



A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT IN DIXON TECHNOLOGIES (INDIA) LIMITED, TIRUPATI.

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ABSTRACT

Training and development play a key role in the existence and growth of any organization.. Employees are the most valuable asset of an organization, so to enhance their performance it is necessary to pay attention to their learning. Training and development programs help organizations to build a skilled and competent workforce in order to maintain a high level of competency and to survive in a dynamic business environment. This study was conducted with the aim to investigate the effectiveness of training and development on employee performance at Dixon Technologies(india) Ltd.Tirupati.The research employed descriptive analysis. Primary data was collectedthrough ordering the questionnaire by direct contact and also involved in personal discussions to obtain insights by distributing questionnaires to 117 employees, who were selected through the Convenience sampling technique. Findings reveal that overall training and development has a significant impact on employee's performance. It helps the organization in personality Development, increasing the productivity of employees, and contributing to higher growth and Development for the organization. The study suggests that to highlight the problems of staff training and development in the company and also to offer suggestions for better training and Developmnt programs.

KEYWORDS: Employee Training, learning, skills and knowledge, skill enhancement

INTRODUCTION :

TRAINING

Training is a concept with including and developing specific skills for a particular purpose. Training is the process of increasing the knowledge and skill of employees for doing a particular job. Training is the process of learning a step by step programmed behavior. In previous practice, training programmes concentrated more on preparation for make better performance in a particular job. Most of the trainees used to be from operations levels like mechanics, machines workers and other kinds of skilled operators. When the problems of managerial increased, the step were taken to train supervisors for improving supervision.

DEVELOPMENT

Management looking forward to develop all those activities and programmes when there is need for the company and it helps to it makes better improvements in changing the capacity of each and every worker to perform his task full fill and in going so all likely to increase his capacity for the upcoming projects. Organization development is a mixed of various training and development through some kind of program is necessary, it is the overall development of the comparison of managerial personnel in the light of the current requirement as well as the upcoming requirement. The development activity will helps to improve the output of existing Superiors and to provide for the planned growth of managers to meet further organizational needs is management development.

DEFINITION

“Training is an act of improving the knowledge and skills of an employee for doing a particular task. Development includes process by which employees gets not only skills and competence in their present jobs but also capabilities for future positions”.

“Training is the company particular system by which people learn knowledge and skill for their requirement”.

REVIEW OF LITERATURE

- ❖ **Muhammad Zahid Iqbal in the year (2019) has done their investigation in the topic “AN EXPERIENTIAL ANALYSIS OF THE ASSOCIATION BETWEEN PHYSIOGNOMIES AND FORMATIVE ASSESSMENT OF TRAINING”.**

Their examination is about the relationship between physiognomies and formative evaluation of Exercise. This paper attempted to signify the use of determinative training assessment. The authors have carried out a study at three public-sector training establishments to empirically test the predicted relationship between the exercise characteristics and formative training assessment under the Kirkpatrick model (reaction and learning). This study explains the causal linkage between mechanisms of formative training evaluation,

the mediating role of reaction in the relationships between training characteristics and learning was also investigated. The primary

discovery revealed that a set of seven exercise characteristics explained 59% and 61% variance in reaction and learning respectively.

All exercise characteristics were found to have a positive impact on reaction and learning except training contents. The study concluded with areas of future research emphasizing on linking formative assessment with summative one i.e. Conduct and consequences.

- ❖ **Eugen Rotarescu in the year (2020) has studied on the topic “ANOTHER SELECTION UNDER DANGER CONDITIONS IN HUMANOID RESOURCES TRAINING AND DEVELOPMENT COMPLETE THE PRESENTATION OF THE ESTIMATED MONETARY VALUE AND RESULT TREE EXAMINATION”.**

The subject in this piece is the presentation in a succinct and applicative method of several decision making progressions and the methods applied to human resources training and development in environments with hazard aspects. The decisions have been adjusted by the human possessions training and development, the result makers have readily available with two methods of examination they are: (1) the decision matrix and (2) the decision tree method. Both methods compute the replacements based on the projected financial value (EMV). Finally the decision matrix and the decision tree analyses represent two viable, scalable and easily applicable framework analyses for selecting the optimum course of action regarding the training and development of human resources. Both analyses generate the same solution and rely on the accuracy of the expected monetary value (EMV) method calculated for each course alternative action. Of these two methods, the selected decision method depends on the circumstances, the complexity of the situation and preference of the decision makers.

