

# Employees Opinion Towards Training Practices And Its Effectiveness in Ramco Cement Pvt Ltd, R.R.Nagar

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**Abstract-** The project would be done to study factors how effectively the training programs in conducted in Ramco Cement Pvt Ltd. Training is an effective tool for improving performance. Training has specific goals of improving one's capability, capacity, productivity and performance. Training is required at every stage of work and for every person at work, in any organization for improving the quality of work of the employees at all levels. The specific objectives where to study about the needs of training, to know the awareness level of training, to know about the relationship between trainer and trainee during the training programs, to identify the effectiveness of training program. The survey was collected from 218 employees of Ramco Cements Pvt, Ltd., R.R.Nagar. The data collected is analyze using statistical tools such as Percentage, Weighted Average, Chi-Square. From the analysis it is found that training is given based on the employees needs. Majority of the employees had agreed that they have proper awareness towards the objectives of the training program.

**Keywords-** Training program, Awareness, Effectiveness.

## I. INTRODUCTION

Training is an effective tool for improving performance, but it must be conducted with careful attention to the needs of learners, the context in which learners perform and current evidence about what makes training effective. Training programs are also necessary in any organization for improving the quality of work of the employees at all levels. It is also required when a person is moved from one assignment to another of a different nature. Training is a process of learning a sequence of programmed behavior. It is the application of knowledge & gives people an awareness of rules & procedures to guide their behavior. It helps in bringing about positive change in the knowledge, skills & attitudes of employees. Training is investment in getting more and better quality work from your talent.

Training is a short-term reactive process meant for operatives and process while development is designed continuous pro-active process meant for executives. In

training employees' aim is to develop additional skills and in development, it is to develop a total personality. In training, the initiative is taken by the management with the objective of meeting the present need o fan employee. In development, initiative is taken by the individual with the objective to meet the future need o fan employee

## DEFINITION:

The process of increasing the knowledge and skills of the workforce to enable them to perform their jobs effectively.

Training is, therefore, a process whereby an individual acquires job-related skills and knowledge. Training costs can be significant in any business. However, many employers are prepared to incur these costs because they expect their business to benefit from employees' development and progress.

## II. OBJECTIVES OF THE STUDY

### PRIMARY OBJECTIVES

- To study about the Employees opinion towards training practices and its effectiveness in Ramco Cements Pvt Ltd, R.R.Nagar.

### SECONDARY OBJECTIVES

- To study about the needs of training in Ramco Cements Pvt Ltd, R.R.Nagar.
- To know the awareness level of training in Ramco Cements Pvt Ltd, R.R.Nagar.
- To know about the relationship between trainer and trainee during the training programs in Ramco Cements Pvt Ltd, R.R.Nagar.
- To identify the effectiveness of training program in Ramco cements Pvt Ltd, R.R.Nagar.

## III. REVIEW OF LITERATURE

Professor W.K. Sarwade and Ms. Divya Sharma (August,2018) entitled their research as “Study on Training Effectiveness of training Methods and Techniques of Employees Working in Corporate Sector” the researcher have tried to articulate the training evaluation and its effectiveness towards the training methods and techniques of employees of corporate sector in Marathwada region. Training evaluation techniques is collection of data from the employees and evaluation techniques can be categorized in numerous means. This research paper tried to explore the use of training evaluation methods in industries specifically in manufacturing industry.

D. D. Divate entitled their research entitled their research as “A Study on Effectiveness of Training and Development in Sanjay Ghodawat Polytechnic, Atigre” Present study is undertaken in Sanjay Ghodawat Polytechnic, Atigre which is well known educational institute. Institute believes that education can become firm base of student dream and help them to contribute towards self and thereby national technical growth. This polytechnic shape 10th class student into professional engineer within a span of three years. During this period students learn various skills and develop competencies in themselves through curriculum and examinations. To maintain quality and quantitative product is challenge in front of institute. In the process of achieving goal faculties play a very important role. Therefore it is necessary to train the faculties to develop them in both technical and nontechnical domain. This development will contribute in overall performance of institute.

AlYahya, Mohammed Saad and Dr. Norsiah Binti Mat entitled their research as “Evaluation of Effectiveness of Training and Development: The Kirkpatrick Model” Evaluation of training effectiveness is the measurement of improvement in the employee’s knowledge, skill and behavioral pattern within the organization as a result of training program. This measurement help to match the cost incurred in the design and implementation of training with the associated benefits. Thus, it indicates whether the program has been able to deliver its intended goals and objectives. The purpose of this paper is to review the model of training effectiveness for the adoption by the human resources development executives in their planning, designing and implementation training program.

