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"A STUDY ON EMPLOYEE TRAINING AND DEVELOPMENT PROGRAM CONDUCTED AT DATANOTIC INTERNATIONAL"

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Abstarct : The Article title "A study on Employee's Training and Development program conducted" at Datanotic International aims to find out the general opinion of the employee's on the training program attended by them in Datanotic International. The aims of training and development training can be teaching employees new skills that are relevant to their current job position or refreshing the skills that they already possess. To have a good training and development programme enables firms to develop individual employees and the organization itself as training is one of the best forms of motivation the aim of this project is to "Check the effectiveness of the training function at Datanotic International". This project also aims how to identify the training needs of the employees, which would be immensely useful for identifying the training programs, which were needed by the employees. As the project also studies the effectiveness of training and perception of employees on training, it acts as effective tool for achieving the desired goals efficiently. Employees are able to broaden their knowledge and become more valued within the firm. Having a well trained workforce is greatly beneficial for a company as employees are likely to be more motivated and target driven.

Keyword:-Recruitment, selection, Hiring

1. Introduction

1.1 Training

Employee training is the most important sub-system of Human Resource Development. After an employee is selected, placed and introduced in an organization he or she must be provided with training facilities in order to adjust him to the job. Training can be described as "the acquisition of knowledge, skills, concepts or attitudes that result in improved performance within the job environment". Training analysis looks at each aspect of an operational domain so that the initial skills, concepts and attitudes of the human elements of a system can be effectively identified and appropriate training can be specified.[1-3]

Training analysis as a process often covers:

Review of current training
Task analysis (of new or modified system)
Identification of training gap
Statement of training requirement
Assessment of training option
Cost benefit analysis of training options

2. Review of Literature

William James (1998, P.18) of Harvard University reports that employee could retain their jobs by working at mere 20-30 percent of their potential.[4-6] His research led him to believe that if these same employees were properly motivated, they could work at 80-90 percent of their capabilities. Behavioral science concepts like motivation and enhanced productivity could well be used for such improvement through the effective and efficient use of learning resources.[11]

3. Research Methodology

Research Methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically.[10] In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them. It is necessary for the researcher to know not only the research methods but also the methodology.[7-9]

3.1 Objectives of the Study

3.1.1 Primary Objectives

To study the opinion of employees towards the training program conducted at Datanotic International.

3.1.2 Secondary Objectives

To ascertain the satisfaction level of employee towards the training Programme.
To find which type of training is comfortable to the employees in the organization

To find the opinion of employees regarding the impact of training on the organizational and personal development
To find the relationship between the trainer and the trainee. [12]

4. Research Design

"A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure."
Research design[13] is the conceptual structure within which research is conducted. It constitutes the blueprint for the collection, measurement and analysis of data. As such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data[14]

5. Tools For Data Analysis

5.1 Percentage Analysis

S.No	Options	Number of respondents	Percentage (%)
1.	< 5years	33	22
2.	5-10years	49	32.67
3.	10-15years	36	24
4.	Above15	32	21.33
Total		150	100

Percentage analysis is the method which is used for finding the average [15]of collected information. Percentage analysis can be calculated as follows:

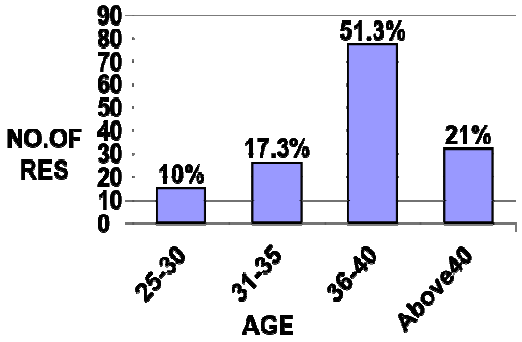
First the number of respondents is noted in a tabular form and then the percentage is calculated by dividing the number of respondents by total number of respondents which is then multiplied by 100.

$$\text{Percentage} = \frac{\text{No. of respondents}}{\text{Total no. of respondents}} * 100$$