NEED FOR THE STUDY

Workers play a important role in an organization. Between all the four properties land labor, capital and machinery, employees are careful as significant and effective resource. Employees are the key for the achievement of any business. To retain the well-organized people and attract knowledgeable and skilled workers, the business should maintain good experience. Thus real training and development must be upheld for an effective organizational presentation. A highly committed worker will consistently deliver beyond prospects. So there is grand need to uphold relationship with staffs to provide them with an organization's identity.

SCOPE OF THE STUDY

The study aims to find out the skill learning and competency of the employees in training and development program.

- The possibility of the education is restricted to training and development of working employees in Dixon Technologies (India) Ltd This study would help to know the current scenario of the corporation with respect to Work levels.
- This study would to bridge up the gap between association of employer and employee if any.
- This will help to increase the structural effectiveness.
- This will help the employees to develop their workers skills.

OBJECTIVES OF THE STUDY

- To increase the employee capacities for the next level job.
- To prepare workers for higher additional level tasks.
- To assist worker to function more smart in their current position.

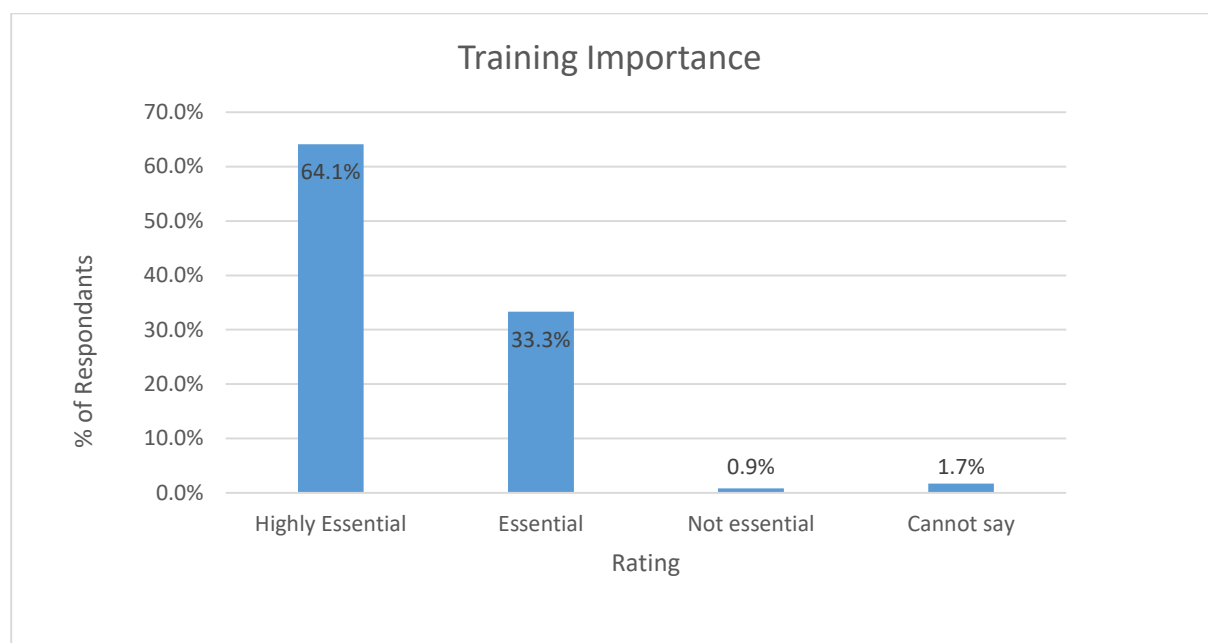
RESEARCH METHODOLOGY

Data Collection	:	Primary & Secondary
Type of Research	:	Descriptive Research
Sample Size	:	117
Sampling Unit :		Work grade Staffs from different divisions.
Sampling technique	:	Convenience sampling
Statistical tools used	:	Simple percentage method and Column Charts
Research Instrument	:	Structured questionnaire
Questionnaire type	:	Close-Ended.

DATA ANALYSIS

1: Training is essential for an organization?

