



A Study on Employees Perception towards Training and Development

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ABSTRACT

In the modern workplace, training and development are crucial components of any organization. Its goal is to better equip workers for their present and future positions. With the correct training techniques, the company's production and efficiency can grow significantly. It can be challenging for a firm to choose, offer, and evaluate the appropriate training and development programmed among all of the ones that are now in use in the modern corporate world. Therefore, it is crucial that we carry out research and experiments to discover, scrutinize, and assess the training methods so that we can apply the best one. The purpose of the study is to evaluate the effects of the training and development program, the programmers effectiveness, any issues with the program, and employee attitudes towards the programmed under consideration.

Keywords: Training and development, Organization, employee perception

I. INTRODUCTION

In every industry, an organisation's success is heavily dependent on its workforce. There are, however, other factors that also play a significant role; an organization must guarantee effective staff in order to be financially successful and competitive in the market. Therefore, organizations must be aware of staff retention and work satisfaction in order to maintain this precious human resource. Some businesses believe that workers are exclusively motivated by financial gain from their labour. This assertion disregards the fact that the majority of workers place a high value on the advantages that come with their occupations. As a result, it affects organization negatively in addition to employee work satisfaction and retention. Every organization needs personnel who can quickly adapt to the constantly changing business environment. To remain competitive and effective members of the company, the majority of businesses nowadays spend a lot of money on staff training and development.

TRAINING

A fundamental idea in human resource development is training. It is involved with teaching and practising a specific talent until it reaches the target level. An employee can be placed in a situation where they can accomplish their job accurately, successfully, and conscientiously with the help of training, which is a very valuable tool. Training is the process of enhancing a worker's knowledge and abilities to do a specific profession.

DEFINITION OF TRAINING

Dale S. Beach defines training as 'the organized procedure by which people learn knowledge and/or skill for a definite purpose'. Training refers to the teaching and learning activities carried on for the primary purpose of helping members of an organization acquire and apply the knowledge, skills, abilities, and attitudes needed by a particular job and organization.

According to Edwin Flippo, 'training is the act of increasing the skills of an employee for doing a particular job'.

DEVELOPMENT

The process of development is connected. It includes both activities that foster personality development and those that enhance job performance. Development is the process of preparing someone for a bigger, more important job. This process involves teaching not only skills but also specific mental and personality traits.

Thus, management development is the total improvement of the managerial personnel's competency in light of both the current and future requirements.

DESIGNING A TRAINING PROGRAMME

➤ o express the intention of the organization to develop its personnel.

➤



o direct, design, and carry out the training programmed.

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- o pinpoint the key areas that require training.
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- o give workers the right possibilities for their personal development.

STATEMENT OF THE PROBLEM

Today, training and development are essential components of every organization. It aims to prepare workers for their current employment as well as future ones. The correct training techniques can significantly boost the company's production and efficiency. The organization faces a challenging problem in determining, offering, and assessing the appropriate training and development programmed among the many programmed now in use in the modern corporate environment. In order to discover, analyze, and assess how employees perceive the training and development process, we must perform studies and tests. The study will examine how employees perceive the effects of training on their attitudes and performance.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

To study on employee's perception towards training & development with special reference to S.P Apparels Ltd., Tirupur.

SECONDARY OBJECTIVES

- To analyze the employee satisfaction towards training in the company.
- To study the in impact of training on employee's performance.
- To measure the employee perception level towards training and development process in the organization.
- To analyze the perception towards the impact of training on employee's attitude.

SCOPE AND SIGNIFICANCE OF THE STUDY

- The primary goal of the study is to examine how employees at S.P Apparels Ltd. in Tirupur see the training and development process.
- The effect of training and development on employees' performance and attitude is the main topic of this study.
- The study examines the effectiveness, satisfaction, and impacts of various training and development strategies at S.P. Apparels Ltd.
- The government or other related authorities should utilize this study to persuade SMEs anytime

they want to raise awareness of the advantages of a training course.

