of training needs, leading to misaligned training programs and wasted resources. Addressing these challenges through a structured TNA process not only benefits individual employees by fostering continuous learning and development but also strengthens the organization's resilience and competitive advantage in the marketplace. This introduction sets the stage for further exploration of TNA's impact on organizational success and employee growth.

INDUSTRY PROFILE

An organization is power house of resources through which manufacturing and production operations are effectively carried out. It comes into existence when several minds are bound together through effective and efficient communication along with Famous internal relations for contributing towards a common endeavor. Internship is used at creating an opportunity for the students to observe, learn, intimidate and analyse the objectives and vision of the organization and functioning of various departments. This exercise would enable the future manager to face the challenges lying ahead. With the permission and consent from the company management and co- ordination from our institution. got an opportunity to undertake an internship in CEDICOM ELECTRONICS, SHORNUR PALAKKAD. The internship was conducted for a period of 45 days, ie: from 20 January to March 2020.CEDICOM ELECTRONICS is a company is situated at Shornur Palakkad, operating in the electronic industry, offering in the production of high voltage ceramic disc capacitors, metal oxide varistors and piezo buzzers.

COMPANY PROFILE

Cedicom Electronics is an ISO 9001:2008 certified organization which is executing its business operation from Kerala, India. Commenced the business journey in the year 1996, hold specialization in electrical products that are used in power, electronics, telecom, railways, power distribution and domestic sectors. Years of experience of this respective domain enable to become a trusted Manufacturer, Trader and

Supplier of EHV Capacitor, High Voltage Capacitors, Hydrophone Array, Hydrophones, Metal Oxide Varistors, Piezo Ceramic Buzzer etc. They are providing EHV Capacitors in various models that are integrated in medical X-ray machines, live line indication, switch gears, HV power supplies, electrical insulators, plastic welding machine, powder coating machine etc. Apart, EHV Capacitors are also found in Military for detection of submerged target & submarine hunting. Civilian purposes like fisheries & echo sounding and for scientific purposes like oil explorations, sub bottom profiling & bottom topography measurement. Firmly grounded on the principle of reliability and quality, they are one of the most preferable companies of the electrical industry.

II. REVIEW OF LITERATURE

Gould, D., Kelly, D., White, I., & Chidgey, J. (2004), Training needs analysis is the initial step in a cyclical process which contributes to the overall training and educational strategy of staff in an organisation or a professional group. The cycle commences with a systematic consultation to identify the learning needs of the population considered, followed by course planning, delivery and evaluation. Although much has been written about training needs analysis in relation to post-registration nursing education, there is disagreement concerning its impact on the training cycle and its potential to influence service delivery. This stimulated the literature review presented below. Initial searches of nursing databases identified 266 works. Twenty three (8.6%) contained empirical findings relating to post-registration nursing education in which assessment of training needs was presented as the major aim.

Chiu, W., Thompson, D., Mak, W. M., & Lo, K. L. (2023), This paper reviews the literature on training needs analysis with the intention of organising conceptually the various approaches. It offers a way of going beyond simple descriptions to a quantitative approach. A simple yet comprehensive model is proposed which consists of four aspects focusing on four related questions: Who are the key initiators of the TNA studies? What are the levels of interest in the studies (i.e. organization, process, group and individual)? What methods of analysis are used? What is the intended outcome of the analysis? Based on these, four hypotheses are proposed. A literature search produced a total of 118 articles, of which 44 were randomly picked for detailed review.

Pratiwi, R. F., Pranajati, A., Nursanti, D., Pangabdian, F., Wibisono, I. B., Matakupan, T. L& Veranita, M. (2024), The era of globalization requires companies including hospitals to improve their services. One of them is to improve

the management of the company's human resources (HR), because HR is considered an invaluable organizational asset. The company is responsible for improving the abilities and competencies of employees through development programs, performance appraisals, and achievement appraisals. This article aims to evaluate literature related to the implementation of development and training programs, employee performance appraisal methods, and employee achievement appraisal methods.

Sitopu, J. W., Khairani, M., Roza, M., Judijanto, L., & Aslan, A. (2024), This comprehensive literature review investigates the critical importance of integrating mathematical literacy into the primary education curriculum. Mathematical literacy, a holistic concept that involves the complete understanding, practical application, and thoughtful analysis of mathematical information across diverse contexts, is a transformative force in molding the foundational skills of young learners. This review extensively explores the myriad benefits arising from the intentional inclusion of mathematical literacy, emphasizing its pivotal role in fostering logical thinking, aligning with the demands of 21st-century skills, and augmenting global competitiveness among learners. Despite acknowledged challenges in implementation,

OBJECTIVES OF STUDY

Primary objective:

- To analysis the training needs at Cedicom Electronics.

Secondary objective:

- To identify the skill gaps and training needs among employees in various departments of the company
- To identify the relationship between training and development opportunities and employee engagement and satisfaction levels.
- The study also aims to assess the impact of training and development efforts on promoting a culture of continuous improvement within the organization.

III. RESEARCH METHODOLOGY

RESEARCH DESIGN

Research design refers to the overall plan or strategy that guides the process of collecting, analyzing, and interpreting data in a research study. It outlines the structure and framework for investigating a particular research question or hypothesis, including the methods, procedures, and

techniques to be used. A well-designed research study is crucial for ensuring the validity and reliability of the findings.