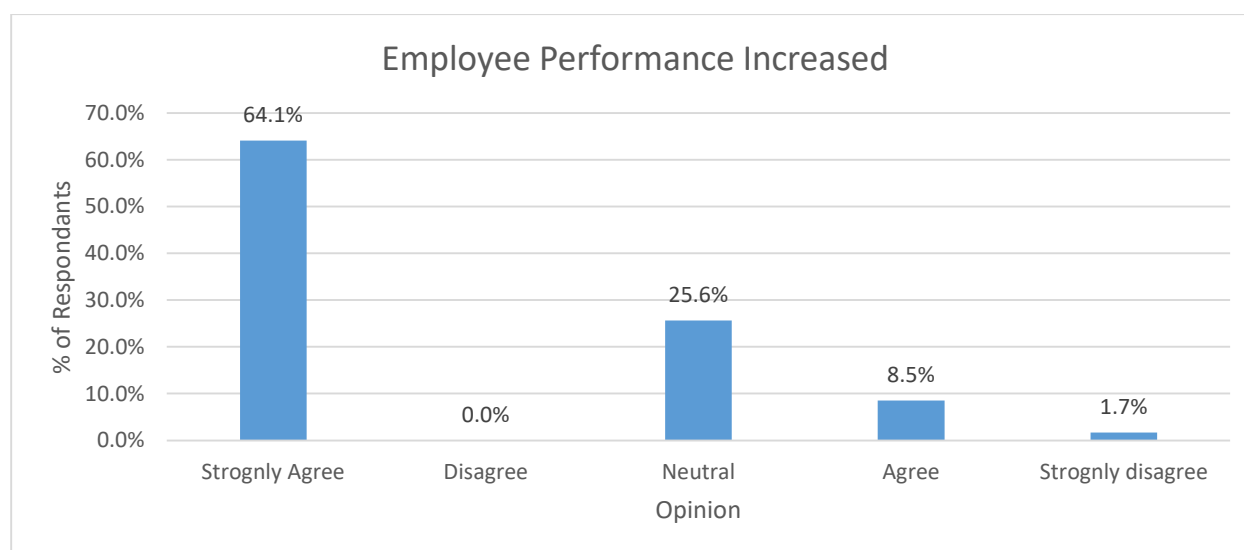
RATING / OPINION	NO.OF RESPONDENTS	% OF RESPONDENTS
Highly Essential	75	64.1%
Essential	39	33.3%
Not essential	1	0.9%
Cannot say	2	1.7%
Total	117	100.0%

Training Importance**INTERPRETATION:**

It is inferred that 64.1% of the employees felt training is highly essential, 33.3% felt training is essential and 0.9% felt training is not essential and 1.7 % felt training cannot say.

2: Training and development resulted in higher employee performance in the organization?

RATING / OPINION	NO.OF RESPONDENTS	% OF RESPONDENTS
Strongly Agree	75	64.1%
Disagree	0	0.0%
Neutral	30	25.6%
Agree	10	8.5%
Strongly disagree	2	1.7%
Total	117	100.0%

Performance Increased Due to Training**INTERPRETATION:**

It is inferred that 64.1% of the employees strongly agreed Training are increased their performance, 25.6% said neutral, 8.5% said agree, 1.7% are confirmed that they are strongly disagreed.

FINDINGS

- In Dixon Technologies (India) Ltd 62% of the employees are interested in attending the training programs.
- Based on the department-wise participation, we found that the production department actively participated in a training program with 30.8% of the respondents.
- Male employees had participated in all types of training and development programs actively with a percentage of 70.9
- We found that age-wise participation is high in 20-30 age category employees with a percentage of 54.7%.
- 64.1% of the employees confirmed that training and development is very essential to the organization.

SUGGESTIONS

- I suggest that, the company should organize off the job training methods such as external trainers or experts, behavioral & soft skills training (Communication skills, Time management, Stress Management, Interpersonal Relationships etc.) that will be encouraged for better performance of employees.
- It is suggested that conduct training and development programme in relevant domain, it would be highly motivated to all the employees as well as organization growth and development.

CONCLUSION

At last I conclude that the project report undertaken by me is satisfactory and the work has got very good response from the respondents.

The Training and Development activities taken by the company are very much beneficial for the employees.

According to the requirement of the employee's job designation and management should give high motivation to employees for more productivity. Due to Training and Development programs the working hours and working environment is developed and most of the people are satisfied with the management.

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