



A STUDY ON IMPACT OF VIRTUAL TRAINING ON EMPLOYEE PERFORMANCE WITH REFERENCE WITH ANTO TECHNOLOGIES, CHENNAI

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ABSTRACT:

“A study on impact of virtual training on employee performance analyses actual situation of currently utilized virtual training methods in selected organization (ANTO TECHNOLOGIES) and describes implementation of virtual reality into employee training in ANTO TECHNOLOGIES, the ongoing virtual training process and the problems faced in virtual training process by the employees.

INTRODUCTION:

Due to pandemic lockdown organizations like ANTO TECHNOLOGIES suffered to training and it helps to identify the difference between classroom training and virtual training and also it helps in analyzing provide training for employees. So organizations like ANTO TECHNOLOGIES started training their employees through virtually. A STUDY ON IMPACT OF EMPLOYEES PERFORMANCE WITH REFERENCE WITH ANTOO TECHNOLOGIES,CHENNAI will be helpful in

analyzing the effectiveness of training and it helps to identify the difference between classroom training and virtual training and it also helps in analyzing the employees preference, working in ANTO TECHNOLOGIES and attended virtual training provided in ANTO TECHNOLOGIES. And find out areas where employees facing problems in virtual training.

STATEMENT OF THE PROBLEM:

Scheduling training timing is one of the most difficult challenges a human resource departments are facing.

- Human Connection :
- Some employees are feeling that online training is boring ,so it is hard for the human resource department to train their employees.
- Access to technology and content
- Employees facing technical difficulties.

OBLECTIVES OF THE STUDY:

To asses the effectiveness of training at ANTO TECHNOLOGIES.

RESEARCH METHODOLOGY:

Research methods are the techniques and tools by which you research a subject or a topic. Research methodology involves the learning of various techniques to conduct research and acquiring knowledge to perform tests,surveys, and critical analysis.

PERCENTAGE ANALYSIS:**Age of the respondents.**

AGE	NO OF RESPONDENTS	PERCENTAGE (%)
20-25	54	49.1%
25-30	41	37.3%
30-35	13	11.8%
35 Above	2	1.8%

SOURCE: Primary data

Gender of the Respondents.

EMPLOYEE RESPONDENTS	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	31	28.2%
Agree	19	17.3%
Neutral	25	22.7%
Disagree	24	21.8%
Strongly disagree	11	10%

SOURCE: Primary data

Respondents ask for training content expectations.

EMPLOYEE FEEDBACK	NO OF RESPONDENTS	PERCENTAGE
unacceptable	5	4.6%
acceptable	33	30.6%
Good	43	39.8%
Very good	23	21.3%
Out standings	4	3.7%

SOURCE: Primary data

Respondents ask for gender.

GENDER	NO OF RESPONDENTS	PERCENTAGE
Male	63	57.3%
Female	47	42.7%

SOURCE: Primary data

Chi square:

The table showing the relationship between work period and the training sessions.

Null hypothesis(H0): There is no significant relationship between working period and the training sessions.

Alternative Hypothesis(H1): There is a significant relationship between work period and the training sessions.

How long do you worked at (Anto technologies): * Are you satisfied with the information provided by the trainer during the training session?

Crosstabulation

Count

		d with the information provided by the trainer during the training session?				Total
		1	AVERAGE	NOT SATISFIED	SATISFIED	
How long do you worked at (Anto technologies):	1	0	1	0	2	3
	1-2 years	1	3	2	29	35
	3-4 years	0	6	2	28	36
	5-10 years	0	0	0	2	2
	Less than one year	0	6	0	28	34
	Total	1	16	4	89	110

Chi-Square Tests

	Value	df	Asymp. Sig. (2- sided)
Pearson Chi-Square	6.789 ^a	12	.871
Likelihood Ratio	8.465	12	.748
Linear-by-Linear Association	.016	1	.899
N of Valid Cases	110		

a. 15 cells (75.0%) have expected count less than 5. The minimum expected count is .02.

SOURCE: Primary data

INTERPRETATION:

Since p value is greater than 0.05, we accept the Null hypothesis and reject the Alternative hypothesis. Therefore, there is no significant relationship between training sessions and the working period.

FINDINGS:

- ❖ Majority(99.1%), So the training and development programs increase the efficiency in employees.
- ❖ Majority(95.4%), So there is an enhancement in employees after training program.
- ❖ Majority(67.9%), So redesigning is the condition that has to be improved during training session.
- ❖ Majority(84.4%), So the career growth is based on various training programs.
- ❖ Majority(68.5%), So the general complaint about the training session is it takes too much time of employees.
- ❖ Majority(71.8%), So most of the employees prefer virtual training.

SUGGESTIONS:

A standard measure before and after each training program on level of knowledge, skills, attitudes and behaviour will help to measure its effectiveness more accurately.

The company has to ask its employees to suggest types of trainings which they think is more helpful in achieving organizational goals.

Train the employees in all areas like personality development, technical training, and standard operating procedures with that they can handle multi tasks and balance their pressures. Employees performance level should be considered for selecting employees for training programs.

SUMMARY:

In the first chapter ,Introduction about ANTO TECHNOLOGIES and Introduction about the study have been described and the visions and missions of the company were described.

In the second chapter, The review of literature were discussed. The literature which have been said about training provided to the employees in the organizations and also about the development of employees, skills and improvement of employees work performance.

In the third chapter, The research problem was described and sample size, data collections and analysis methods were defined

In the fourth chapter, The data collected through questionnaire was analyzed using percentage methods and chi-square methods, tabulated and displayed in by graphical form by using tables and charts

In the fifth and sixth chapter, the findings of the study , suggestions for improving the study further are included. The chapter ends with a conclusion to the study

CONCLUSION:

The virtual training and development program adopted in ANTO TECHNOLOGIES mainly concentrated on areas like quality aspects , job oriented trainings, technical skills and knowledge.

Most of the respondents rated as good and excellent towards the overall quality and effectiveness of the virtual training and development programs and satisfied with the present virtual training methods.

The company also has to concentrate on small percentage of respondents who are not satisfied with virtual training and development programs and satisfied with the present virtual training methods.

Finally the virtual training and development programs provided by ANTO- TECHNOLOGIES are found to be effective, credible and commendable, which can be improved further.