SURVEY ON EMPLOYEES TRAINING AND DEVELOPMENT IN GB ENGINEERING STEELS AT TRICHY

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ABSTRACT

Training and Development is the framework for helping employees to develop their personal and organizational skills, knowledge, abilities, and attitude. Globalization and liberalization is pushing organizations towards a steep competition. it is essential that the company revises its goals and efficiencies with the changing environment. Training is an investment in human resource which promises of better returns in future. To identify the job satisfaction level of employees in training and development, it was surveyed.It results in greater stability, flexibility and capacity for growth in an organization. Job Design, implements, and evaluates strategies to improve retention in ways that meet the organization's unique needs.

Key words: Training , Development, Environment, Job Design, Retention.

INTRODUCTION

Training and Development is that the framework for helping employees to develop their personal and organizational skills, knowledge, abilities, and attitude. Globalization and liberalization is pushing organizations towards a steep competition. Orgnizations try their utmost to sustain during this competitive environment. In such situation the utmost result's the minimum requirement and survival of the fittest employee is that the rule of the sport . Organizations need the fittest employee who is sharp enough toper form their best for that organization. This involves high competency and attitude, which can not be readily available within the employees of that organization. This competency gap are often crammed with a neat training and developmentprogram.

Hence the carefully alarmed and conducted Training and Development activity in any organization has become the activity of developing most superior workforce in order that the organization and individual employee can accomplish their goals. Training is an investment in human resource which promises of higher returns in future. It leads to greater stability, flexibility and capacity for growth in a corporation

DEFINITION

The importance of person in corporate development is highlighted here. the method of HRD and philosophy of HRM is briefed herewith. From among different functions of HRM, training and development being one among the important functions is discussed upon during this chapter. within the present global village where survival of fittest is that the slogan, people are key to the longer term success of any company or economy. once we study theoretical background of the concept training and development, we'd like to possess clarity among the varied terms which are used around them. repeatedly they're interchangeably used. Hence this chapter contains various definitions of coaching and development.There are various reasons behind development of a selected policy. Plan isa detailed statement of things to be done whereas resources are the inputs required for implementation of an idea . Importance and benefits of coaching to different groups is highlighted here. —In business, thetoolswithwhichyouareworkingaredynamic: capital & people and market & ideas (These Tools) all have lives of their own. to require those things, to figure with them and recognize them in new and different way turnsouttobeaverycreativeprocess.‖MichaelRayandRochelleMyers.(1986)

TRAINING AND DEVELOPMENT PROCESS

Training and development may be a continuous process because the skills, knowledge and quality of labor needs constant improvement. Since businesses are changing rapidly, it's critical that companies specialise in training their employees after constantly monitoring them & developing their overall personality.

NEED OF THE STUDY

Training and development of employees may be a costly activity because it requires tons quality inputs from trainers also as employees. But it's essential that the corporate revises its goals and efficiencies with the changing environment. Here are a couple of critical reasons why the corporate endorses training and development sessions.

When management thinks that there's a requirement to enhance the performances of employees

To found out the benchmark of improvement thus far within the performance improvement effort

To train about the precise job responsibility

To test the new methodology for increasing the productivity

OBJECTIVES OF THESTUDY

To identify the satisfaction level of coaching .

To measure the standard of orientation, and mentoring.

To analysis the management support and performance appraisal

To give adequate training and implement the programs for workers

To evaluate the output and performance post the training and development sessions.

To keep monitoring and evaluating the performances and again see if more training is required.

RESEARCH METHODOLOGY:

Post Facto Research methodology is employed during this research. This consists of mainly a descriptive style investigation to seek out out effectiveness of coaching & Development system. this research study is descriptive naturally and thus , data are collected from both primary and secondary sources. Secondary data were collected through comprehensive literature review and internet. Other secondary sources included previous studies, journals, reports, magazines, newspapers and books. the first data were collected from field visits of varied units completing training and development programmes. this study is additionally empirical and analytical therefore it relies on observation, interviews andsurvey.

