



A STUDY ON SIGNIFICANCE OF INDUCTION TRAINING PROGRAMS IN ENHANCING THE SKILL OF EMPLOYEES IN/AT UNIFY TECHNOLOGIES

¹Srivati Srichandana, ²Parimala Rishitha

¹Assistant Professor, ²Research Student

¹MBA,

¹CMRIT, Hyderabad, INDIA

Abstract This study focuses on examining the significance of induction training programs in enhancing employee skills. The research methodology employed a quantitative approach, with a study period of 45 days. The primary data was collected through a structured questionnaire, while secondary data was obtained from websites and articles. The data analysis utilized the simple average method, and the findings were presented through bar graphs.

The study highlights the need for organizations to understand the impact of induction training programs on employee skill enhancement. The research scope encompasses various industries and organizations, considering both theoretical aspects and practical implications. The objectives of the study are to assess the effectiveness of induction training programs, identify best practices, understand employee perspectives, and provide recommendations for program improvement.

Several limitations exist within the study, including the short duration, reliance on a single data collection format, potential oversimplification of findings, and limitations of secondary data sources. However, the research methodology provides a structured framework for data collection and analysis, allowing for a comprehensive evaluation of induction training programs.

The study's findings contribute to the existing body of knowledge by shedding light on the significance of induction training programs in enhancing employee skills. The graphical representation of data through bar graphs provides visual insights into the perceived benefits and skill enhancement scores. Ultimately, this research aims to assist organizations in optimizing their induction training strategies and improving the efficiency and effectiveness of their workforce.

I. INTRODUCTION

When it comes to the growth and development of personnel inside an organisation, induction training programmes are an extremely important factor to consider. These programmes serve as a vital component of the onboarding process for newly hired employees, providing them with the necessary information, knowledge, and skills to effectively integrate into their roles. The potential of induction training programmes to improve the skills of employees and, as a result, contribute to the overall performance and productivity of employees is the primary reason for the programmes' significance.

Employees that participate in induction training programmes that have been thoughtfully developed are provided with the foundational knowledge and understanding of the organization's work procedures, as well as its values and culture. Because of this, they are able to swiftly adjust to their new roles, effectively communicate with coworkers, and significantly contribute to the accomplishment of organisational goals. Employees are given the opportunity to become acquainted with the company's rules, processes, and expectations through the participation in induction training programmes. This helps to eliminate uncertainty and paves the way for a more seamless transition into their new work environment.

Because there is a need to understand the precise ways in which induction training programmes help to the development of employee abilities, it is essential to do research on the relevance of the role induction training programmes play in improving employee skills. Organisations are able to optimise their training plans, establish best practises, and connect them with their business objectives when they conduct an analysis of the impact that induction training has.

The scope of this study spans a variety of different sectors and organisations. This is done in recognition of the fact that the efficacy of induction training programmes may vary depending on aspects such as the size of the company, the dynamics of the industry, and the training methods that are utilised. The purpose of this study is to provide a full knowledge of the value of induction training programmes in increasing employee abilities by analysing both the theoretical elements and the practical ramifications of such programmes.

RESEARCH METHODOLOGY

The research methodology employed in this study involved a quantitative approach to assess the significance of induction training programs in enhancing employee skills. The study period was 45 days, during which data was collected and analysed.

OBJECTIVE OF THE STUDY:

- To assess the effectiveness of induction training programs in enhancing employees skills.
- To identify the key components and best practices of successful induction training programs.
- To understand the perceived benefits of induction training programs from the employees' perspective.
- To provide recommendations for improving and optimizing induction training programs.

SCOPE OF THE STUDY

This study focuses on the impact of induction training programs on employee skill enhancement. It encompasses both theoretical aspects and practical implications by analysing existing literature, case studies, and conducting surveys or interviews with employees and HR professionals. The scope includes various industries and organizations of different sizes, with a particular emphasis on the training methods and techniques used during the induction process.

NEED FOR THE STUDY

Induction training programs serve as an essential component of the onboarding process for new employees. They provide an opportunity for organizations to introduce their values, culture, and work processes to new hires. The need for this study arises from the importance of understanding how induction training programs contribute to enhancing the skills of employees. By investigating this area, organizations can optimize their training strategies and improve the overall efficiency and effectiveness of their workforce.

DATA COLLECTION:

PRIMARY DATA: The primary data was collected using a structured questionnaire. The questionnaire format included both closed-ended and Likert scale questions to gather information from employees who have undergone induction training programs. The questionnaire focused on assessing the perceived impact of induction training on skill enhancement.

SECONDARY DATA: Secondary data was collected from various sources, including websites, academic journals, and articles. This data was used to gain insights into theoretical frameworks, best practices, and previous research studies related to induction training programs.