LIMITATIONS OF THE STUDY

- The study is only focused on Tirupur, and since only S.P Apparels Ltd. provided data, it is not appropriate for medium- or large-scale businesses.
- The 152-person sample size used in the study is based on the participants' perspectives.
- Due to several respondents' improper responses to the sales point, the researcher found it challenging to gather the questionnaire.
- The project barely lasted a short while.
- Therefore, there was a time limit.

COMPANY PROFILE

S.P Apparels Ltd.,

Leading producer and exporter of knitted clothing for newborns and children in India is S.P Apparels Ltd., Tirupur. These are produced at its integrated facilities, which enable the business to offer full-service garment manufacturing solutions, from grey fabric to finished goods. It believes that its core competencies lie in its thorough comprehension of the requirements for knitted clothing in the infants and children category, the purchasing preferences of its clients, and its capacity to deliver consistently high-quality goods that satisfy the product requirements and exacting compliance standards of its international clients. One of the most important factors in our success is the company S.P Apparels' established relationships with its key clients.

With an integrated manufacturing system, the company, which was founded in 1989, has established itself as a reputable name in the garment business over the course of more than 20 years.

Retail Division

Under the name "Crocodile," S.P Apparels Ltd., Tirupur produces and sells male clothing in India. It holds the sole right to produce, sell, and distribute goods in India under the "Crocodile" name. The business utilizes its own sales and distribution network as well as external e-commerce platforms to market and sell products under the "Crocodile" brand. In order to sell, advertise, and distribute "Crocodile" items, the company also has agreements with distributors.

Garment Division

Around 21 manufacturing sites are located within roughly 125 kilometers of the company's registered office, which is in Avinashi, Tirupur District. Its integrated manufacturing facilities enable it to offer full-service garment manufacturing solutions, from grey cloth to finished goods.



REVIEW OF LITERATURE

Anupama Narayan and Johnson (2018), Relationships were examined between prior experience with training, goal orientation, gender and training attitudes. Participants (n = 165) had a minimum of six months of work experience. Results from regression analysis indicated that mastery-approach goal orientation had a beneficial effect on training attitudes for men but not for women. In addition, prior experience with training had a beneficial effect on training attitudes, and women had more favorable attitudes than men. The results provide initial evidence that gender moderates goal orientation effects in training contexts.

Irwin L. Goldstein (2017), Training for Organizations by O'Conner, Brunner and Delaney appealed to me the most as it gave good insight into Training Needs Assessment and Training Evaluation criteria. The authors also brought out very subtle yet important understanding of training. For effective training to take place, it is essential that one understands learning theory not merely as a set of buzz words and jargon, but how different theories can contribute to successful learning.

Moses (2015) observed that companies can no longer guarantee employees promotions to the top, it is important that training and development help employees with career planning and skills development. Some organization fear that career planning will communicate to employees that their jobs are at risk, but it can be framed differently to communicated that they are willing to invest in helping employees reach their potential. Companies can also help ease employees' minds by making career planning a standard part of their employee development process of downsizing or restructuring.

Christine Bell (2014), The purpose of the paper was to examine the use of employee volunteering programs to develop leadership skills. During the study it was found that employee volunteering programs provide a potentially rich source of learning for team leaders and other volunteers. Such a strategy can encourage employees to recognize learning opportunities for their own leadership skills.

II. RESEARCH METHODOLOGY

Research methodology is a methodical approach to solving research problems. It contains several approaches typically used by researchers to

explore problems, along with the reasoning behind each approach.

RESEACH DESIGN

A research design is an arrangement of parameters for data collecting and analysis that seeks to balance procedural economy with relevance to the study goal.

METHODS OF DATA COLLECTION

The study basically uses primary and secondary data.

1. Primary Data

Primary data refers to newly obtained data. Primary data has primarily been gathered by in-person interviews, questionnaires, and other means.

2. Secondary Data

Secondary data are those that are already in circulation. When a researcher uses secondary data, it has already been processed by one or more organization or agencies; this process of collecting and analyzing secondary data is known as desk research. Secondary data offers time and money savings. It is unprejudiced and simply accessible. Published data or unpublished data are both acceptable forms of secondary data. Secondary data were gathered for this study from the company's annual reports and its website. The primary and secondary sources of information used in this study are text books, journals, newspapers, magazines, and the internet.

