A Study on Training and Development Practices at Coimbatore City

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ABSTRACT
The study entitled "A study on Training and Development Practices at Subzero Technologies, CBE". It aims is to motivate the employees and trains in positive way to obtain the goal of the organization. It is essential for managers to understand the problems of identifying organizational problems, identifying solutions, and implementing and refining organizational change. The crux of this report is the importance of engaging and involving employees, creating a democratic environment to involve all members in designing, modifying, and implementing organizational change. The study is descriptive research study. The sample design used in their study and the sample size is 120.The primary data will be collected through questionnaire method. The secondary data will be collected from internet, books and journals.

Key words: Training and Development, Employee performance, Organizational Growth.

I.   INTRODUCTION
HUMAN RESOURCE MANAGEMENT
The emergence of Human resource Management has provided the focus for a wide-ranging debate concerning the nature of the contemporary employment relationship.HR is of late being considered as capital by many progressive and positive thinking organizations, which have seen exponential growth by holistically managing and developing HR."HRM is the method of effectively utilizing available resources for the purpose of delivering goods and services to the maximum satisfaction of maximum number of people".

TRAINING AND DEVELOPMENT
Training and development refers to the practice of providing training, workshops, coaching, mentoring, or other learning opportunities to employees to inspire, challenge, and motivate them to perform the functions of their position to the best of their ability and within standards set by local, state, Tribal, Federal and licensing organization guidelines. Training and development activities provide all involved system of care parties with the tools they need to develop professionally, increase their knowledge, effectively work with families, and build their capacity to perform the tasks associated with their positions within the system of care.

INDUSTRY PROFILE
Web Development is the work involved in developing a website for the internet or and intranet. The web Development industry comprises companies and freelancers that design and develop websites for businesses and individuals. With the rapid growth of smart phones, gadget development, and the increasing reach of tech in everyday life, Web Development is one of the most attractive fields in the Tech Industry.

STATEMENT OF THE PROBLEM
Training and development plays vital role in any organizations in the modern day. It is aimed at preparing employees for future of current jobs. The efficiency and productivity of the firm can be increased considerably with right training methods. This is the reason why HR department gives training as such a huge importance. So it is essential that we conduct studies and experiments to improve our training methods. The motive behind this study is to understand the effectiveness of training and development on the employees. The training cannot be measured directly but change in attitude and behavior that occurs as a result of training. By studying and analyzing the response of employees regarding training, we can make scientific conclusions, which is the core idea of this study.

OBJECTIVE OF THE STUDY
Primary Objective
- To study the effectiveness of training and development practices followed at Subzero Technologies.
- To study the training and development process in the organization.
- To know the employee's satisfaction level with the training and development program.

Secondary Objective
- To study the training and development activities followed in the organization
- To Analyze the factors influencing effectiveness of Training and development
- To evaluate the Training and development practices.
- To identify the impact of Training and Development on Employee Performance.

II.   REVIEW OF LITERATURE:
Oldadeleakin (2020) Evaluation is increasingly being regarding as a powerful tool to enhance the effectiveness of training. Three major approaches to training evaluation; quality assessment and quality control are highlighted. In order to enhance the effectiveness of training, evaluation should be integrated with organization life.

According to Jein and darby(2020) discuss the concept of training and development in the context of expatriates and other country national in Chinese multinational enterprises. Expatriates generally receive pre-departure and post arrival training.

According to Tome (2019), during the last decades of the 20th century, with the advent of the Knowledge Based economy, and globalization, the economic structure of countries began to change very fast and there was much uncertainty in the employment sector. He stated that companies and organizations did not know what type of knowledge they would need in five or ten years to come. Organizations have to be prepared to face more competition and they need to strengthen their competitiveness. Human capital is one of the major weapons that serves as the driver for them to survives and thrive. Each and every employee hired is considered an asset that can be used to produce more assets.

