



# EFFECTS OF TRAINING AND DEVELOPMENT ON EMPLOYEE PERFORMANCE ON GLOSIL INTERNATIONAL PRIVATE LIMITED, COIMBATORE, TAMILNADU.

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## ABSTRACT

Training and development lead to improve success and or more encouraging attitude toward profit direction, improve the job information and skill at all level of the association, improve the morale of the workers and help the workers classify with executive goal. according to Garry Dressler, training is the procedure of education new recruits the essential skills they require to execute their jobs. Tukunimulongo 2016 too said that the on the job the stage a big role in improving the worker presentation and output. the respondents (100%) of the two under the quarterly training program is organized in the company. To study on socio – demography-based ground of the respondent. To recognize the availability of training and development performance. To investigation the level surface of be acquainted with on training and proceed performance among the employees. To estimate the effects of training and development on their concert to gather in sequence on tools of training and development show to induce the respondents.

**Key Words :** Training and development, Performance.

## INTRODUCTION

Training and development refer to educational activities within a company created to enhance the knowledge and skills of employees while providing information and instruction on how to better perform specific tasks. Training is a short-term reactive process meant for operatives and process while development is designed continuous pro-active process meant for executives. In training employees' aim is to develop additional skills and in development, it is to develop a total personality. It leads to improved success and or more encouraging attitude toward profit direction, improve the job information and skill at all level of the association, improve the morale of the workers and helps the workers classify with executive goal. Training and development is the permanent development if civilizing skills, fast information, descriptive concept and altering approach through prepared and designed learning by which the efficiency and presentation of the

workers can be improved. Training and development highlight on the development of the presentation of persons as well as group from side to side a good system within the organization which focus on the skill, methodology and satisfied requisite to attain the object. Good & competent training of workers help in their skills & knowledge growth, which finally helps a company improve its efficiency most important to in general increase.

Training and development are defined as a development of thoroughly developing work-related information and skill in populace for the purpose of civilizing presentation. Information, routine process better act. In training, the initiative is taken by the management with the objective of meeting the present need of an employee. In development, initiative is taken by the individual with the objective to meet the future need of an employee.

## TYPES OF TRAINING AND DEVELOPMENT

- **Technical Training** is a shape of teaching that teaches fresh workers about the technology mechanism of their job.
- **Quality Training** is the procedure of familiarize human resources with the method for prevent, identify, and remove non-quality supplies in developed surroundings.
- **Skill Training** is the then type of training, which involves increasing the aptitude to perform the work.
- **Soft Skill Training** is one more form of training requires to get better the employees yielding skill that are character personality, community grace, announcement skills, and individual routine that are second-hand to describe interpersonal communications.
- **Professional Training** is the kind of expert learning essential to reside present in one's line of employment.

## IMPORTANCE OF TRAINING AND DEVELOPMENT

- ❖ Optimum consumption of possessions
- ❖ Development of skill like time management, management, team organization and all that
- ❖ To add to the performance , efficiency and incentive
- ❖ To down that squad spirit
- ❖ For development of association culture
- ❖ To get better quality
- ❖ To increase productivity and base line by acquire new skill
- ❖ Improving make picture by have well skilled workers

## ADVANTAGES OF TRAINING AND DEVELOPMENT

Training and development have a price emotionally involved to it. However, as it is helpful for company in the extensive run, they make sure workers are taught regularly. Some compensations are:

1. Helps workers develop new skill and add to their information.
2. Improves competence and efficiency of the persons as well as the team.
3. Proper instruction and advance can take away bottleneck in operation.
4. New & enhanced jobs position can be twisted to make the union leaner.
5. Keeps people annoyed and refresh their goal, hope and part levels.

## REVIEW OF LITEARTURE

**Monappa & Saiyadain (2008)** recognized training and development as the workings of the human resource development model. Training and development help building and intensification the work connected attributes of the human resource in any organization. In training there a expert who delivers the sympathetic about the expertise essential for ornamental the job proficiency observance in sight both there and future job related skill required. Most of the manager seems to refuse a managerial character in hold up of the other fact for themselves.

