



A STUDY AND ANALYSIS OF EMPLOYEE TRAINING NEEDS AT HEPTO TECHNOLOGY

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ABSTRACT:

The project is titled as "A study and analysis of employee training needs at HEPTO technology " in Chennai. The main purpose of the research is to examine the factors contributing to development of employee skills by providing required training methods This research will be able to give a glimpse of the various training programs and employee opinion about training methods. The main objective of this research is to identify the view about training methods. The research design adopted for this study is descriptive. A descriptive study is undertaken in order to ascertain and be able to describe the characteristics of the variable. Sampling techniques involved in this research is simple random sampling and questionnaires are distributed to the respondents. The primary data are collected from the respondents, through survey method. The questionnaire consists of close ended questions and rating scales. The collected data are analyzed by using very appropriate statistical tools like percentage analysis, chi-square and correlation test. The research contributed few recommend which will fill the gap between what training required and what the training is given to employee.

KEYWORDS:

Employee training needs, Work life balance, Leadership development program, Skill training, Job performance, Employee satisfaction, Employee engagement, Job retention, Training methods

INTRODUCTION:

Training Needs Analysis is the process of identifying the gap in employee training and related training needs. Training needs analysis is the first stage in the training process and involves a series of steps that reveal whether training will help to solve problem which has been identified. Training can be described as “the acquisition of skills, concepts or attitudes that result in improved performance within the job environment”. Training needs analysis looks at each side of operational area of job so that the concepts and attitudes of the human elements of a system can be effectively identified and appropriate training can be specified. Training needs analysis is most often used as part of the system development process. Due to the close tie between the design of the system and

the training required, in most cases it runs alongside the development to capture the training requirements needs additional citations for verification Need based training is the process in which the company identifies training and development needs of its employees so that they can do their job effectively. It involves a complete analysis of training needs required at various levels of the organization.

OBJECTIVES FOR THE STUDY:

Primary objectives

To conduct regular surveys or assessments to gauge the satisfaction level among the employees.

Secondary objectives

To prioritize areas that have the most substantial influence on overall satisfaction. Implement policies and practices that support a healthy work-life balance for employees.

SCOPE FOR THE STUDY:

This study aims to identify and address the train needs within the banking sector, covering a range of areas including technological skills, regulatory compliance, customer service, and leadership development. The scope extends to analysing the effectiveness of current training programs and proposing strategies for continuous improvement

Cultivating a positive and inclusive work environment fosters employee loyalty and satisfaction. Providing avenues for skill development, advancement, and career progression encourages employees to stay and grow within the organization. Offering competitive salaries, bonuses, and benefits packages helps to attract and retain top talent. Acknowledging and rewarding employees for their contributions and achievements boosts morale and encourages loyalty. Supporting flexible work arrangements and promoting a healthy work-life balance contributes to employee satisfaction and retention.

REVIEW OF LITERTURE

AUTHOR:LERNER YEAR OF PUBLICATION:2018

Training activities are focused on and evaluated against an individual's recent work. However, as expected, the study demonstrates that workers' ability to manage group learning processes, interact with one another, and collaborate is necessary for the development of communication and coordination for new products and services.

AUTHOR: Valencia YEAR OF PUBLICATION:2018

Furthermore, innovation is fundamental for business achievement in the market because innovative companies are more open and compliant to new situations and variations (Naranjo-

AUTHOR: Goldberg, J YEAR OF PUBLICATION:2018

Competitive Advantage One scholar state that development and growth are usually the objectives and goals of organizations. Training plans are the management instruments to enable employees to improve their convenience and well- being at work .

AUTHOR: Diamantidis & Chatzoglou YEAR OF PUBLICATION:2019

During a constantly changing environment, organizations realize that they must adopt a new strategy to empower their competitive advantage to survive. Thus they focus on their employee's performance as a significant resource to improve competitiveness

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 research and acquiring knowledge to perform tests, experiments, surveys, and critical analysis. Research methodology simply refers to the practical "how" of any given piece of research. It's about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims and objectives.

RESEARCH DESIGN

The study basically uses primary data.

PRIMARY DATA: In the study, primary data were collected through personnel interviews using a questionnaire. The questionnaire was administered to hundred employees of Hepto technology.

SECONDARY DATA:

Secondary data for this study was collected.

1. Previously publishes records, statistics, research reports, and documents.
2. Periodicals and websites.

TOOLS FOR ANALYSIS: CORRELATION:

HO: There is a significant correlation between the number of leadership development programs attended by employees and their likelihood of being promoted to managerial positions, indicating that participation in leadership training enhances career advancement opportunities.

HI : There is no significant correlation between the number of leadership development programs attended by employees and their likelihood of being promoted to managerial positions, indicating that participation in leadership training enhances career advancement opportunities.