SOURCES OF KNOWLEDGE

Data which was collected had a mixture of primary data and secondary data. Primary data is extremely significant which decides the framework within which the research is to be administered . The secondary data is to support the first data. the first data was collected through opinion survey and main survey. Opinion survey was through questionnaire where as main survey was through questionnaire, observation within the factory under research and thru interviews with the participants also like the HR manager of the organizationunderstudies.

PERIOD OF THE STUDY

The duration of the study contains three parts with 90 workings days of every side from December 2019 to February 2020.

SAMPLE DESIGING

Sample designing may be a systematic plan for gathering the specified sample from the given universe. The research study has considered the GB Engineering, geographic location because the universe for gathering the desiredsample.

SAMPLE SIZE:

The data was collected from 105 empolyees with the assistance of survey.

LIMITATIONS OF THESTUDY

Training may be a costly affair and expensiveprocess.

Training may result dislocation of labor and loss of output because regular paperwork is probably going to be interrupted or delayed due to the time spent in training.

Sometimes, it's difficult to get good training instructors and leaders.

Self-reliance and capacity for brand spanking new ideas might bestiffed.

DATA ANALYSIS AND INTERPRETATION OF DATA
TABLE No.1

OPINION ABOUT TRAINING

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	37	35
2	Satisfied	25	24
3	Neutral	23	22
4	Dissatisfied	20	19
Total		105	100

Source: Primary data
Interpretation

The above table shows that opinion about training. Highly Satisfied group has the highest value of 35 percentage. The second highest position secured by Satisfied group with 24 percentage. The third position takes over by Neutral group with 22 percentage and the least position by Dissatisfied group with 19 percentage.

TABLE No.2

OPINION ABOUT QUALITY OF ORIENTATION

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	38	36
2	Satisfied	30	29
3	Neutral	22	21
4	Dissatisfied	15	14
TOTAL		105	100

Source: Primary data
Interpretation

The above data reveals that opinion about quality of orientation. Highly Satisfied group has the highest value of 36 percentage. The second highest position secured by Satisfied group with 29

percentage. The third position takes over by Neutral group with 21 percentage and the least position by Dissatisfied group with 14 percentage.

TABLE No.3

OPINION ABOUT MENTORING

SL.NO	MENTORING	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	36	34
2	Satisfied	30	29
3	Neutral	23	22
4	Dissatisfied	16	15
	Total	105	100

Source: Primary data
Interpretation

The above table indicates that opinion about mentoring. Highly Satisfied group has the highest value of 34 percentage. The second highest position secured by Satisfied group with 29 percentage. The third position takes over by Neutral group with 22 percentage and the least position by Dissatisfied group with 15 percentage.

TABLE No.4

OPINION ABOUT MANAGEMENTS SUPPORT

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	40	38
2	Satisfied	27	26
3	Neutral	23	22
4	Dissatisfied	15	14
Total		105	100

Source: Primary data

Interpretation

The above table reveals that opinion about management support. Highly Satisfied group has the highest value of 38 percentage. The second highest position secured by Satisfied group with 26 percentage. The third position takes over by Neutral group with 22 percentage and the least position by Dissatisfied group with 14 percentage.

TABLE No.5

OPINION ABOUT PERFORMANCE APPRAISAL PROCESS

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	41	39

2	Satisfied	32	30
3	Neutral	18	17
4	Dissatisfied	14	13
Total		105	100

Source: Primary data

Interpretation

The above table indicates that opinion about performance appraisal process. Highly Satisfied group has the highest value of 39 percentage. The second highest position secured by Satisfied group with 30 percentage. The third position takes over by Neutral group with 17 percentage and the least position by Dissatisfied group with 13 percentage.

TABLE No.6

OPINION ABOUT EMPLOYEE EVOLUTIONS

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	43	41
2	Satisfied	31	30
3	Neutral	18	17
4	Dissatisfied	13	12
Total		105	100

Source: Primary data

Interpretation

The above table exhibits that opinion about employees evolutions. Highly Satisfied group has the highest value of 41 percentage. The second highest position secured by Satisfied group with 30 percentage. The third position takes over by Neutral group with 17 percentage and the least position by Dissatisfied group with 12 percentage.