**Mcghee Et Al (2006)** Training as a result can be explain as a designed and organized effort by management anticipated at changing activities of workers, in a bearing that will complete managerial goal. An official training agenda is an attempt by the manager to supply opportunity for the worker to obtain job- linked skill, attitude and information.

## SIGNIFICANCE OF THE STUDY

Training and development leads to improve profitability and more positive attitudes towards profit orientation, improves the job knowledge and skills at all levels of the organization, improves the morale of the workforce and helps the employees identity with organizational goals. for, the individuals training and development improve job knowledge while also helping in identifying with the goals of the organization further, training and development how it impact the performance of the employees in the business setting have received a significant attention from the researcher . employee training and development measures increase the quality & quantity of organization and promote healthy industrial relations there maintaining organization peace. Organization provides the training and development to their employees to keep their motivation levels high. Hence, the researcher selected this topic to study the availability of training and development program and to understand the effects of it's among the employee in Glosil Internation Private Limited, Coimbatore.

## OBJECTIVE OF THE STUDY

- To recognize the availability of training and development performance.
- To investigate the level surface of be acquainted with on training and proceed performance among the employees
- To estimate the effects of training and development on their concert
- To gather in sequence on tools of training and development show to induce the respondents.

## UNIVERSE AND SAMPLING

The universe is the total population taken for of this study comprises 75 employees of Glosil International Private Limited, there are 160 employees are working both temporary employee and permanent workers in different department. The researcher selected 75 respondents through systematic sampling method in every 3<sup>rd</sup> item.

## TOOLS OF DATA COLLECTION

The research has adopted questionnaire method for a data collection instrument. It consists of a set of questions is given to a person concerned with requesting him / her to answer the questions and return back the questionnaire.

## DATA ANALYSIS AND INTERPRETATION

### DISTRIBUTION OF THE RESPONDENTS BY THEIR AGE

S.NO	PARTICULARS	RESPONDENTS N=75	PERCENTAGE (%)
1	21-25	30	40
2	26-30	15	20
3	30-35	20	27
4	Above 35	10	13
	Total	75	100

The above table reveals that vast majority of the respondents (40%) under the age group 21-25 and remaining less than half of the respondents belongs to the age group of 30-35 years. While 20% of the respondents under age group of 26-30 years. The less than 13% of the respondents above 35 Years .This table shows the majority of the respondents under 21-25 age group people.

### DISTRIBUTION OF THE RESPONDENTS BY THEIR EDUCATIONAL QUALIFICATION

S.NO	PARTICULARS	RESPONDENTS N = 75	PERCENTAGE (%)
1	Engineering	20	27
2	ITI	22	29
3	Diploma	33	44
	Total	75	100

The above table reveals that majority of the respondents (44%) educated diploma and remaining less than half of the respondents belongs to the studied Engineering. While 20% of the respondents educated ITI. This table shows the majority of the respondents studying diploma.

**DISTRIBUTION OF THE RESPONDENTS BY DURATION OF TRAINING PERIOD**

S.NO	PARTICULARS	RESPONDENTS N = 75	PERCENTAGE (%)
1	Quarterly	75	100
2	Half yearly	-	
3	Annually	-	
4	Every two year	-	
	Total	75	100

The above that table (100%) of the respondents to under the quarterly training program is organized in the company.

**DISTRIBUTION OF THE RESPONDENTS BY PERCEPTION TOWARDS TRAINING IS IMPORTANT FOR ENHANCING PRODUCTIVITY AND PERFORMANCE**

S.NO	PARTICULARS	RESPONDENTS N = 75	PERCENTAGE (%)
1	Completely agree	18	24
2	Partially agree	57	76
3	Disagree	-	-
4	Unsure	-	-
	Total	75	100

The above table indicates that vast majority of the respondents are said partially agree and other (24%) of the respondents are said completely agree for enhancing productivity and performance.

