

# A Study on Effectiveness of Training And Development In Skyline Garments With Special Reference To Thanjavur

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## I. INTRODUCTION

Training and development is vital part of the human resource development. It is assuming ever important role in wake of the advancement of technology which has resulted in ever increasing competition, rise in customer's expectation of quality and service and a subsequent need to lower costs. It is also become more important globally in order to prepare workers for new jobs. In the current write up, we will focus more on the emerging need of training and development, its implications upon individuals and the employers.

Noted management author Peter Drucker said that the fastest growing industry would be training and development as a result of replacement of industrial workers with knowledge workers. In United States, for example, according to one estimate technology is de-skilling 75 % of the population. This is true for the developing nations and for those who are on the threshold of development. In Japan for example, with increasing number of women joining traditionally male jobs, training is required not only to impart necessary job skills but also for preparing them for the physically demanding jobs. They are trained in everything from sexual harassment policies to the necessary job skills.

## II. REVIEW OF LITERATURE

**Kuldeep Sing (2000)** has selected 84 organization from business representing all the major domestic industries questionnaire has developed by Huselid (1993) are used to study training. The objectives of the study are to examine the relationship between training and organizational performance which shows that Indian organizations are still not convinced of the fact that investments in human resources can result in higher performance.

**Alphonsa V.K. (2000)** has conducted training climate survey in a large private hospital in Hyderabad. 50 supervisors from different departments of the hospitals randomly selected for the study. The researcher used training – climate survey

questionnaire (Rao-1989). "The analysis of training climate as perceived by the supervisors" Covered various aspects such as corporate philosophy policies superior, subordinate relationships, valued performance features and behaviours, interpersonal and group relationship.

## III. RESEARCH METHODOLOGY

Research methodology is the systematic, theoretical analysis of the procedures applied to a field of study (Kothari, 2004). Methodology involves procedures of describing, explaining and predicting phenomena so as to solve a problem; it is the 'how'; the process, or techniques of conducting research

### RESEARCH DESIGN

Research design adopted for this research is "Descriptive Research". It includes surveys and fact-finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present.

### SAMPLING METHODS

In statistics, a simple random sample is a subset of individuals (a sample) chosen from a larger set (a population). A simple random sample is an unbiased surveying technique. Simple random sampling is a basic type of sampling, since it can be a component of other more complex sampling methods

### SAMPLE SIZE

"100"

### SAMPLING UNIT

"SKYLINE GARMENTS"

## RESEARCH PERIOD

The period of research study contained October to February months

## DATA COLLECTION METHODS

Researchers need to consider the sources on which to base and confirm their research and findings. They have a choice between primary data and secondary sources and the use of both, which is termed triangulation, or dual methodology

## PRIMARY DATA

Data observed or collected directly from first-hand experience. Published data and the data collected in the past or other parties is called secondary data

## SECONDARY DATA

Secondary data refers to data that was collected by someone other than the user. Common sources of secondary data for social science include censuses, information collected by government departments, organizational records and data that was originally collected for other research purposes

## STATISTICAL TOOLS

This part of study is mainly focused on verifying main objectives of study. Researcher used CHI SQUARE, SIMPLE PERCENTAGE ANALYSIS as statistical tool for analysis of data

## CHI SQUARE

A chi square statistic is a measurement of how expectations compare to results. The data used in calculating a chi square statistic must be random, raw, mutually exclusive, drawn from independent variables and drawn from a large enough sample. For example, the results of tossing a coin 100 times meets these criteria

## RESEARCH INSTRUMENT

A questionnaire is a research instrument consisting of a series of questions (or other types of prompts) for the purpose of gathering information from respondents. The questionnaire was invented by the Statistical Society of London in 1838.

Although questionnaires are often designed for statistical analysis of the responses, this is not always the case. Questionnaires have advantages over some other types of surveys in that they are cheap, do not require as much effort from the questioner as verbal or telephone surveys, and often have standardized answers that make it simple to compile data. However, such standardized answers may frustrate users. Questionnaires are also sharply limited by the fact that respondents must be able to read the questions and respond to them. Thus, for some demographic groups conducting a survey by questionnaire may not be concrete.

## OBJECTIVES OF THE STUDY

### PRIMARY OBJECTIVE:

- To conduct and study a Training and development need Analysis with special reference to skyline garments

### SECONDARY OBJECTIVES:

- To understand the employees perception about training needs. To analyze the existing training module and its efficacy.
- To develop an effective and viable training system according to the requirement.
- To examine the effectiveness of training in overall development of skills of workforce.
- To frame a training module incorporating the prominent training practices for effective encouragement training
- To offer policy suggestions for better implementation of the scheme.