Research methodology
This research follows a survey design. Data was generated through a structured questionnaire administered on respondents. The respondents included employees from different levels in the company such as clerical, middle level of management and top level of management from HR, Finance and IT section.. The respondents were selected by stratified random sampling well-structured questionnaires were prepared and circulated among selected respondents. First-hand information was collected with the help of those questionnaires. The data collected from the primary sources were arranged sequentially and tabulated in a systematic manner

Research design
A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to research purpose with economy in procedure. In this study descriptive type of research design has been used.
Descriptive research studies which are concerned with describing the characteristic of a particular concerned with the prediction with narration of facts and characteristics concerning individual group of situations are all example of descriptive research studies.

METHOD OF DATA COLLECTION
Primary data:
Primary data are those which are collected a fresh and for the first time and thus happen to the original in character.

Secondary data:
Secondary data are those which have been already collected and analyzed by some earlier agency for its own use.

Type of survey:
A Direct Survey Method was selected for the research because of the following characteristics:
- It's a filed study.
- It seeks response directly from respondents.
- It is conducted in one unit out of two.

Method of sampling:
The method of sampling adopted is Stratified Random Sampling. Here, the universe to be sample is subdivided into groups, which are mutually exclusive & include all items in the universe. A simple random sample is then chosen independently from each group.

STRATIFIED RANDOM SAMPLING
A method of sampling that involves the division of a population into smaller groups known as strata. In stratified random sampling, the strata are formed based on members' shared attributes or characteristics. A random sample from each stratum is taken in a number proportional to the stratum's size when compared to the population. These subsets of the strata are then pooled to form a random sample.
Respondents were chosen randomly from Different functional departments for this study.

Sample Size:
The sample chosen to collect data consisted of 120 respondents. The data collected is used for final tabulation and Interpretation.
Research instrument:

Structured questionnaire was used to collect primary data.
Techniques of Interpretation:
Collected data's are analyzed through Systematic Tabulation and Graphical Presentation
DATA INTERPRETATION.
- Simple percentage analysis
- Chi-square
- ANOVA

CHI-SQUARE ANALYSIS

HYPOTHESIS
Null hypothesis (H0): There is no significant difference between qualification of the respondents with knowledge and skill gained through trainning
Alternative hypothesis (H1): There is a significant difference between qualification of the respondents with knowledge and skill gained through trainning

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.219[a]	12	.905
Likelihood Ratio	6.398	12	.895
Linear-by-Linear Association	.230	1	.631
N of Valid Cases	120		

Significant = P<=0.05, Not Significant =P>0.05

INTERPRETATION
According to the Chi-square table the X² = 6.219, a degree of freedom is 12 and 'p' value is 0.555. Here, the 'p' value is greater than 0.905 (0.905> 0.05). So the H_0 is rejected and the H_1 is accepted. Hence there is a significant difference between qualification of the respondents with knowledge and skill gained through trainning.
Thus , the respondents's qualification varies significantly depending on whether they have training- related knowledge and skills.

HYPOTHESIS
Null hypothesis (H0): There is no significant difference between gender of the respondents with trainning tools usefull for placements
Alternative hypothesis (H1): There is a significant difference between gender of the respondents with trainning tools usefull for placements

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.240[a]	1	.624
Continuity Correction	.094	1	.760
Likelihood Ratio	.240	1	.624
Fisher's Exact Test			
Linear-by-Linear Association	.238	1	.626
N of Valid Cases	120		

Significant = P<=0.05, Not Significant =P>0.05

INTERPRETATION

According to the Chi-square table the X² = 0.240, a degree of freedom is 4 and 'p' value is 0.624. Here, the 'p' value is greater than 0.624 (0.624> 0.05). So the H_0 is rejected and the H_1 is accepted. Hence there is a significant difference between gender of the respondents with trainning tools usefull for placements.

Thus ,the Respondents' genders differ significantly when it comes to training materials that are helful for placements.