K. Padmavathi Nageswaramma & Dr. R. Padmaja (2017) entitled their research as “A Study on Evaluation of Effectiveness of Training Programme in Indian Steel Industry” Training, like any other organizational aspects, requires commitment of organizational resources in the forms of time, energy, managerial efforts and money. The class-room

learning is more of theoretical in nature. Unless theory is integrated into practice, the learning remains incomplete and static. Generally, training evaluation determines a training programme’s effectiveness in meeting its intended purpose, which mainly produces competent employees. Programme evaluation focuses on the results of the training programme and not on the process of training programme. The purpose of this study is therefore to make an in depth analysis of the training programmes being practiced in Visakhapatnam Steel Plant, vis-à-vis other standard organizations in Steel manufacturing business namely, SAIL, Tata Steel, and JINDAL so as to evaluate and judge their effectiveness.

Prof. Brijmohan Vyas, 2, Chandrika K Mistry their research entitled as “A study on Effectiveness of Training and Development in Cement Industry” Training effectiveness in cement industry is a critical aspect of the development of knowledge of workforce. The objective of this study is to examine effectiveness of Training. To survive in the globalised era, organizations need to continuously develop the knowledge, skill and ability of their human resources throughout the year, the organization spend a huge amount of money for the purpose of training and development of the human resources. But the crucial point is effectiveness. This paper is a means by which employees express their feedback regarding the effectiveness of training in a cement factory. Hence, relevant and appropriate policies and procedures can be developed and implemented for an effective management.

Swaminathan, J. and Gowri Shankar, U. entitled their research as “Perceived Effectiveness Of Training And Development: A Case Study InStc Technologies Pvt Ltd., Chennai” Training is the act of increasing the knowledge and skill of an employee for doing particular job .The training is to acquire new skill, technical knowledge, problem solving, etc. Training improves the performance of employees on present jobs and prepares them for taking up new assignments in the future. Training also helps in the development of the employees. The main objective of the study is to measure the effectiveness of the training in the organization and its impact on employee job performance in the organisation. For collecting the required primary data, a structured questionnaire, with multiple choice and close-ended questions was administered to 60 employees in the organisation through the simple random sampling method. In this study Chi-Square test, Correlation and Anova have been used to interpret the data collected. Based on the research findings the researcher offered suitable suggestions for improving the employee training and development in the organization.

#### IV. SCOPE OF THE STUDY

The research entitled “Employees opinion towards training practices and its effectiveness in Ramco Cements Pvt Ltd., R.R.Nagar”. The scope of training depends upon the categories of employees to be trained. As we all know that training is a continuous process and not only needed for the newly selected personnel but also for the existing personnel at all levels of the organization. The employees who need continuous training are rank and file, supervisory employees, staff, middle management, top executives.

#### V. RESEARCH METHODOLOGY

##### MEANING

Research methodology is a process used to collect information and data for the purpose of making business decision. The methodology may include publication research, interviews, surveys, and other research techniques, and could include both present and historical information.

##### RESEARCH DESIGN

A research design is a framework or blueprint for conducting a research project. The research design used for this study is of the descriptive type. Descriptive research studies are those studies which are concerned with describing the characteristics of a sample population under observation.

##### SAMPLING DESIGN

Sampling design is a definite plan for obtaining the samples from a given population. It refers to the technique or the procedure the researcher would adopt in selecting item for the sample.

##### SAMPLING METHOD

**Probability sampling methods:** Probability sampling methods refers to the method of sample selection from a finite population which gives each possible sample combination on equal probability for being picked up and each item in the entire population have an equal chance of being included in the sample.

##### SAMPLING TECHNIQUES

**Simple Random Sample:** A simple random sample is a subset of a statistical population in which each member of the subset has a equal probability of being chosen. In this method of selection of sample in such a way that no restrictions on

selecting sample. So that each and every unit of the population has an equal chance probability of being included in the sample.

##### SAMPLING UNIT

The sampling unit is the minimum unit of observation for information on the operative variables. The sampling unit must be clearly defined for construction the sampling frame.

##### SAMPLE SIZE

Sample size is the number of the items or samples of 218 were selected for the study.

##### Sources of Data:

- **Primary Data:**

The primary data are those which are collected afresh and for the first time, and thus happen to be original in character.

- **Secondary Data:**

The secondary data are those that have already been collected by someone else and that have already been passed through the statistical process.

##### STATISTICAL TOOL FOR ANALYSIS

Research used following statistical tools for data analysis and interpretation.

