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Effectiveness Of Training Program To Employees In Enhancing The Organisational Productivity In Automobile Industry

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Abstract

The purpose of this study is to set out to explore the effectiveness of training program to employees in enhancing the organizational productivity. It aims to provide imputation as how firm can improve its employee performance through effective training programs. The source of data is collected from employees of Automobile Sector. This paper is based on extensive technique in which we come up with geographical presentation. The findings reveals the program in training as a significant role to gain high productivity in the working place and employee prospective which will bring enormous returns for the organisation in the future.

Keywords*: Training practices, employee performance, Human resource process, organizational productivity.*

1. Introduction

Training program gives a chance for workers to enlarge their skills, productivity, efficiency and knowledge about work. The growth and training helps the institution to increase the encouragement of workers and develop a vibe of positive towards work. The main role of the management wants to execute the workers in working place to gain a maximum result. The training program gives an output as positive about workers in the working place.

2. Training Notions:

The process of training is the ability of increasing the skill and knowledge of the workers to do a correct work. This process gives a correct learning process to the workers. The main goal of this training is to improve the space between the need for job and encourage the ability power of workers.

The training to employee was concerned especially in the field of automobile. There can see a massive change due to the wide technological usage. Training aimed in improving the behavior and performance of a person. Today the effectiveness of program are the heart of employee utilization, dedication, improved productivity, motivation and growth, are very important for improved organizational productivity.

3. Review of literature:

According to Smitha Das (2019) "Employee training effectiveness" stated about the achievement of business based on the high and low of workers ability. It also examined the significance of program in training to construct the correct skill and knowledge in the working force.

Rama Devi, Nagurvali Shaikh (2012) has found that growth and training are a primary beginning for the workers ability and influences of organization. The study highlighted that Training provided by organizations will improve the initiative and quality of work of employees which makes loyal towards the organisation.

Ameeq and Hanif (2013) has examined the need to perform One's job actively and the need to know how to lead others. The study highlighted that training and development are the important factor in which as desire to meet the organization objectives to make the productivity higher.

4. Range of this research:

This research examined about the process of training in Sundaram Dynacast private limited. It also shows the current knowledge of workers and their ability after the program of training. This current research also gives a higher learning for the workers regarding their program in training. It highlights to learn workers thought about the program in training to empower their productivity skill in the organization.

5. Purpose of Research

Purpose in Primary level: This level examined the influences of programs in training held by Sundaram Dynacast private limited.

6. Method of Research

Gathering Information: it is divided into 2 types of information

Information at Primary level: The information of primary stage required for the study was collected through questionnaires distributed to employees.

Secondary data: The secondary data are those which have already been collected by someone else. The data which are gathered from magazines, books, websites, official records.

Sampling design: Convenience Sampling was adopted and taking in to account of opportunity and cordiality of employees for the view of data collection.

1. Research Type: Descriptive type of research
2. Sample Size: 75 respondents
3. Sampling Unit: Sundaram Dynacast private limited.

7. Limitations of the study

The present study has following limitations.

1. The close attention of the study is to explore the general perceptions of the employees.
2. When gathering the information of applicants cannot give the correct data for succeed in the studying process.
3. Time was a limiting factor for the study.
4. Educational qualifications of the employees has not been measured for the study.