**DISTRIBUTION OF THE RESPONDENTS ACCORDING TO TRAINING IMPROVE THE EMPLOYEE-EMPLOYER RELATIONSHIP**

S.NO	PARTICULARS	RESPONDENTS N = 75	PERCENTAGE (%)
1	Yes	50	67
2	No	25	33
	Total	75	100

The above table shows that majority (67%) of the respondents is said yes and while 33% of the respondents say No training improve the employee – employer relationship.

### DISTRIBUTION OF THE RESPONDENTS ACCORDING TO CONDITION THAT HAVE TO BE IMPROVED DURING THE TRAINING SESSIONS

S.NO	PARTICULARS	RESPONDENTS N = 75	PERCENTAGE (%)
1	Re-design the job	40	53
2	Remove interference	-	-
3	Re-organize the work place	-	-
4	Personal skill or soft skill	35	47
	Total	75	100

The above table appear that narrow majority of the respondents to them re-design the job for during the training session, less than half of the respondents to told improved the personal skill or soft skill during the training session.

### DISTRIBUTION OF THE RESPONDENTS ACCORDING TO GENERAL COMPLAINTS ABOUT THE TRAINING SESSION

S.NO	PARTICULARS	RESPONDENTS N = 75	PERCENTAGE (%)
1	Take away precious time of employee	30	40
2	Too many gaps between the sessions	10	13
3	Training sessions are unplanned	35	47
4	Boring and not useful	-	-
	Total	75	100

The above table shows majority (47 %) of the respondents are said training sessions are unplanned and less than half of the respondents towards take away precious time of employee, while 13% of the respondents training session are too many gaps between the sessions.

### DISTRIBUTION OF THE RESPONDENTS ACCORDING TO TRAINING PROGRAM HELPED INCREASE THE PRODUCTIVITY OF BOTH QUALITY & QUANTITY

S.NO	PARTICULARS	RESPONDENTS N = 75	PERCENTAGE (%)
1	Agree	40	53
2	Disagree	11	15
3	Sometimes	24	32
	Total	75	100



The above table show that majority (53%) of the respondents are said agree and less than half of the respondents towards sometimes while 15% of the respondents are said disagree in training increase the production of quality and quantity.

## MAJOR FINDINGS

- (40%) Of the respondents are belongs to the age group of below 21-25
- (89%) Of the respondents are male.
- (44%) Of the respondents were completed diploma
- (40%) Of the respondents were in production department
- (51%) Of the respondents have working experience of above 0-5 years
- (100%) Of the respondents said “YES” to the statement of like attend the training program
- (100%) of the respondents said “YES” to the statement of training is necessary of all employee
- (100%) of the respondents said “Quarterly” to the statement of their training organized
- (100%) of the respondents said “YES” to the statement of attend the training program before induction
- (29%) of the respondents said “Learning” to the statement of understand on training
- (76%) of the respondent said “Partially agree” to the statement of training is must for enhancing productivity & performance
- (56%) of the respondents said “On the job” to the statement of which training method have trained
- (100%) of the respondents said “Job rotation” to the statement of under the on the job training method
- (100%) of the respondents said “Lecture method” to the statement of under the off the job training method
- (100%) of the respondents said “Internal” to the statement of type of the training program
- (100%) of the respondents said “YES” to the statement of experience fruitful changes in working efficiency
- (100%) of the respondents said “YES” to the statement of training program is improving performance
- (71%) of the respondents said “Short” to the statement of the program is provided for short or long duration
- (53%) of the respondents said “Smooth” to the statement of level of training is provided
- (67%) of the respondents said “Yes” to the statement of according to training builds up team work
- (100%) of the respondents said “Yes” to the statement of company provide study material before training program”
- (100%) of the respondents said “Yes” to the statement of improvement of knowledge after training program
- (100%) of the respondents said “Yes” to the statement of training is relevant to the needs of the organization
- (56%) of the respondents said “Very good” to the statement of satisfied about the method of training program
- (100%) of the respondents said “Yes” to the statement of feedback can evaluate the effectiveness of training program
- (53%) of the respondents said “After 15 days” to the statement of the ideal time to evaluate training
- (67%) of the respondents said “Yes” to the statement of training improve employee-employer relationship
- (100%) of the respondents said “Yes” to the statement of training program helpful in present growth
- (61%) of the respondents said “Agree” to the statement of training as a part of organizational strategy, agree with his statement