POPULATION & SAMPLE: Population - 110 Sample - 100

DATA ANALYSIS: To analyse the data collected, the simple average method was employed. The responses from the questionnaire were quantitatively analysed by calculating the average scores for each question and overall skill enhancement. These scores were then used to identify trends, patterns, and the perceived effectiveness of induction training programs.

GRAPHICAL REPRESENTATION: The findings of the study were presented using bar graphs.

REVIEW OF LITERATURE: Article Title: "The Role of Induction Training in Skill Development: A Literature Review"

Description: This literature review examines the role of induction training programs in developing employee skills. It explores how well-designed induction programs contribute to the acquisition and enhancement of job-specific skills, technical competencies, and soft skills. The article discusses the importance of aligning induction training with organizational goals and individual development needs to maximize skill development outcomes.

ARTICLE TITLE: "INDUCTION TRAINING AND ORGANIZATIONAL PERFORMANCE: A SYSTEMATIC LITERATURE REVIEW"

Description: This systematic literature review focuses on the relationship between induction training programs and organizational performance. It explores how effective onboarding processes impact productivity, quality of work, customer satisfaction, and overall organizational success. The article analyses empirical studies and case examples to identify the mechanisms through which induction training influences organizational performance.

ARTICLE TITLE: "THE IMPACT OF INDUCTION TRAINING ON EMPLOYEE ENGAGEMENT AND JOB SATISFACTION: A REVIEW"

DESCRIPTION: THIS REVIEW ARTICLE EXAMINES THE IMPACT OF INDUCTION TRAINING PROGRAMS ON EMPLOYEE ENGAGEMENT AND JOB SATISFACTION. IT EXPLORES THE RELATIONSHIP BETWEEN EFFECTIVE ONBOARDING PROCESSES, EMPLOYEE MOTIVATION, AND SATISFACTION WITH WORK. THE ARTICLE REVIEWS RELEVANT STUDIES AND PRESENTS EVIDENCE-BASED PRACTICES THAT ORGANIZATIONS CAN ADOPT TO ENHANCE EMPLOYEE ENGAGEMENT AND JOB SATISFACTION THROUGH INDUCTION TRAINING.

ARTICLE TITLE: "INDUCTION TRAINING PROGRAMS AND EMPLOYEE RETENTION: A SYSTEMATIC REVIEW"

Description: This systematic review article focuses on the impact of induction training programs on employee retention. It explores how well-designed onboarding processes contribute to reducing turnover rates and increasing employee commitment to the organization. The article synthesizes findings from multiple studies to identify the key factors and strategies that organizations can implement to improve employee retention through effective induction training.

ARTICLE TITLE: "ENHANCING EMPLOYEE ENGAGEMENT THROUGH INDUCTION TRAINING: A LITERATURE REVIEW"

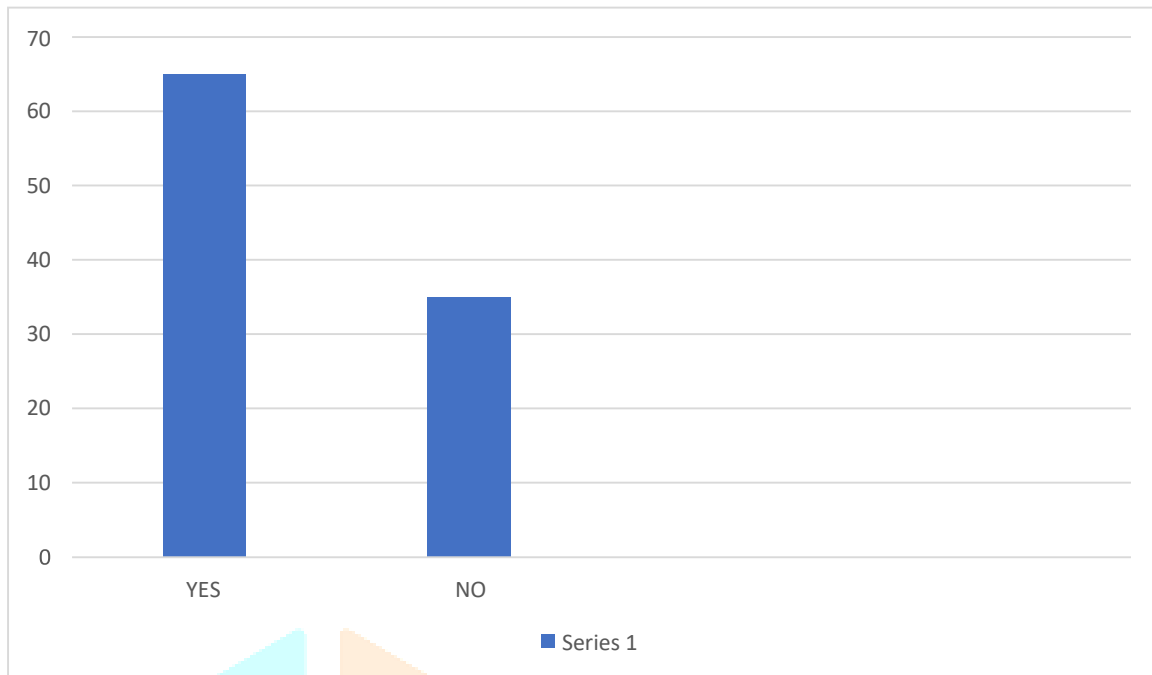
Description: This literature review focuses on the relationship between induction training programs and employee engagement. It examines how well-designed induction programs contribute to increased engagement levels among new employees. The article discusses the theoretical foundations of employee engagement, explores various approaches to induction training, and presents evidence-based strategies to enhance employee engagement through effective onboarding.