POPULATION

A population refers to the entire group of individuals, objects, or events that the researcher is interested in studying and drawing conclusions about. It represents the larger group to which the research findings are intended to apply. Here the total number of population is 70.

SAMPLING DESIGN

Sample design refers to the process of selecting a subset of individuals, objects, or events from a larger population for the purpose of research. It involves determining how to choose participants or elements to be included in the study in a way that is representative of the population of interest. Sample design encompasses decisions regarding sample size, sampling method and sampling techniques.

DATA ANALYSIS

WEIGHTED AVERAGE

$W = (6+5+4+3+2+1) = 21$

$WEIGHTED\ AVERAGE = \frac{\sum WX_i}{\sum W}$

$W1 = 358/21 = 17.04$

$W2 = 336/21 = 16$

$W3 = 319/21 = 15.19$

$W4 = 307/21 = 14.61$

$W5 = 311/21 = 14.80$

$W6 = 326/21 = 15.52$

X ₁	Wx1	X ₂	Wx2	X ₃	Wx3	X ₄	Wx4	X ₅	Wx5	X ₆	Wx6
31	186	5	30	9	54	6	36	1	96	6	36
19	95	3	190	1	70	2	105	1	65	3	150
18	72	2	96	4	172	2	108	3	132	2	112
1	3	6	18	7	21	1	48	2	6	8	24
1	2	1	2	1	2	5	10	6	12	2	4
	Wx1 =358		Wx2 =336		Wx3 =319		Wx4 =307		Wx5 =311		Wx6 =326

	WEIGHTED AVERAGE	RANK
Current training programs provided by the company	17.04	1
Accessibility of training resources within the company	16	2
frequency of training sessions offered by the company	15.19	4
support provided by trainers during training sessions	14.61	6
ariety of training methods offered by the company	14.80	5
the duration of training sessions provided by the company	15.52	3

ANOVA Test Results

- **Source of Variation** identifies the source of the variation in the data. In this case, the source of variation is between groups (BG) and within groups (WG).
- **SS** (Sum of Squares) is a measure of how spread out the data is for each source of variation.
- **df** (Degrees of Freedom) is a statistical concept that reflects the number of independent pieces of information in a data set for each source of variation.
- **F** (F-statistic) is a test statistic used to compare the variance between groups to the variance within groups.
- **P-value** is the probability value associated with the F-statistic. A small p-value (less than 0.05) suggests that the differences between the groups are statistically significant.
- **F crit** (Critical F-value) is a threshold value at a specific alpha level (usually 0.05). If the F-statistic is

	Very satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
Current training programs provided by the company	31	19	18	1	1
Accessibility of training resources within the company	5	38	24	6	1
frequency of training sessions offered by the company	9	14	43	7	1
support provided by trainers during training sessions	6	21	27	16	5
ariety of training methods offered by the company	16	13	33	2	6
the duration of training sessions provided by the company	6	30	28	8	2

greater than the critical F-value, then the differences between the groups are statistically significant.

HYPOTHESIS TEST

Years Of Experience and Are you satisfied with the current training programs provided by the company

SUMMARY

Groups	Co unt	Sum	Average	Var ian ce
1 to 5	5	29	5.8	22. 7
5 to 10	5	31	6.2	34. 7
10 to 15	5	9	1.8	4.7
above 15	5	1	0.2	0.2

ANOVA

Source of Variatio n	SS	d f	MS	F	P- valu e	F crit
Between Groups	13 1.8	3	43.933 33	2.820 76	0.07 2149	3.23 8872
Within Groups	24 9.2	1 6	15.575			
Total	38 1	1 9				

INTERPRETATION

In this example, the p-value (0.072) is greater than 0.05, so we fail to reject the null hypothesis. The null hypothesis is that there is no difference in the average fraction of correct answers between the groups. There is not enough evidence to conclude that the average fraction of correct answers is different between the four groups.

IV. FINDINGS

- The study identified a significant proportion of employees who feel neutral (47%) about the variety of training methods offered by the company, indicating a potential need for diversification and enhancement of training programs.

- Supervisors were perceived as moderately effective in identifying training needs by 44% of employees, highlighting the importance of improving communication and understanding between employees and supervisors.
- The gender distribution within the organization shows that 53% of respondents are female, 41% are male, and 6% preferred not to disclose their gender.
- Employees with 1-5 years of experience constitute the largest group (42%), followed by those with 5-10 years (46%), indicating a diverse workforce in terms of experience and tenure.
- The primary objective of the study was to analyse training needs at Cedicom Electronics, with secondary objectives focusing on identifying skill gaps, assessing the impact of training on employee engagement, and promoting a culture of continuous improvement.
- The research design outlined in the study provides a structured framework for collecting and analysing data to ensure the validity and reliability of the findings.

V. CONCLUSION

In conclusion, the study on Training Needs Analysis (TNA) at Cedicom Electronics underscores the critical importance of aligning training initiatives with organizational goals and employee needs to enhance performance, engagement, and overall effectiveness. By systematically identifying and prioritizing training needs, organizations can ensure that resources are allocated judiciously and interventions yield optimal outcomes. The findings highlight the significance of continuous learning and development in today's dynamic business environment, where skilled and adaptable personnel are essential for organizational success.

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