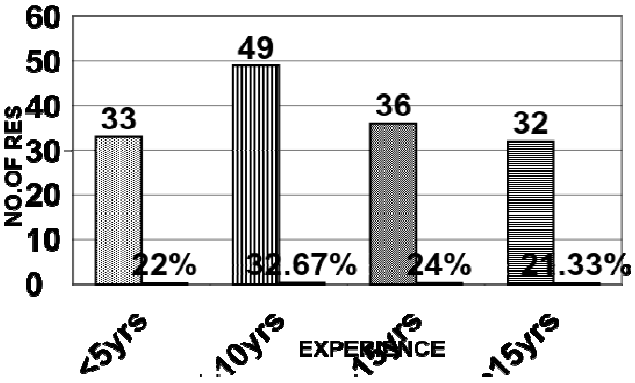
Data Analysis and Interpretation
Demographic Details: Age group of the respondents

Chart 1 Age group of the respondents

S.No	Age	Number of respondents	Percentage (%)
1.	25-30 years	15	10
2.	31-35 years	26	17.33
3.	36-40 years	77	51.33
4.	Above 40 years	32	21.33
Total		150	100



Inference
The above table depicts that the maximum number of respondents, 51.33% belongs to the age group of 36 to 40 years and 21.33% of the respondents belongs to the age group above 40 years.[16]
Years of experience of the respondents
Years of experience of the respondents



Inference The above table clearly shows that 32.67% of the respondents are 5-10 years experienced, 24% of the respondents are[17] less than 5 years experienced, 22% of the respondents are 10-15 years experienced and 21.33% of the respondents are experienced above 15 years.

6. Summary of Findings

- From the study it is inferred that 51.33% of respondents belong to the age group of 36 to 40 years and 21.33% of the respondents belong to the age group of above 40years.[22]
- From the study it was found that 32.67% of the respondents have 5-10 years of experience and 24% of the respondents have 10-15 years of the experience.[21]
- From the study it is inferred that 32.67% of the respondents earn an income of 4000-6000 and 24% of the respondents earn an income of 6000-8000.[20]
- From the study it is inferred that 53.33% of the respondents are satisfied[19] with the importance of the training program and 28.67% of the respondents are highly satisfied.[18]
- From the study it is inferred that 100% of the respondents have attended the training program.[23]
- From the study it is inferred that 49.33% of the respondents says that the duration of the training program is just enough and 30% of the respondents says that the training programme is too.[24]
- From the study it is inferred that the frequency of training programme conducted in Datanotic International is once in three months.[25]
- From the above study it is inferred that 100% of the respondents say[26] that both on the job and off the job training program are adapted in Datanotic International.[27]
- From the above study it is inferred that 54.67% of the respondents have chosen job instruction training as[28] Rank 1 and 25.33% of the respondents have chosen class room training as Rank 1 and 19.33% of the respondents have chosen vestibule training as Rank1, and 0.67% of the respondents have chosen apprenticeship training as rank 1. [29]
- From the above study it is inferred that 58% of the respondents agree that the training program provided by the organization is more relevant and helpful and 32% of the respondents strongly agree about this saying.
- From the above study it is inferred that 56.67% of the respondents are satisfied with the existing training programme and 27.33% of the respondents are highly satisfied with the training program.
- From the above study it is inferred that 42% of the respondents feel that the job was difficult before the training programme and 32.67% of the respondents feel that the job was not so easy.

7. Suggestions and Recommendations

- Refresh training has been given to employees need to be improved by considering the current requirements
- The company has to improve the training which has been given on communication skills for all the shop floor workers.
- The suggestions given by the employees during the training programme can be taken into consideration to increase the effectiveness of the training programs.
- The company can award the best trained employee, so that the other employees in the organization will be motivated.[30]

8. Conclusion

A study on the opinion of employee's towards training program conducted in Datanotic International has brought out various information about the training such as contents of the training programme, trainer relationship, skills, knowledge and ability of the individual employee. Using this survey the researcher could identify the training modules conducted in the organization and the satisfaction level of the employee towards the training.

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