LIMITATION OF THE STUDY:

- The findings of this study may be limited to the specific context and sample size selected for research purposes. Different organizations and industries may have unique training requirements and outcomes.
- Employee skill enhancement is a multifaceted concept influenced by individual capabilities and external factors. Therefore, subjective opinions and perceptions may impact the results of the study.
- Conducting an in-depth analysis of the long-term impact of induction training programs may be challenging due to time constraints. Longitudinal studies are recommended to overcome this limitation.

1. The induction training program effectively introduced me to the organization's values and culture

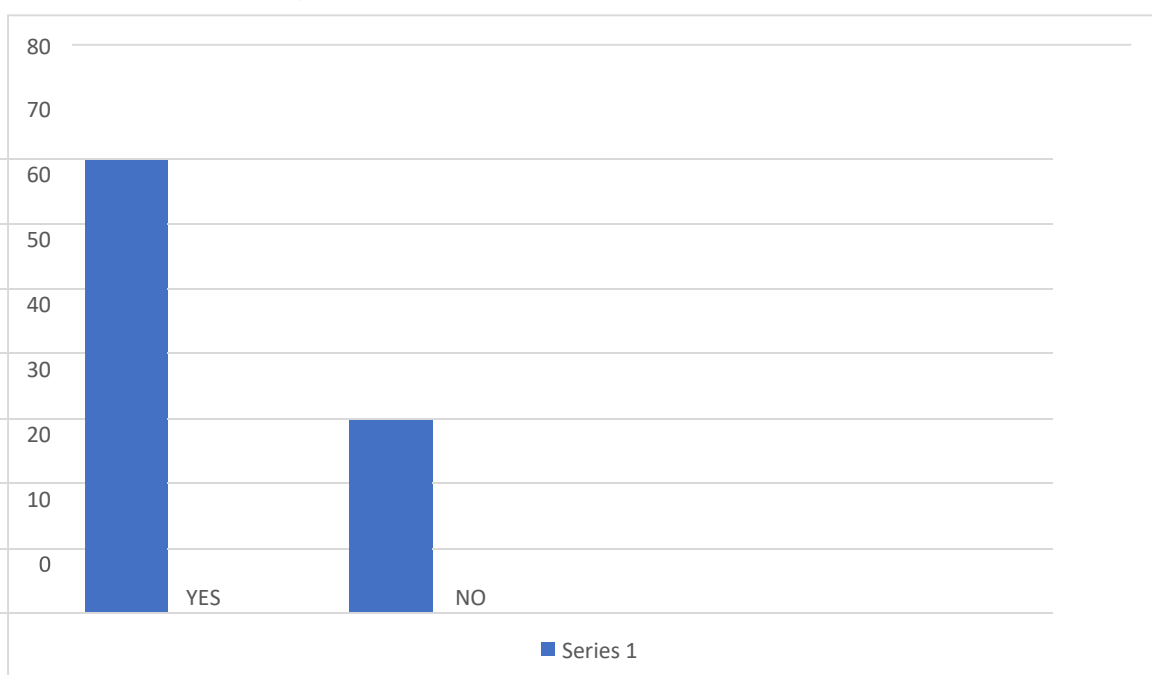
SNO:	OPTIONS	RESPONDENTS	PERCENTAGE
1	YES	65	65%
2	NO	35	35%



INTERPRETATION: 65% of the respondents agreed that the induction training program effectively introduced them to the organization's values and culture. 35% of the respondents disagreed, suggesting that there is room for improvement in ensuring that all participants feel adequately introduced to the organization's values and cult.