8. Analysis and Interpretation

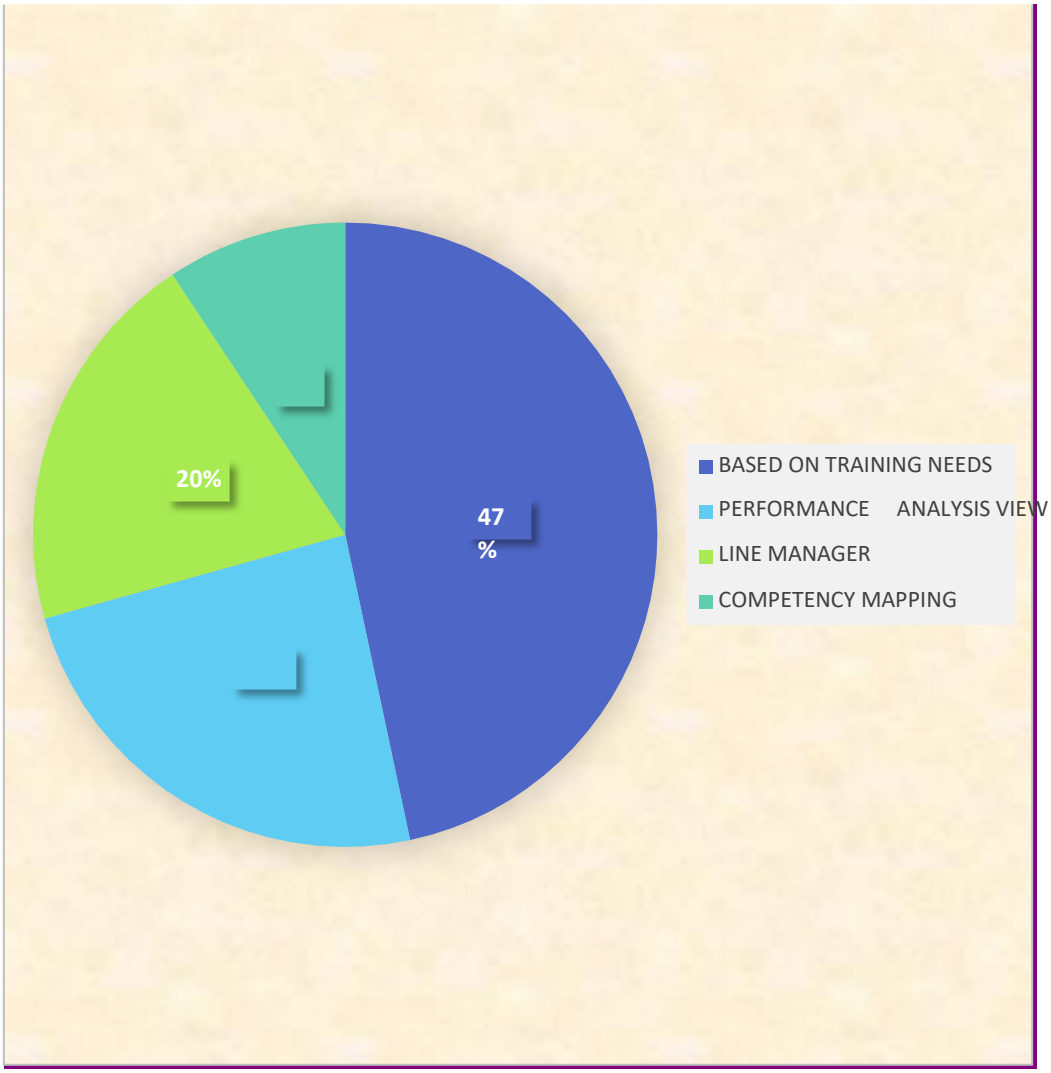
Table showing need for the training as identified by the organization

Training need identification	No. of respondents	Percentage
Based on training needs	35	47%
Performance analysis	18	24%
View of the line manager	15	20%
Competency mapping	7	9%
Total	75	100

8.1. Conclusion:

The table in above highlights the 34% of applicants are recognized depend upon the training process, 34% of the applicants are recognized through their training performance, 30% of the applicants are identified through the higher official and 8% of the applicants are through their ability skill.