## SCOPE OF THE STUDY

- The development of any organization depends on the employees. For organizational productivity training and development assumes great significance.
- The study is conducted to know the level of knowledge and skills given to the employees in the organization.

## LIMITATIONS

- In view of the limited time available for the study, only the Training and Development process could be studied.
- The sample size is too small to reflect the opinion of the whole organization.

**IV. CHI SQUARE**

**Null Hypothesis (H0):** There is no significance relationship between age and employees feel qualified to handle their current scope of work

Age \* I feel, I am qualified to handle my current scope of work  
Cross tabulation

Particulars		I feel, I am qualified to handle my current scope of work			Total
		strongly agree	agree	neutral	
21-30 years	Count	26	40	15	81
	Expected Count	26.7	41.3	13.0	81.0
	% within Age	32.1%	49.4%	18.5%	100.0%
31-40	Count	5	8	1	14
	Expected Count	4.6	7.1	2.2	14.0
	% within Age	35.7%	57.1%	7.1%	100.0%
41-50	Count	2	3	0	5
	Expected Count	1.7	2.6	.8	5.0
	% within Age	40.0%	60.0%	0.0%	100.0%
Total	Count	33	51	16	100
	Expected Count	33.0	51.0	16.0	100.0
	% within Age	33.0%	51.0%	16.0%	100.0%

Chi-Square Tests

Particulars	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.158 <sup>a</sup>	4	.707
Likelihood Ratio	3.109	4	.540
Linear-by-Linear Association	1.168	1	.280
N of Valid Cases	100		

a. 5 cells (55.6%) have expected count less than 5. The minimum expected count is .80.

**Calculated value: .707**

**Table value: 9.49**

**Null Hypothesis (H0):** There is no significance relationship between age and employees feel qualified to handle their current scope of work

**V. FINDINGS**

- According to the study conducted 81 % of the employees are between 21 – 30 years of age, 14% of the employees are 31 – 40 years of age, and 5 % of the employees are 41 – 50 % years of age. Based on the finding most of the respondents are 21 – 3-years of age.
- According to the analysis 42% of the respondents are male employees, and 58% of the respondents are female employees. Based on the study most of the respondents are female in the organization
- Based on the analysis 66% of the employees are married and 34% of the employees are unmarried. According to the analysis conducted most of the employees are married
- According to the analysis 16% of the respondents are B E graduates, 16 % of the respondents are Diploma holders, 23 % of the respondents are ITI holders, 20 % of the

respondents are HSC, 25% of the respondents are SSLC students.

- According to the study most of the respondents are agreed that the workers immediately accept as part of their job, activities designed to acquire and share knowledge.
- According to the study most of the respondents are strongly agreed that training is important for my workforce as a means of increasing my Job skills.
- Most of the employees strongly agreed that working efficiently after attending training course.
- Most of the respondents agreed and accept that the organization consider training as a part of organization strategy
- Chi square analysis reveals that there is no significance relationship between age and employees feel qualified to handle their current scope of work

**VI. SUGGESTION**

- Provide adequate training program to each and every person arranged accordingly. The result of the training program also should be analysed and training should be arranged periodically.
- Company has to introduce effective training in every department of the firm so as it help to learn more knowledge in the subject.
- Provide employees motivation programs and other training programs for the development towards profit making.
- On the job training and off the job training is equally important. Provide both the training continuously to the employees.
- Skill based training (Product / Process Training) should be provided. Besides questionnaires other methods of post training evaluation should also be used like interviews , self-diaries , Observations, and supplement test
- Post training has to be continuous and should be taken from line manager / superior and from peers to find out the effectiveness and valuation of training.

**VII. CONCLUSION**

In conclusion, training and development is extremely important to the growth of the company. They not only increase the employees’ abilities and knowledge but also strengthen the relationship that exists between the workforce and the members of leadership within the company. Training begins when it is determined that there is a need. The need helps to determine how the training will be designed and implemented. Employee training is a process that requires planning. This planning includes who is in need of training,

what types of training are best suited for those in need, the preparation, which includes the training activities and equipment, the actual training, as well as the training budget and the follow up evaluation are all included in the training. Employee training is actually a solution to a company or an employee need. The success of the training is measured over time and is based upon whether or not the employee's knowledge or skills increased as a result of the training.

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