2.Has your induction program helped you to understand your job, responsibilities, and performance standards?

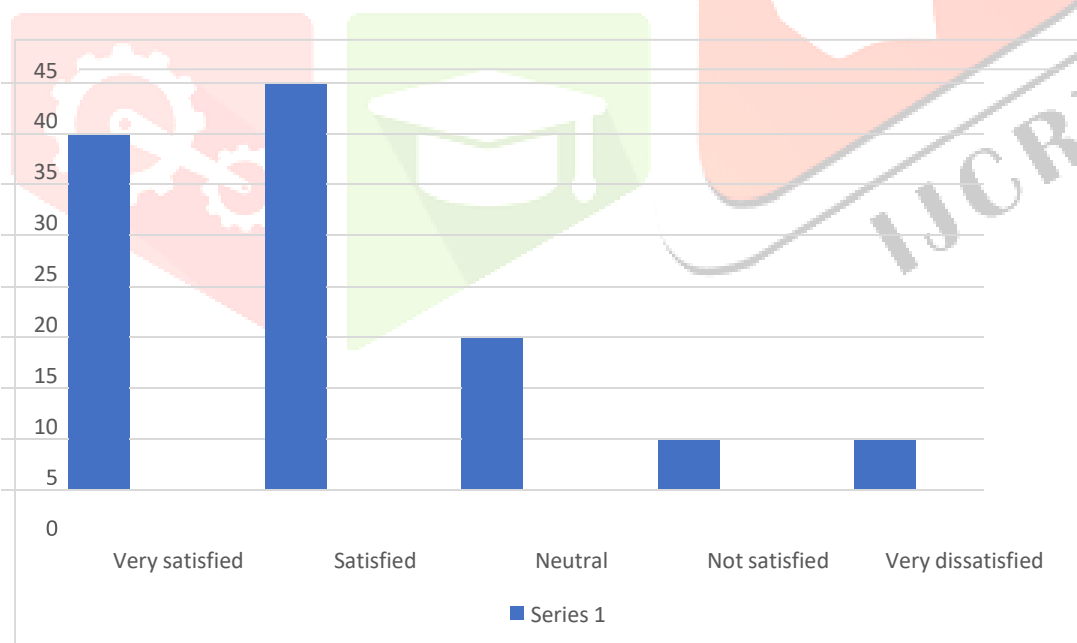
SNO:	OPTIONS	RESPONDENTS	PERCENTAGE
1	YES	70	70%
2	NO	30	30%



INTERPRETATION: 70% of the respondents answered yes, indicating that the induction process helped them understand their job, responsibilities, and performance standards. This is a positive result as it suggests that the majority of participants found the induction program beneficial in clarifying their roles and expectations within the organization.

.How satisfied are you with this Induction training program?

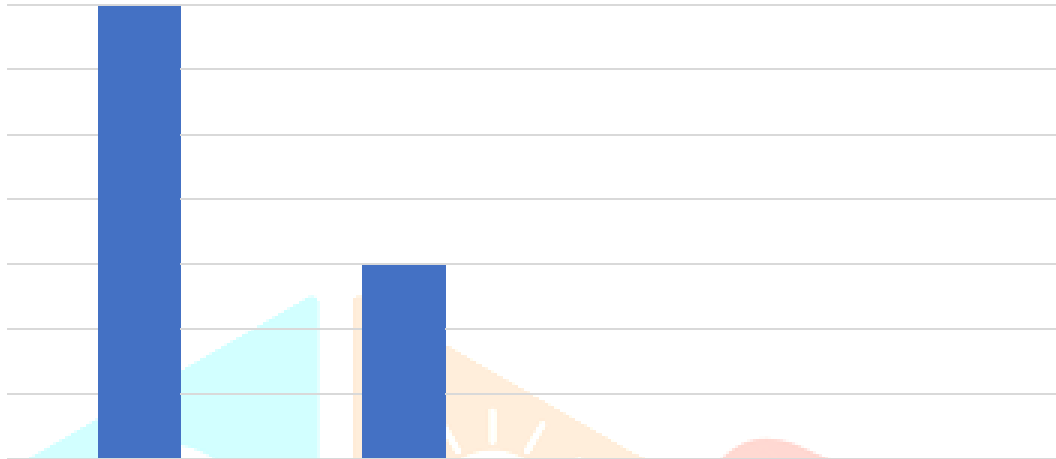
SNO:	OPTIONS	RESPONDENTS	PERCENTAGE
1	Very satisfied	35	35%
2	Satisfied	40	40%
3	Neutral	15	15%
4	Not satisfied	5	5%
5	Very dissatisfied	5	5%



INTERPRETATION: 35% of the participants reported being very satisfied. These results demonstrate that a majority of the participants had a positive perception of the induction training program, with a significant portion feeling satisfied.