ANOVA ANALYSIS
AGE-One-Way ANOVA Analysis

One way analysis was conducted to check whether the study variables differ across various ages of the respondents. The age of the respondents break up among the respondents is as follows

AGE

Particulars	Frequency
Below 25Yrs	33
26-35 yrs	21
36-45 Yrs	35
Above 45Yrs	31
Total	120

To check whether the various study variables differ across ages of the respondents, one way ANOVA was conducted. The various hypotheses being considered are

NULL HYPOTHESIS

H_0: There is no significant difference between the ages of the respondents with factors reflecting need for training

ALTERNATIVE HYPOTHESIS

H_1a: The opinion of respondents regarding lack of qualification

H_1b: The opinion of respondents regarding inexperience of employee

H_1c: The opinion of respondents regarding Remedial Training

H_1d: The opinion of respondents regarding Orientation Training

TABLE SHOWING THE ANOVA ANALYSIS BETWEEN AGES OF THE RESPONDENTS WITH THE FACTORS REFLECTING NEED FOR TRAINING

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Lack Qualification	Between Groups	.512	3	.171	.059	.981
	Within Groups	261.215	117	2.870		
	Total	261.726	120			
Inexperienced Employee	Between Groups	6.260	3	2.087	.857	.466
	Within Groups	221.572	117	2.435		
	Total	227.832	120			
Remedial Training	Between Groups	1.428	3	.476	.311	.817
	Within Groups	139.057	117	1.528		
	Total	140.484	120			
Orientation Training	Between Groups	7.166	3	2.389	1.385	.253
	Within Groups	156.981	117	1.725		
	Total	164.147	120			

INTERPRETATION

From the ANOVA analysis it is inferred that there is a significant difference between the ages of the respondents with factors reflecting need for training, as the P value greater than the significant value and so the null hypothesis is rejected.

III.   FINDINGS

28.4% of the respondents are below 25 years. Majority of the respondents are male. Majority of the respondents are single. Maximum respondents are completed their under graduation. Majority of the respondents worked less than 5 years..47.4% of the respondents are undergone training during last two years and 52.6% of the respondents are not undergone any training during last two years. Maximum respondents are strongly agreed with the training needs. Maximum respondents are agreeing their training needs are identified through appraisal system. Maximum respondents are neutral with the extensive training program provided by the organization. Maximum respondents are agreeing with the time provided to learn. Majority of the respondents are agree with the training program to gain the knowledge and skill. There is a significant difference between qualification of the respondents with knowledge and skill gained through trainning, present salary of the respondents with trainning needs,Gender of the respondents with trainning tools usefull for placements.There is a significant difference between the ages of the respondents with factors reflecting need for training, The experience of the respondents and need for effective training.

IV.   SUGGESTION

Training funds should be directed to programs with a track record of success in improving earnings for the specific target population and to those workers who can benefit the most from those programs. Training programs should directly engage employer and industry partners, or actively guide students to career-specific training. Provide information for the employee about why the new skills, skill enhancement, or information is necessary. Make certain the employee understands the link between the training and his job. The employer should Set clear, specific training objectives for the provider and review the same jointly with the trainee's supervisors or managers. Do thorough needs and skills analysis to determine the real need for employee training and development. Make sure the opportunity you are pursuing or the problem you are solving is a training issue.

V.   CONCLUSION

Training and development helps the growth of a business. The company should have a clear focus on having a well-motivated and trained workforce. The company needs to have motivated and confident staff who have up-to-date skills in order to remain competitive. In addition, well-trained staff is an asset to the business and help to retain customers. Well-trained staffs who remain with the business mean that customers enjoy continuity. This contributes to customer loyalty and leads to repeat business. Staffs who feel valued stay longer in a company. This means that" costs of recruitment can be reduced, resulting in cost savings across the organization. The purpose of this learning material is to explain to the reader issues and concepts that should be understood in order to think constructively about the application of the psychology of training to real work issues.

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