Correlations

assis_employ ee_developme develop_potent nt skills abilities

assis_employ ee_develop ment_skills	Pearson Correlation	.167	
	<u>Sig. (2-tailed)</u>	.094	
		102	102
develop_potentabilities_	Pearson Correlation	.167	
	<u>Sig. (2-tailed)</u>	.094	
		102	103

*. Correlation is significant at the 0.05 level (2-tailed).

Case Processing Summary

Cases

Valid	Missing	Total	N		Percent	
			N	Percent	N	Percent

percent

assis_employee_develop1 0295.3%54.7%1 07100.0% ment skills * enconomics_required_qua

INFERENCE:

Since the P value is .094 is greater than 0.05, HO is accepted. Hence There is a significant correlation between the number of leadership development programs attended by employees and their likelihood of being promoted to managerial positions, indicating that participation in leadership training enhances career advancement opportunities

CHI-SQUARE:

HO: There is a significant association between the level of employee satisfaction with training programs and their job retention rates, indicating that employees who are more satisfied with training are more likely to stay in their positions

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Chi-Square Tests

Asymptotic

Significance

Valuedf(2-sided)

Pearson Chi-Square	224.81	1 20	<.001
Likelihood Ratio	97,1 1 6	1 20	.938
Linear-by-Linear Association	9.388		.002
N ofValid Cases	1 03		

a. 1 38 cells (96.5%) have expected count less than 5. The minimum expected count is .01.

INFERENCE:

Since the calculated value is greater than the tabulated value, Hence HI is accepted.

HI: There is a significant association between the level of employee satisfaction with training programs and their job retention rates, indicating that employees who are more satisfied with training are more likely to stay in their positions

FINDINGS

➤The study reveals that most of the respondents (48.7%) fall above 18- 24 years of age and a majority of the respondents (59%) are male.

➤A great majority of the respondents (40.3%) are qualified entry level employee. > Most of the respondents (40.3%) have less than I years of work experience.

- A great majority of the respondents (49.6%) strongly agree to information in your current role is important for an employee.
- > Most of the respondents (43.7%) strongly agree to training sessions or workshops in the past year related to your job responsibilities.
- Most of the respondents (52.9%) agreed to advancement in technical skill is an important factor for the next level job in your field
- Most of the respondents (50.4%) agreed to effective to develop the skills needed for your role. ➤ Most of the respondents (43.7%) agreed to learn new concepts and techniques. Majority of the respondents (76.5%) are yes for opportunities for career advancement and growth.
- Most of the respondents (43.8%) agreed to manager about your career goals and aspirations within the company.
- > Most of the respondents (58.8%) agreed that advancement in technical skill is an important factor for the next level job in your field.
- Most of the respondents (76.5%) are yes for experience is additional support for the next level job.
- > Most of the respondents (58.8%) agreed to job role is important for next job role
- > Most of the respondents (44.9%) agreed that employee contribute an effective work output to the company.
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- > Most of the respondents (44.9%) agreed that employee contribute an effective work output to the company.
- > Majority of the respondents (61.9%) agreed to employee face challenges and obstacles that affects the quality of work
- Most of the respondents (87.3%) are yes to enhance the efficiency of our processes.
- > Most of the respondents (54.2%) agreed that affect the quality or efficiency of your work. ➤ Most of the respondents (55.1%) agreed to high morale and team dynamics within your department or team.
- > Most of the respondents (57.6%) agreed that responsible towards your colleagues and the success of the team's objectives.
- > Most of the respondents (90.7%) are yes that conflicts or challenges within the team recently. ➤ Majority of the respondents (55.1%) agreed that fostering a more positive and supportive work environment within the company.

Encourage active participation and engagement in training activities.

- Link training initiatives directly to organizational goals.
- Invest in technology-enabled training solutions. ➤ Gather feedback to improve training programs.
- Develop internal training champions to facilitate peer learning.
- Monitor training outcomes and measure effectiveness.
- Stay informed about industry trends in employee training and development.

CONCLUSION

Identifying and addressing employee training needs is crucial for enhancing organizational performance and achieving strategic objectives.

Tailored training programs based on thorough analysis ensure relevance and effectiveness.

Regular evaluation and feedback are essential to continuously improve training initiatives.

Investing in employee development fosters a skilled and motivated workforce, contributing to long-term success.

REFERENCES

SUGGESTIONS

Regularly assess employee skills and job requirements.

➤ Offer diverse training options to accommodate different learning styles.

- www.heptotechnologies.com • www.websiteindustry.com • www.industrytrend.com •
- www.mbanotes.com • www.mbaknol.com • www.researchgate.net • www.researchgate.net •
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