4. Did the Organization work through an Induction training program on a one-to-one basis?

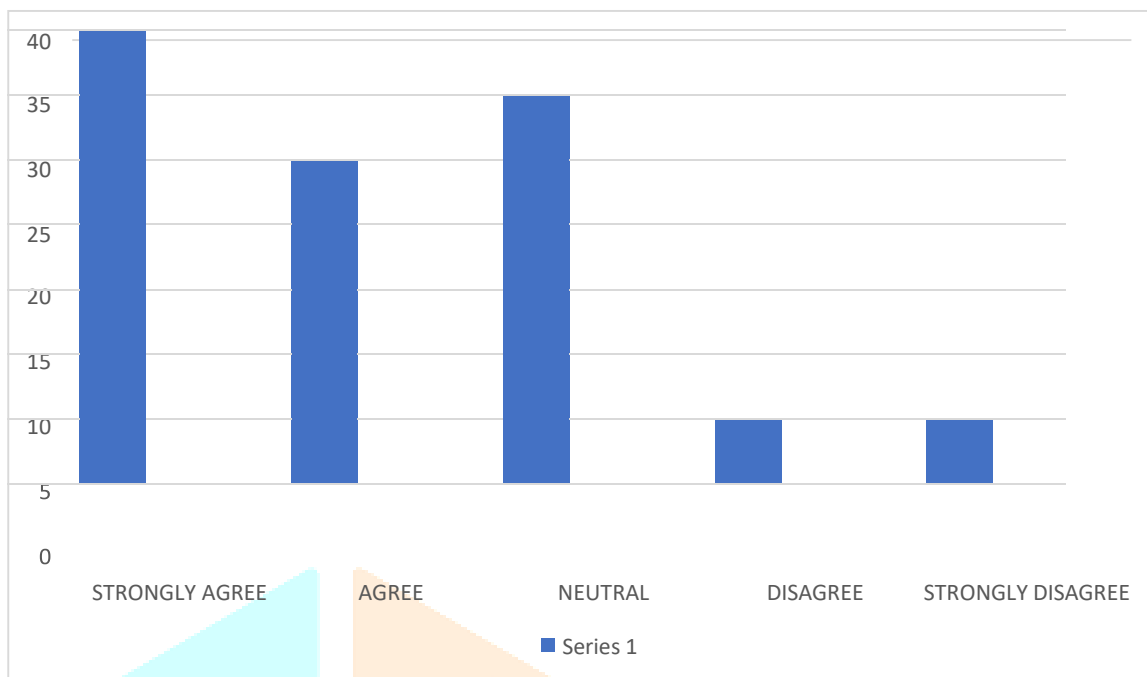
SNO:	OPTIONS	RESPONDENTS	PERCENTAGE
1	YES	70	70%
2	NO	30	30%



INTERPRETATION: 70% of the respondents answered yes, suggesting that the organization provided one-to-one induction training for the participants. This is a positive finding as individualized attention and guidance can help new hires better understand their roles and responsibilities within the organization.

5.The induction training program improved my confidence in performing job-relatedtasks?

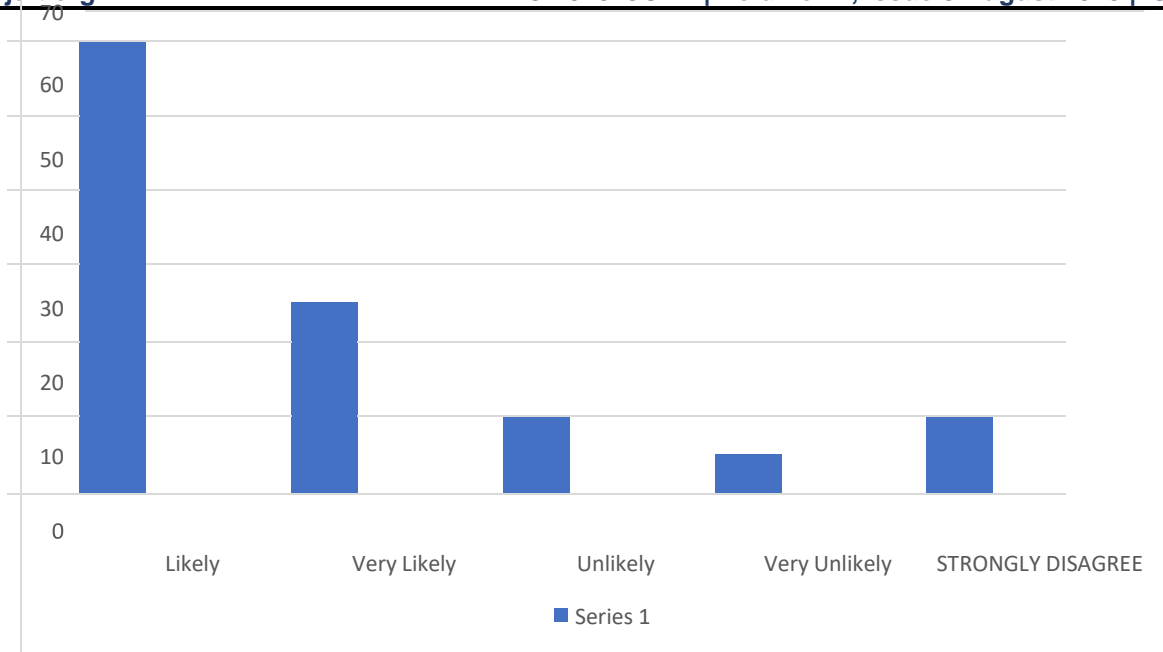
SNO:	OPTIONS	RESPONDENTS	PERCENTAGE
1	STRONGLY AGREE	35	35%
2	AGREE	25	25%
3	NEUTRAL	30	30%
4	DISAGREE	5	5%
5	STRONGLY DISAGREE	5	5%