- (100%) of the respondents said “Senior staff” to the statement of who take training program in organization
- (53%) of the respondents said “ Strongly agree” to the statement of appraisal in order to motivate them attend training
- (73%) of the respondents said “Technical training” to the statement of type of training is imparted for recruitment
- (56%) of the respondents said “Excellent” to the statement of workplace of training in physically organized”
- (53%) of the respondents said “Re-design the job” to the statement of improved during the training session
- (40% & 40%) of the respondents said “safety awareness” and “Machine skill” to the statement of experience would require training program
- (47%) of the respondents said “Training sessions are unplanned” to the statement of general complaint about the training session
- (53%) of the respondents said “Agree” to the statement of training program helped increase the quality & quantity
- (100%) of the respondents said “Yes” to the statement of special challenges faced b managers or officers
- (100%) of the respondents said “Yes” to the statement of employees to be accountable & authoritative in making decision
- (56%) of the respondents said “Yes” to the statement of developing team work and leadership skill
- (100%) of the respondents said “Yes” to the statement of changes needed in company HR area
- (69%) of the respondents said “Performance” to the statement of organization assess the impact of training
- (100%) of the respondents said “Yes” to the statement of skill and knowledge acquired training program
- (37%) of the respondents said “Font of talking to people” to the statement of trainer should process to make training effective
- (100%) of the respondents said “No” to the statement of pay or promotion after training program
- (43%) of the respondents said “Yes” to the statement of career growth based on training program
- (73%) of the respondents said “Agree” to the statement of rewarded periodically for our performance
- (73%) of the respondents said “Agree” to the statement of changing technology for performance the job
- (100%) of the respondent said “Yes” to the statement of designed incentive training policy in company
- (100%) of the respondents said “Strongly agree” to the statement of objective of the training were clearly defined
- (60%) of the respondents said “Yes” to the statement of time allotted for the training was sufficient
- (100%) of the respondents said “ Agree” to the statement of comfortable meeting room and facilities



## SUGGESTION

- The employer may give more importance for training and development to improve the career growth.
- The organization may provide better training and development to workers thus improve a talent for working employees.
- The organization should encourage the employees to achieve their responsibility to increase the production.
- training and development leads to improved profitability and/or more positive attitudes toward profit orientation, improves the job knowledge and skills at all levels of the organization, improves the morale of the workforce and helps the employees identify with organizational goals.
- We propose with the intention of the settlement of training force have a affirmative reach like as being employee benefits, which later change organizational fallout.
- Organizations are realizing the repayment of worker training and development program as they are being paid demands from the contender marketplace.
- Research is essential about the factors that be able to raise the awareness of the benefits of training and development at various stages of journeying.
- Training and development to get better the employee career growth and stage up in the direction of the organization

## CONCLUSION

The study could be considered as a source for the company to know the perception of the employees to access performance in organization. where there is a good working condition with training and development, there will be high perform through training and development in the working with full dedication , interest and perfect in order to reach the specific objectives of the organization. Training and development are developing the employee's profession growth and develop the level of organization. If organizations are incapable to support all employees in meeting their requirements then both, employees and organizations will get the long term payback. It is also extremely important designed for the organization to opportune tax the success of employee training and development agenda.

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