SAMPLING DESIGN

An established strategy for taking a sample from a certain population is known as a sampling design. It alludes to the method or process the researcher would use while choosing the items for the sample. The next step is to construct a sampling plan after selecting the study methodology and equipment. Technically speaking, a "sample" is made up of the chosen respondents from the entire population, and the selection procedure is known as "Sampling technique." The sampling plan calls for making the following choices, for example:

- Population
- Sampling Frame
- Sampling Unit
- Sampling method
- Sample Size

Population

The definition of the population, which can be done in terms of components, sampling units, area, and time, is the initial stage in the sampling procedure. The population for the current study was all of the workers of S.P Apparels Ltd. in Tirupur.



Sampling Frame

The components of the population are represented by a sample frame. Employee database lists served as the study's sample frame.

Sampling Unit

Sampling unit of this study is S.P Apparels Ltd., Tirupur

Sampling Method

Stratified Random Sampling method in Probability Sampling is used in this study.

Sample size

The sample size selected for the survey is 152. The sample size determination was purely by intuition.

III. DATA ANALYSIS AND INTERPRETATION

CORRELATION

Correlation analysis deals with the association between two or more variables.

It does not tell anything about cause-and-effect relationship. Correlation is described or classified in several different ways. Three of the most important ways of classifying correlation are

1. Positive and Negative
2. Simple, Multiple and Partial
3. Linear and Non-Linear

Karl Pearson's method is popularly known as Pearson's coefficient of correlation.

It is denoted by the symbol 'r'

Relationship between educational qualification of the respondents and knowing the impact of training & development programmed after obtain it

Hypothesis testing

Null hypothesis (Ho):

There is no significant relationship between the educational qualification of the respondents and knowing the impact of training & development programmed after obtain it.

Alternative hypothesis (H1):

There is some significant relationship between the educational qualification of the respondents and knowing the impact of training & development programmed after obtain it.

Correlations			
		Educational Qualification of The Respondents	Knowing The Impact of Training & Development Programmed After Obtain It
Educational Qualification of The Respondents	Pearson Correlation	1	.096
	Sig. (2-tailed)		.296
	N	152	152
Knowing The Impact of Training & Development Programmed After Obtain It	Pearson Correlation	.096	1
	Sig. (2-tailed)	.296	
	N	152	152

Interpretation:

The above table indicates that, co-efficient of correlation between relationship between educational qualification of the respondents and knowing the impact of training & development programme after obtain it 0.96. It is below 1. So, there is positive relationship between educational qualification of the respondents and knowing the impact of training & development programme after obtain it.



CHI-SQUARE ANALYSIS

The quantity χ^2 describes the magnitude of discrepancy between theory and observation (ie) it can be known whether a given discrepancy between theory and observation can be attributed, to change or whether it results from the inadequacy of the theory to fix the observed facts.

The greater value of χ^2 the greater would be the discrepancy between observed and expected frequencies. The formula for computing chi-square test is,

$$\chi^2 = \sum (O-E)^2/E$$

Where,

O -Refers to the observed frequency

E-Refers to the expected frequency

Calculation of expected frequency:

$$E = RT \times CT/N$$

E = Expected frequency

RT = The total row containing in the cell

CT = The total column containing in the cell

N = The total number of observations

The calculated value of χ^2 is compared with the table value of χ^2 for given degree of freedom at specific level of significance it is accepted when the calculated value is lesser than tabulated value and rejected when the calculated value is greater than the table value.

Relationship between age of the respondents and level of satisfaction towards training methods

Hypothesis testing

Null hypothesis (Ho):

There is no significant relationship between the educational qualification of the respondents and knowing the impact of training & development programmed after obtain it.

Alternative hypothesis (H1):

There is some significant relationship between the educational qualification of the respondents and knowing the impact of training & development programmed after obtain it.