INTERPRETATION: 35% strongly agreed that the induction training program improved their confidence, while 25% agreed. These results indicate that a significant number of participants experienced an increase in confidence due to the induction training program.

6..The induction training program positively influenced my decision to stay with the organization?

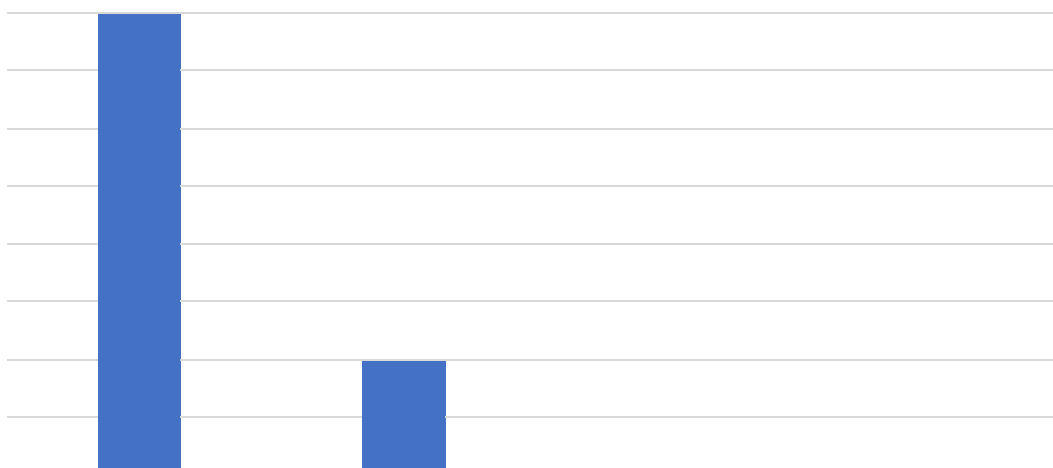
SNO:	OPTIONS	RESPONDENTS	PERCENTAGE
1	Likely	60	60%
2	Very Likely	25	25%
3	Unlikely	10	10%
4	Very Unlikely	5	5%



INTERPRETATION: 60% reported that it was likely that the program had a positive influence, while 25% answered very likely