8.2. Chart showing need for the training as identified by the organization



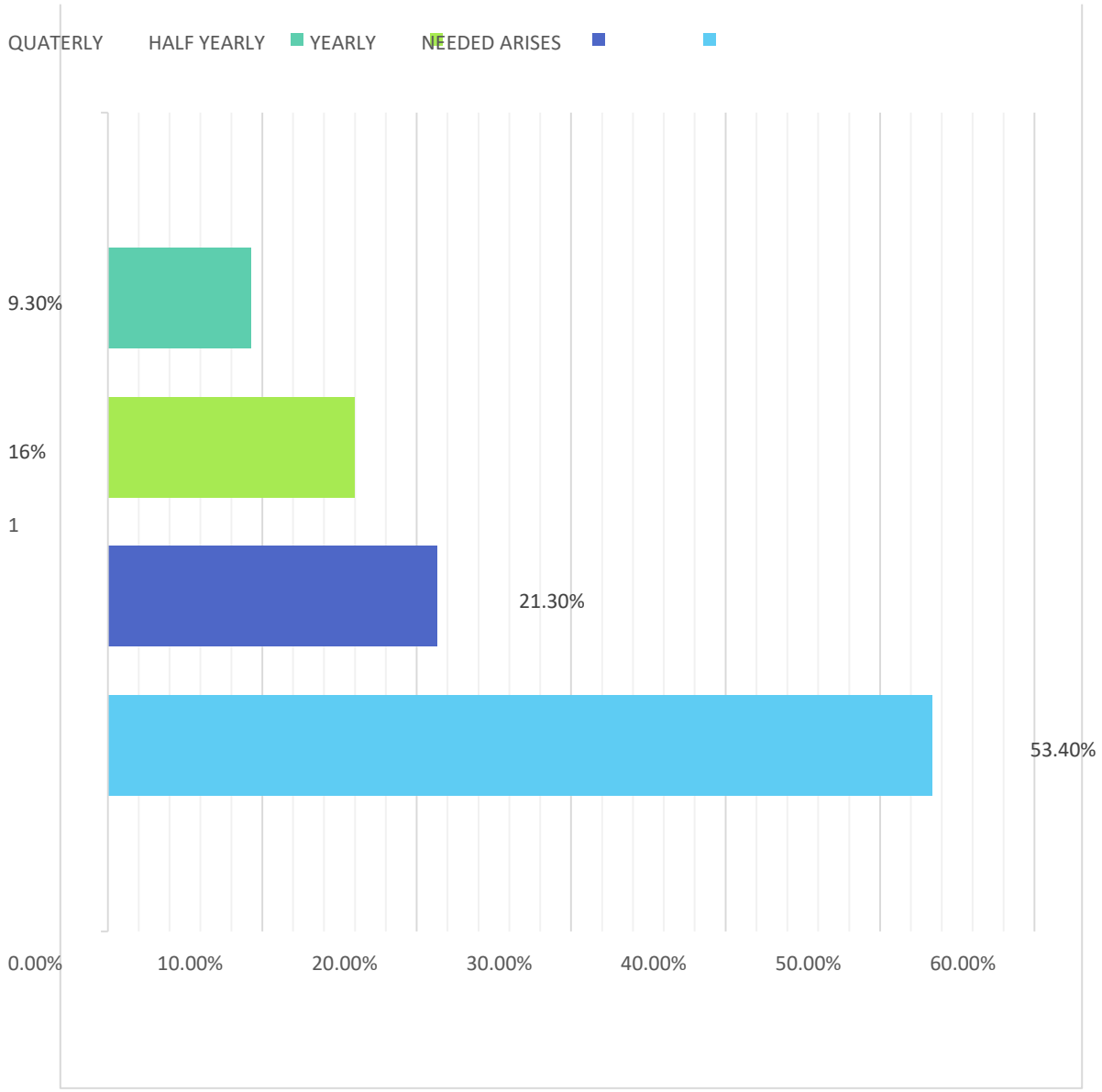
8.2.1. Table showing conduct of training program by the company

Frequency	No. of respondents	Percentage
Needed arises	40	53.4%
Yearly	16	21.3%
Half yearly	12	16%
Quarterly	7	9.3%
Total	75	100

8.2.2. Conclusion:

The table in above highlights the 50.2% of applicants had participated whenever the requirements arise, 23.5% of applicants had participated only yearly once, 18% of applicants had participated half of a year, remaining 9.3% of respondents had attended training on Quarterly basis.