- Uni – Variate Percentage Analysis
- Weighted Average Analysis
- Chi – Square

VI. FINDINGS

Table 1.1: Demographic Profile of Employees

Particulars		No. of Respondents	Percentage (%)
Age	20-25	10	4.59
	26-30	54	24.77
	31-35	69	31.65
	35-40	57	26.15
	above 40	28	12.84
Educational Qualification	SSLC	0	0
	HSC	7	3.21
	Diploma	57	26.15
	Degree	154	70.64
Monthly Income	Below RS.10,000	1	0.46
	Rs.10,000-Rs.20,000	53	24.31
	Rs.20,000-Rs.30,000	100	45.87
	Above Rs.30,000	64	29.36
Experience	Below 5 years	73	33.49
	5-10 years	82	37.61
	11-15 years	42	19.27
	Above 15 years	21	9.63
Marital Status	Married	156	71.56
	Unmarried	62	28.44

Table 1.2: Uni-Variate Percentage Analysis

Particulars		No. of Respondents	Percentage (%)
Training based on needs	Strongly Agree	49	22.48
	Agree	166	76.15
	Neutral	3	1.38
	Disagree	0	0
	Strongly Disagree	0	0
Implementing the training program based on the trainee needs	Strongly Agree	66	30.28
	Agree	145	66.51
	Neutral	7	3.21
	Disagree	0	0
Needs assessment of training in your organization	Highly Satisfied	62	28.44
	Satisfied	142	65.14
	Neutral	14	6.42
	Dissatisfied	0	0
	Highly Dissatisfied	0	0
time interval at which the training is provided	Once in a month	36	16.51
	Quarterly	84	38.53
	Half Yearly	71	32.57
	Yearly	21	9.63
	Rarely	6	2.75
Which kind of training program do you prefer	On the job	123	56.42
	Off the job	8	3.67
	Both	87	39.91
Have you attended any on the job training program in your organization.	Yes	213	97.71
	No	5	2.29

Have you attended any off the job training program in your organization.	Yes	115	52.75
	No	103	47.25
To whom the training program is given more	Senior Staff	12	5.50
	Junior staff	24	11.01
	New Staff	58	26.61
	Based on requirement	124	56.88
Opinion about the training programs provided by your organization	Excellent	33	15.14
	Good	183	83.94
	Fair	2	0.92
	Poor	0	0
The Training in your organization is handled by	Very Poor	0	0
	Internal Trainer	111	50.92
	External Trainer	21	9.63
	By Both	86	39.45
Relationship between trainers and trainee during the training period	Excellent	52	23.85
	Good	160	73.40
	Fair	6	2.75
	Poor	0	0
	Very Poor	0	0
Opinion about the Decision making skill (After Training)	Excellent	45	20.64
	Good	154	70.64
	Fair	18	8.26
	Poor	1	0.46
	Very Poor	0	0
Whether your performance is increased by attending the training program in your organization	Strongly Agree	53	24.31
	Agree	154	70.64
	Neutral	11	5.05
	Disagree	0	0
	Strongly Disagree	0	0
According to you time duration allotted for the training program	Sufficient	83	38.08
	To be extended	55	25.23
	To be shortened	26	11.92
	Manageable	54	24.77
No of training programs attended per year	Not attended	1	0.46
	Below 5	169	77.52
	6-10	48	22.02
	11-20	0	0
	Above 20	0	0
Does the training program provided by your organization makes your job easy	Strongly Agree	18	8.26
	Agree	190	87.16
	Neutral	10	4.59
	Disagree	0	0
	Strongly Disagree	0	0
Overall satisfaction level towards the Training programs in your organization	Highly Satisfied	40	18.35
	Satisfied	171	78.44
	Neutral	7	3.21
	Dissatisfied	0	0
	Highly Dissatisfied	0	0

Chi- Square

This study is undertaken to find out Experience and the training program provided by their organization makes

their job easy. Chi-square helps to analyze the relationship between these variables based on the value of significance.

**Null hypothesis:**

There is no significant relationship between Experience and the training program provided by their organization makes their job easy.

**Alternative hypothesis:**

There is significant relationship between Experience and the training program provided by their organization makes their job easy.

**Table 3: Chi-Square between Experience and the training program provided by their organization makes their job easy.**

Particulars	Value	DF	Asymp. (2-sided)
Pearson Chi-Square	17.953 <sup>a</sup>	6	.006
Likelihood Ratio	15.525	6	.017
N of Valid Cases	218		

- a. 6 cells (50.0%) have expected count less than 5.
- b. The minimum expected count is .96.

**Inference**

Pearson Chi-Square value of the above table is 17.953 at 5% level of significance. Table value (0.006) is lesser than p value (0.05). So the null hypothesis is rejected and alternative hypothesis is accepted. It is concluded that there is a significant relationship between Experience and the training program provided by their organization makes their job easy.

**VII. CONCLUSION**

The research entitled that “Employees Opinion Towards Training Practices and Its Effectiveness In Ramco Cements Pvt Ltd., R.R.Nagar”. This study clearly tells about the effectiveness of training are satisfied by the employees. So the effective training improves performances, health and effectiveness of the organization and the productivity of the business. The training programs definitely enhance skills, improve efficiency, and productivity and growth opportunities for employees. Since employee are the backbone of the organization, so organization should satisfy them in order to improve their quality and provide appropriate training program for their future growth. So the top management must

concentrate on the employee’s training programs to organize them in such a way that maximum number of employees wants to attend these program. This must be related to employee and their jobs.

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