7. The induction training program equipped me with the necessary knowledge to perform my job effectively?

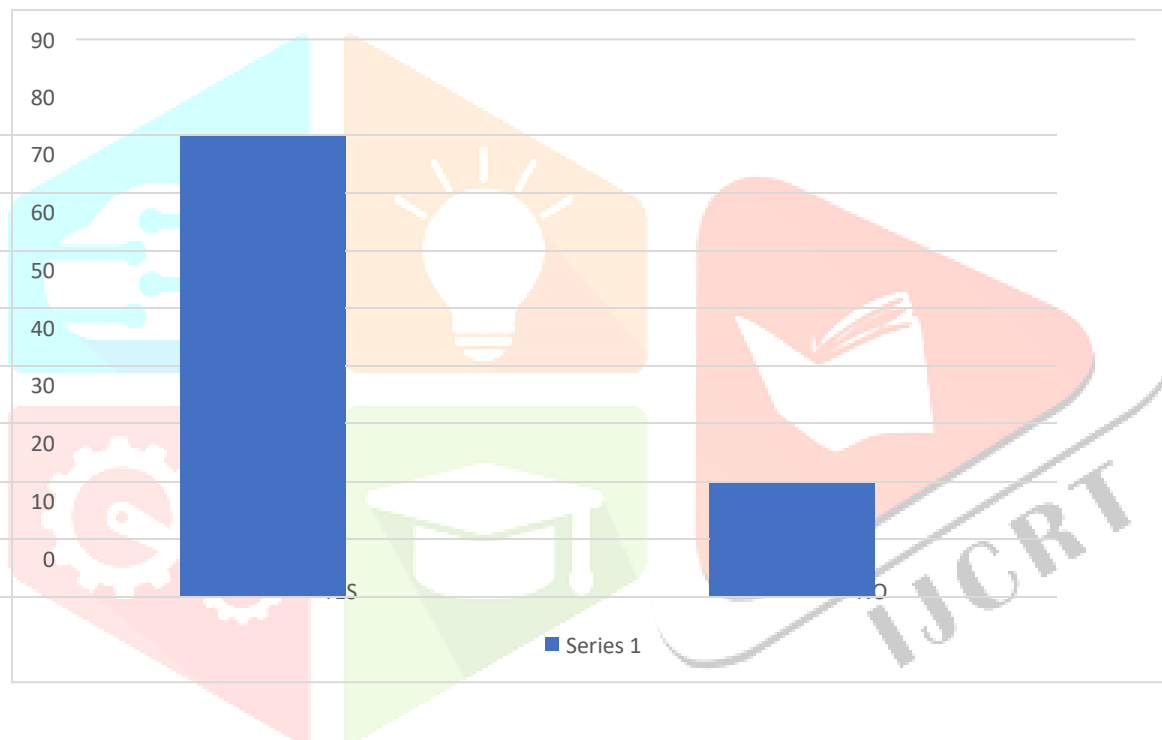
SNO:	OPTIONS	RESPONDENTS	PERCENTAGE
1	YES	80	80%
2	NO	20	20%



INTERPRETATION: 80% of the respondents answered yes, indicating that the induction training program equipped them with the necessary knowledge to perform their job effectively. However, 20% of the respondents answered no, suggesting the possibility of further improvements or support needed to ensure all participants receive the necessary knowledge for effective job performance.

8. The induction program highlighted the available career growth opportunities?

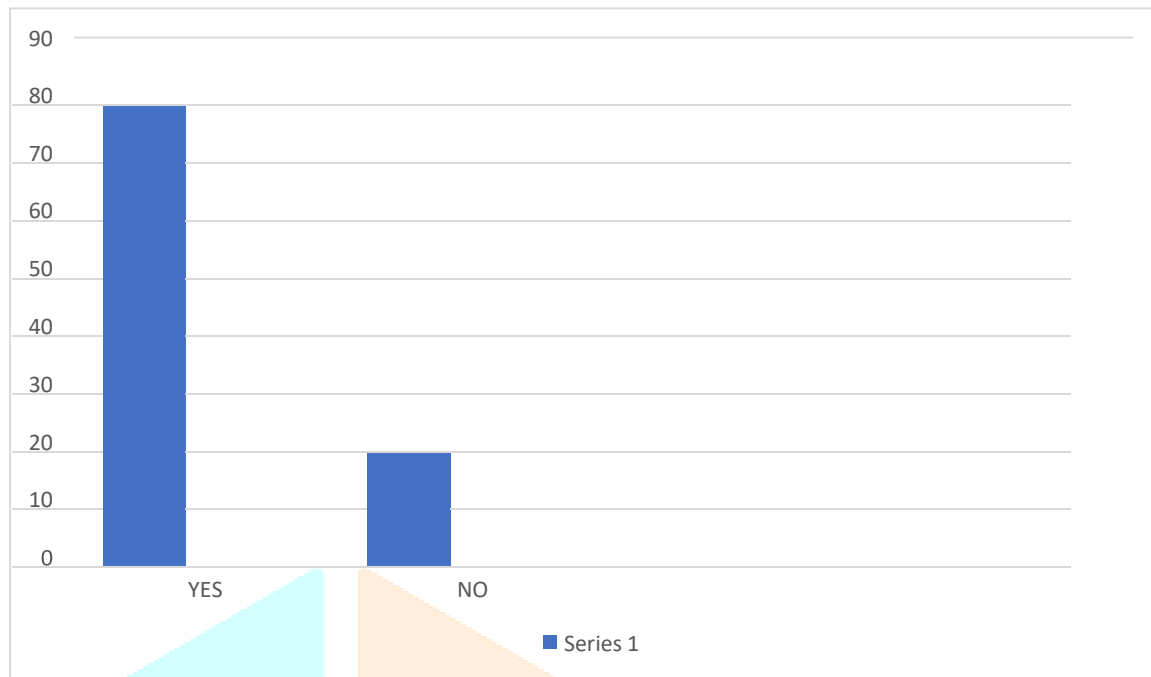
SNO:	OPTIONS	RESPONDENTS	PERCENTAGE
1	YES	75	75%
2	NO	25	25%



INTERPRETATION: 75% of the respondents answered yes, indicating that the induction program highlighted the available career growth opportunities. 25% of the respondents answered no, suggesting the need for potential improvements or additional focus on highlighting career growth opportunities during the induction process.

