



EMPOWERING EMPLOYEE THROUGH TRAINING A PREREQUISITE FOR ORGANIZATIONAL ACCOMPLISHMENT

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Abstract

Training and development is an important field in HRM aimed to improve the performance of the employees in order to get more productivity and better profitability for the organization. It has been known by several names, including employee development, human resource development, and learning and development.

However the present study is an attempt, to present the significance of training and development empirically for the welfare of the organizations with special reference to Reliance Life Insurance, Krishna District.

Key Words: Reliance Life Insurance, Effectiveness of training, Training, Krishna District

1 INTRODUCTION

Training, Education and development are the 3 key activities in the subject of Training and Development. However, to practitioners, they encompass three separate, although interrelated, activities:

Training:

The training activity is focussed upon, and evaluated against, the job that an individual currently holds.

Education:

Education activity focuses mainly upon the jobs that a person may potentially hold in the prospect, and is evaluated against those jobs.

Development:

Development activity spotlight on the activities that the organization employing the individual, or that the individual is part of, may partake in the future, and is roughly impossible to evaluate.

2 METHODOLOGY

The following methodology has been adopted to carry out the Present study.

Statement of the Problem:

The study recognizes the significance of the current training programmes with respect to the job profile of the employees from the view point of workforce.

Data Collection Types:

The task of collecting data begins a research problem has been defined and plan is checked out. This study pertains to collect data in two forms primary data and secondary data.

Primary data:

The data, which is collected freshly, for specific purpose in hand and thus, happens to be original in character and is referred to be the primary data. The collection of primary data for business research is of paramount importance to assist management in taking decisions.

Secondary data:

The data which is already collected by other people the product and about the industry etc. For instance in this study secondary data was collected from company records, journals etc.

Data Collection Methods:**Questionnaire:**

Questionnaire method is a popular technique to collect the first hand information from the respondents. Care was taken in the main aspect as general form, questions sequence, question formulation and wording. Free response was invited from respondents.

Selection of the Sample:

Since it is not possible to extend the study to the whole population in the organization, I would like to administer a questionnaire to collect opinions from 400 employees by using simple random sampling in the Reliance Life Insurance Company.

Sampling Method:**Convenience sampling:**

Under convenience sampling, as the name implies, the samples are selected at the convenience of the researcher or investigator. In this method, we have no way of determining the representativeness of the sample. This may result based estimation. This method may be quite useful in exploratory design as a basis for generating hypotheses. The method is also useful in testing of questionnaire etc.

Objectives of the Study:

- ✓ To identify the nature of training and development practices, policies and strategies adopted by the Reliance Life Insurance Company.
- ✓ To identify whether the present Training practices are professionally managed and systematically planned by the Reliance Life Insurance Company.
- ✓ To evaluate the training and development programmes available at Reliance Life Insurance Company to cope up with competition and position Market.
- ✓ To evaluate whether training leads to career development of individuals and to the organizational development.

- √ To identify whether the present training and development practices are adequate for the organization and to identify the key and new areas of training and development.
- √ To give suitable suggestions to the organization regarding to the training programmes.

RESEARCH DESIGN

Research type	: Descriptive
Research approach	: Survey
Sampling Technique	: No-probability.
In non-probability	: Convenience sampling
Sampling area	: Reliance Life Insurance, Krishna District
Sample units	: Employees
Sample size	: 400

DATA ANALYSIS AND INTERPRETATION Table 1
Opinion of employees about the use of training programmes regarding to update knowledge in their profession

Opinion of employees	Score	Percentage
Satisfactory	360	90
Not Satisfactory	40	10
Total	400	100

90% of the respondents said that the use of training programmes are satisfactory to update knowledge in their profession and remaining 10% of the respondents said that the use of training programmes are not satisfactory to update their knowledge in their profession.

Table 2 Opinion of employees on the use of the training programmes in employees day to day life

Opinion of employees	Score	Percentage
Excellent	240	60
Good	80	20
Satisfactory	80	20
Total	400	100

Majority of the respondents said that the use of training programmes are excellent, 20% of the respondents said that the use of training programmes are good and remaining 20% of the respondents said that the use of training programmes are satisfactory in their day to day life.

On the whole cent percent (100%) respondents are satisfied with the training programmes which are useful in their day to day life.

Table 3 Opinion of employees to what extent the training department provides the congenial atmosphere for learning

Opinion of Employees	Score	Percentage
To a large extent	140	37
To a some extent	240	60
To a little extent	20	3
Total	400	100

60% said that the atmosphere for learning is to some extent, 37% of the employee respondents opined that the learning atmosphere is congenial to a large extent and remaining 3% of the employee respondents said that the learning atmosphere is congenial to a little extent.