8.3. Chart showing conduct of training program by the company



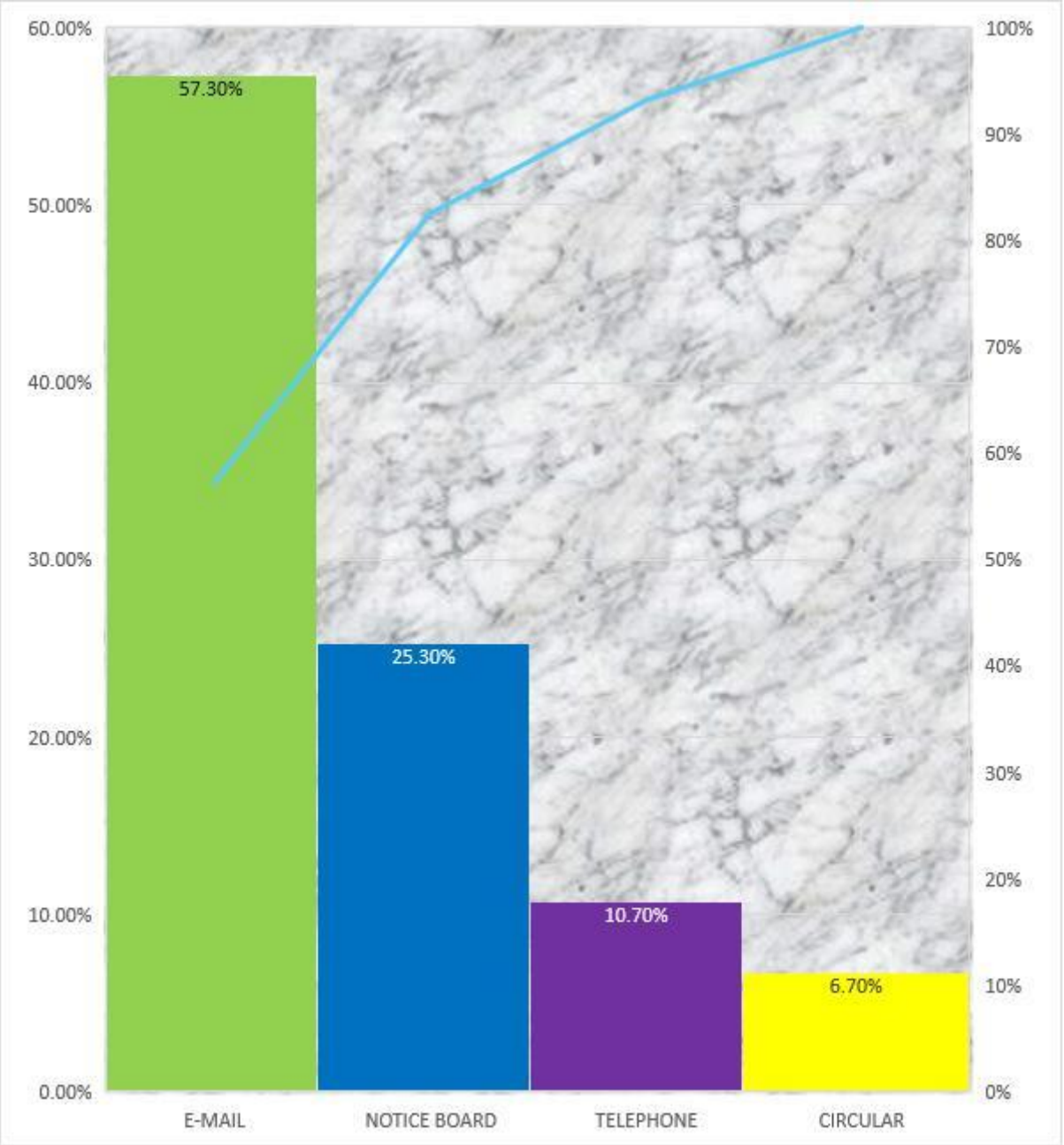
8.3.1. Table showing mode of conduct of training given to employees

Resource	No. of respondents	Percentage
E-mail	43	57.3%
Team meetings	19	25.3%
Telephone	8	10.7%
Circular	5	6.7%
Total	75	100

8.3.2. Inference:

The table in above highlights the 45.8% of applicants are exchange their communication through the process of electronic mail, 45.4% of applicants are communicated by meetings, 10.7% of respondents were communicated by them through Telephone, remaining 6.7% of respondents have been communicated through Circulars.