9. The induction training program contributed to my overall job satisfaction?

SNO:	OPTIONS	RESPONDENTS	PERCENTAGE
1	YES	80	80%
2	NO	20	20%



INTERPRETATION: 80% of the respondents answered yes, indicating that the induction training program contributed to their overall job satisfaction. 20% of the respondents answered no, suggesting the potential for further improvements or factors influencing overall job satisfaction that may need to be addressed.

STATISTICAL ANALYSIS:

H₀: There is no significant relation between gender and effectiveness of induction training program.

H₀: There is a significant relation between gender and effectiveness of induction training program.

Table: Observed value:

GENDER/EFFECTIVENESS	YES	NO	TOTAL
FEMALE	20	5	25
MALE	45	30	75
TOTAL	65	35	100

Table: Chi square test:

OBSERVED	EXPECTED	(O-E)	(O-E) ²	(O-E) ² / E
20	16.25	3.75	14.0625	0.8653
5	8.75	-3.75	14.0625	1.6071
45	48.75	-3.75	14.0625	0.2884
30	26.25	3.75	14.0625	0.5357

Calculated value $X^2 = 3.2965$ Degree of freedom = 20 Significant level = 0.05

X^2 Tabular value = 3.841

Therefore we can say that calculated value is less than the tabular value, so the alternative hypothesis is rejected and null hypothesis is accepted.

FINDINGS;

- The majority of respondents felt that the induction training program effectively introduced them to the organization's values and culture.
- Most participants believed that the induction program helped them understand their job, responsibilities, and performance standards.
- The satisfaction levels with the induction training program were generally positive, with a significant portion of participants reporting satisfaction.
- Most of the respondents suggesting that the organisation provided one-to-one induction training program for new hires to understand their roles.
- The majority of participants perceived the induction program to be interactive and engaging, which can contribute to a more effective experience.
- The majority of respondents opinion regarding improvement of confidence in performing job related task due to the induction training program.
- Most of the respondents indicating that the induction program helped them to develop better communication and interpersonal skills.
- The majority of respondents felt that induction training program positively influence on respondents' decision to remain with the organisation.
- The program was successful in equipping participants with the necessary knowledge to perform their job effectively.
- The majority of respondents were agreed that the induction training program highlighted the significance of continuous learning and development.
- The majority of respondents felt that the induction training program has a positive impact on enhancing their skills.
- Most of the respondents has a positive perception on their current role in the induction training program.
- The induction training program effectively communicate and showcase the available career growth opportunities.
- In induction program most of the respondents adequately addressed their questions or concerns during the onboarding process.

- The program promoted collaboration, team work, sense of loyalty and commitment to the organization among new hires.
- Majority of respondents found that the induction program to be influential in enhancing their job satisfaction.

SUGGESTIONS;

Focus on enhancing the induction program's ability to address individual questions and concerns during the onboarding process to ensure that all participants feel supported and informed.

Provide additional emphasis on continuous learning and development to ensure that participants understand the importance of ongoing growth and provide opportunities for further skill enhancement.

Tailor the induction training program to specific job roles and responsibilities, ensuring that participants feel well-prepared for their specific role within the organization.

Provide clearer information and highlights regarding available career growth opportunities to ensure that all participants are aware of the potential paths for advancement within the organization.

CONCLUSION;

Overall, the survey findings indicate that the induction training program has been effective in introducing participants to the organization's values and culture, helping them understand their job responsibilities, and equipping them with the necessary knowledge. The program has positively impacted participants' confidence, communication skills, and overall job satisfaction. It has also fostered collaboration, teamwork, and a sense of loyalty and commitment to the organization among new hires. While the majority of respondents expressed satisfaction, there are areas for improvement, such as addressing concerns, promoting continuous learning and development, and highlighting career growth opportunities. By implementing these suggestions, the induction training program can further enhance the onboarding experience and ensure that all new hires feel supported, engaged, and well-prepared for their roles within the organization.

REFERENCES:

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- [3] <https://www.unifytech.com/company/careers/employee-benefits>