Table 4 Opinion of employees about change or improvement in their performance after attaining training programmes

Opinion of E employees	Score	Percentage
Excellent	260	63
Good	100	25
Satisfactory	40	12
Total	400	100

It is evident that from the above table 63% of the employee respondents said that the change or improvement in their performance after attaining the training programmes is excellent, 25% of the employee respondents said that good and remaining 12% of the respondents said that satisfactory the change or improvement in their performance after attaining the training programmes.

Table 5 Opinion of employees about present training programmes

Opinion of employees	Score	Percentage
Excellent	100	23
Good	180	47
Satisfactory	120	30
Total:	400	100

From the above illustration it is clear that 47% of the employee respondents opined that the present training programmes are good, 30% of the employee respondents opined that the present training programmes satisfactory and remaining 23% of the employee respondents opined that the present training programmes are excellent.

Table 6 Opinion of employees regarding the effectiveness of the training programmes in their job

Opinion of employees	Score	Percentage
To a long extent	220	55
To a some extent	160	42
To a little extent	20	03
Total	400	100

From the above table shows that the 55%of the employee respondents concluded that the help of training programmes in their job is to a large extent, 42%of the employee respondents concluded that the help of training programmes are to a some extent in their job and remaining 3% of the employee respondents concluded that the help of training programmes in their job is to a little extent.

Table 7 Opinion of employees about criteria for giving training programmes

Opinion of employees	score	Percentage
Company overall development	280	68
Future career growth	60	15
Better performance	60	17
Total	400	100

From the above table we may come to the conclusion that 68% of the employee respondents said that the criteria for giving training is for company over all development and another 17% of the respondents opined that the training is giving for the better performance and another 15% of the respondents opined that the training programmes are giving for the future carrier growth.

The Chi-Square test is applied to know the overall training and development mechanism in the company. The observed data and expected data are tabulated and the test is applied by using the formula of Chi-Square test. The obtained value is referred as calculated value.

Hypotheses:

H0: The overall training and development in Reliance Life Insurance is excellent.

H1: The overall training and development in Reliance Life Insurance is not, so excellent i.e., satisfactory.

Table - 8 Chi-Square Test for Testing the Hypotheses

Particulars	O	E	O-E	(O-E) ²	$\frac{(O-E)^2}{E}$
Excellent	80	100	-20	400	4
Good	160	100	60	3,600	36
Satisfactory	100	100	0	0	0
Not-Satisfactory	60	100	-40	256	25.6
Total					65.6

Now we should find out the table value at 3 d.f. at 0.05 percent confidence limit. The value was 0.352.

Since, the calculated value is greater than the table value we reject the null hypothesis. Hence it can be concluded that the training and development in Reliance Life Insurance Company is not, so excellent i.e., satisfactory.

Findings of the Study:

- ★ Most of the employees satisfied regarding the use of training programmes to update knowledge in their profession.
- ★ Cent percent of the employees are satisfied with the training programmes which are useful in their day to day life.

- ★ Most of the employees are satisfied regarding the atmosphere for learning training programmes.
- ★ All of the employees are satisfied regarding the change or improvement in their performance after attaining training programmes
- ★ All of the employee respondents are satisfied regarding their present training programmes.
- ★ The majority group of employee respondents concluded as satisfactory regarding the use of new training programmes adopted by the company.
- ★ The most of the respondents are satisfied regarding the help of the training programmes in their job.
- ★ Cent percent of the employee respondents satisfied with the availability of infra structure in their organization.
- ★ The majority group concluded that the criteria for giving training programmes are for the overall development of the organization.
- ★ Most of the respondents are satisfied regarding to training and development which are provided by the company.

Suggestions:

- ★ While providing the training programmes to the employees the company has to keep in mind that the training programmes should be arranged to help the career growth of employees.
- ★ The company has to provide the infrastructure for the training programmes according to the technological changes that may takes place in future.
- ★ Though the present training and development programmes are satisfactory to the majority of the employees but a few respondents are not satisfied.

So, it is advised to the management to improve the present training and development programmes further and further to get cent percent satisfaction from the employees.

3 Summary and Conclusion:

A well structured training presents a key opportunity to swell the knowledge base of all human resources, but numerous employers found that the training and development opportunities are highly expensive. Regardless of the impending drawbacks, training and development provides both the company as a whole and the individual employees with benefits that make the cost and time a sensible investment. Therefore the industries are required to give proper training to their employees in such a way to enhance their skills, knowledge, confidence and productivity which in turn will lead to give better results for the accomplishment of the organizational goals.

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