8.4. Chart showing mode of conduct of training given to employees



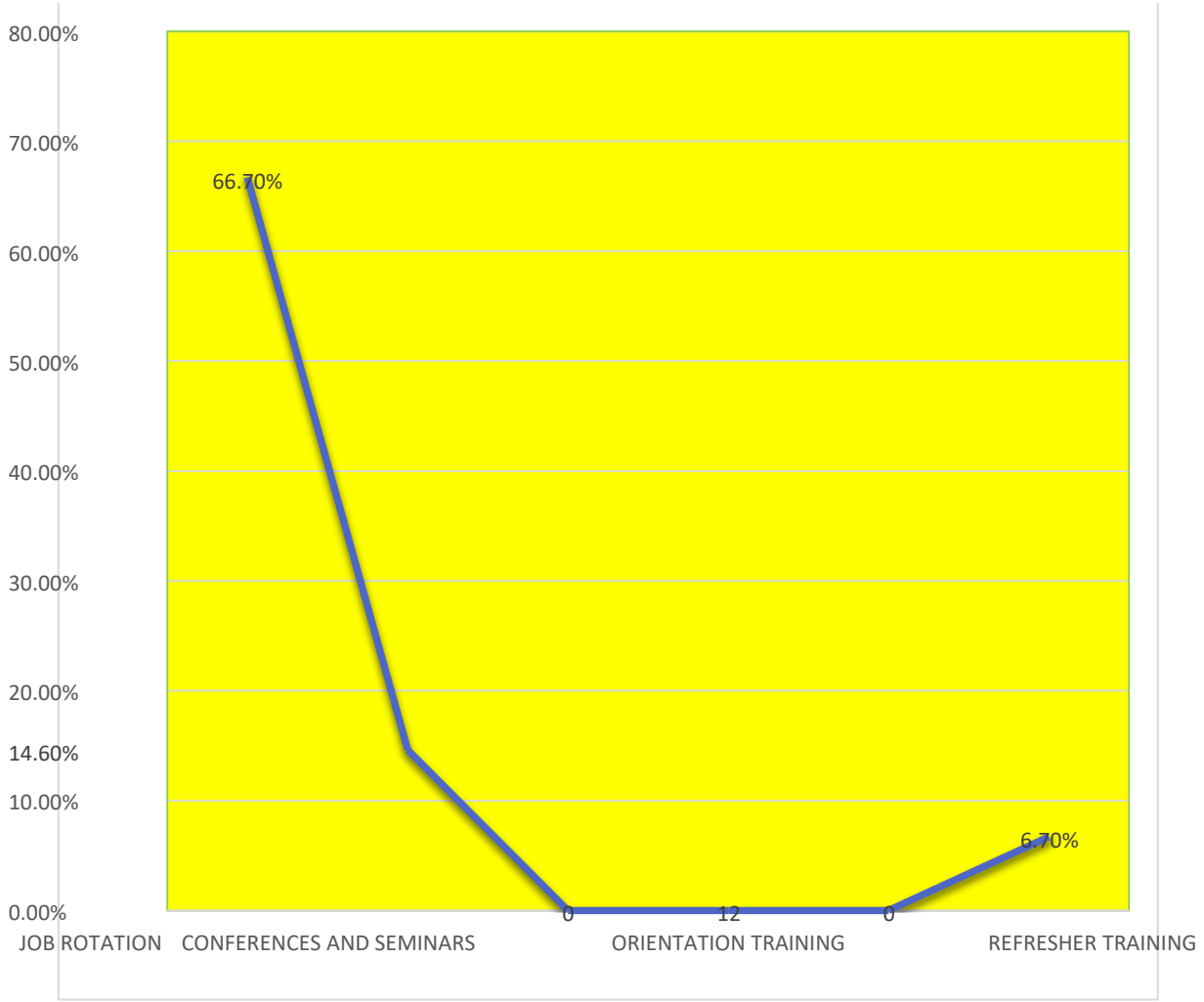
8.4.1. Table showing sort of training provided in organization

Types	No. of respondents	Percentage
Job Rotation	50	66.7%
Conferences	11	14.6%
Orientation training	9	12%
Refresher training	5	6.7%
Total	75	100

8.4.2. Inference:

From the above table it shows that, Majority 66.7% of employees had attended the job rotation, 14.6% of employees had attended through Conferences and seminars, 12% of respondents had attended orientation training and 6.7% of respondent attended Refresher training.

8.5. Chart showing sort of training provided in organization



8.5.1. Table showing skills developed after attending the training program

Skills	No. of respondents	Percentage
Technological skills	30	40%
Problem solving skills	25	33.4%
Communicative skills	20	26.6%
Total	75	100

8.5.2. Conclusion:

The tables in above highlights the 50 % of the applicant were better in the skill of technology, 34.2% of applicants are developed in the method of solving the problems and 34.8% of applicants are better in the skill of communication.

8.6. Chart showing skills developed after attending the training program

9. Overall findings

It is recognized from the analysis that effectiveness of training program support in enhancing organizational productivity in the organisation. The findings investigated that the maximum no. of applicants who participate the training and the requirement in the institution, and most of the training done through E-mail, Finally, it is stated that overall respondents are satisfied with the training programmes which they developed their skills and it helps to do excellent service in the organization.

10. Conclusion

The analysis shows that effectiveness of training program exhibits remarkable development in the stage of skill and ability of workers and the workers obtained through the investigation of periodical table and the ongoing process in the trainings. Through the present study it is stated that effective training is highly implemented in the organization will empower the overall development of the employees and leads to high productivity in the Organization.

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