AGE OF THE RESPONDENTS * TRAINING METHODS							
Crosstabulation							
Count							
		TRAINING METHODS					Total
		Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied	
AGE OF THE RESPONDENTS	Below 25	9	15	6	3	9	44
	26-35	12	35	17	2	5	81
	36-45	9	12	3	0	0	24
	Above 45	0	15	12	4	0	33
Total		30	68	32	9	13	152
Chi-Square Tests							
		Value	Df	Asymp. Sig. (2-sided)			
	Pearson Chi-Square	32.278 ^a	12	.001			
	Likelihood Ratio	35.541	12	.000			



AGE OF THE RESPONDENTS * TRAINING METHODS							
Crosstabulation							
Count							
		TRAINING METHODS					
		Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied	Total
AGE OF THE RESPONDENTS	Below 25	9	15	6	3	9	44
	26-35	12	35	17	2	5	81
	36-45	9	12	3	0	0	24
	Above 45	0	15	12	4	0	33
Linear-by-Linear Association			.278	1	.598		
N of Valid Cases			152				
a. 12 cells (60.0%) have expected count less than 5. The minimum expected count is .93.							

Interpretation

As per the above table, it is inferred that the Pearson Chi-Square value is 32.278 and P value is 0.001; it is not significant to 5% (0.05) significant level. The minimum expected count is 0.93. Thus null hypothesis is accepted and it is finding that there is no significant relationship between age of the respondents and level of satisfaction towards training methods.

ONE WAY- ANOVA

The analysis of variance is a method which separates the variation ascribable to one set of causes from the variation ascribable to other set. The total variation is split up into the following two components:

- (a) Variation within the subgroups of samples
- (b) Variation between the subgroups of the samples

The technique of analysis of variance is referred to as ANOVA. A table showing the source of variation, the sum of squares, degrees of freedom, mean square (variance) and the formula for the F-ratio is known as ANOVA table.

$$F\text{-statistic} = \frac{\text{Variance between the samples}}{\text{Variance within the samples}}$$

$$\text{Formula for Karl Pearson's coefficient } r = \frac{\sum xy}{\sqrt{\sum x^2 * \sum y^2}}$$

Hypothesis testing

Null Hypothesis (H₀):

There is no significant relationship between position of the respondents and training & development programmed helps in maintaining better relationship with my superiors

Alternative Hypothesis (H₁):

There is a significant relationship between position of the respondents and training & development programmed helps in maintaining better relationship with my superiors

Interpretation

The table clearly shows that position of the respondents and training & development programme helps in maintaining better relationship with my superiors has a figure on 1.012 values and significance around .366 level than the sum of squares within group between groups values have 3.259 and 188.332 respectively. Hence, the significant value is less than 0.05 for which the significant percentage is above 95%, hence accepting



alternative hypothesis. Thus, rejecting null hypothesis i.e., There is significant relationship between position of the respondents and training & development programme helps in maintaining better relationship with my superiors.

FINDINGS

70.8% of the respondents are male, 44.2% of the respondents are in the age group of 26-35. 42.5% of the respondents have completed UG, 36.7% of the respondents have Rs.20,001 - 30,000 in their income level, 64.2% of the respondents are middle level as their position, 25.0% of the respondents said that agree towards having awareness in training content, 29.2% of the respondents said that neither agree nor disagree towards having the knowledge of training objectives before the commencement of training program. 30.0% of the respondents said that neither agree nor disagree towards knowing the impact of training & development programmed after obtain it.

SUGGESTIONS

- The company must provide training and development programmes for the employees irrespective of their position in the organization.
- The organization must provide the training content to the new recruiters before the training for them.
- The organization must clearly state the objectives of the training and development programme for the employees.
- They must convey their expected output from the employees after the training & development programmed conducted.

IV. CONCLUSION

Employee performance issues can be eliminated with the aid of training and development programmed. When an organization has a strong training and development system, it has more stability, flexibility, and potential for growth. There are at least two ways that training supports employee

stability. After receiving training, employees improve their efficiency. Effective workers aid in the expansion of the business, and this expansion stabilizes the workforce. Additionally, trained staff members frequently remain with the organization. They hardly ever depart the business. Employees become more adaptable through training. Allrounders can be used in any position. This guarantees flexibility. Increased profit from year to year is a sign of prosperity, which is indicated by growth. Nobody else but properly trained staff can contribute to the success of a business.

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