TABLE No.7

OPINION ABOUT EQUITABLE SYSTEM OF REWARDS

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	42	40
2	Satisfied	33	31
3	Neutral	17	16
4	Dissatisfied	13	12
Total		105	100

Source: Primary data
Interpretation

The above table shows that opinion about equitable system of rewards. Highly Satisfied group has the highest value of 40 percentage. The second highest position secured by Satisfied group with 31 percentage. The third position takes over by Neutral group with 16 percentage and the least position by Dissatisfied group with 12 percentage.

TABLE NO.8

OPINION ABOUT POSITIVE RECOGNITION

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	39	37
2	Satisfied	31	30
3	Neutral	20	19
4	Dissatisfied	15	14
	Total	105	100

Source: Primary data
Interpretation

The above table indicates that opinion about positive recognition. Highly Satisfied group has the highest value of 37 percentage. The second highest position secured by Satisfied group with 30 percentage. The third position takes over by Neutral group with 19 percentage and the least position by Dissatisfied group with 14 percentage.

TABLE No.9

OPINION ABOUT PEER RECOGNITION

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	40	38
2	Satisfied	30	29
3	Neutral	20	19
4	Dissatisfied	15	14
Total		105	100

Source: Primary data
Interpretation

The above table exhibits that opinion about peer recognition. Highly Satisfied group has the highest value of 38 percentage. The second highest position secured by Satisfied group with 29 percentage. The third position takes over by Neutral group with 19 percentage and the least position by Dissatisfied group with 14 percentage.

TABLE No.10

OPINION ABOUT ACCOMPLISHMENT

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	40	38
2	Satisfied	33	31
3	Neutral	19	18
4	Dissatisfied	13	12
Total		105	100

Source: Primary data

Interpretation

The above table indicates that opinion about accomplishment. Highly Satisfied group has the highest value of 38 percentage. The second highest position secured by Satisfied group with 31 percentage. The third position takes over by Neutral group with 18 percentage and the least position by Dissatisfied group with 12 percentage.

TABLE No.11

OPINION ABOUT GROWTH OPPORTUNITIES

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	42	40
2	Satisfied	33	31
3	Neutral	17	16
4	Dissatisfied	13	12
Total		105	100

n**Source: Primary data**
Interpretation

The above table shows that opinion about growth opportunities. Highly Satisfied group has the highest value of 40 percentage. The second highest position secured by Satisfied group with 31 percentage. The third position takes over by Neutral group with 16 percentage and the least position by Dissatisfied group with 12 percentage.

TABLE No.12

OPINION ABOUT CAREER

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	43	41
2	Satisfied	35	33
3	Neutral	15	14
4	Dissatisfied	12	11
Total		105	100

Interpretation

The above table reveals that opinion about career. Highly Satisfied group has the highest value of 41 percentage. The second highest position secured by Satisfied group with 33 percentage. The third position takes over by Neutral group with 14 percentage and the least position by Dissatisfied group with 11 percentage.

TABLE No.13

OPINION ABOUT COMPENSATION

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	38	36
2	Satisfied	33	31
3	Neutral	19	18
4	Dissatisfied	15	14
	Total	105	100

Source: Primary data

Interpretation

The above table views that opinion about compensation. Highly Satisfied group has the highest value of 36 percentage. The second highest position secured by Satisfied group with 31 percentage. The third position takes over by Neutral group with 18 percentage and the least position by Dissatisfied group with 14 percentage.

TABLE NO.14

OPINION ABOUT BONUS AND INCENTIVE

SL.NO	OPINION	RESPONDENTS	PERCENTAGE
1	Highly Satisfied	43	41
2	Satisfied	33	31
3	Neutral	17	16
4	Dissatisfied	12	11
	Total	105	100

Source: Primary data
Interpretation

The above table exhibits that opinion about bonus and incentive. Highly Satisfied group has the highest value of 41 percentage. The second highest position secured by Satisfied group with 31 percentage. The third position takes over by Neutral group with 16 percentage and the least position by Dissatisfied group with 11 percentage.

FINDINGS:

1. 35 percentage of respondents were highly satisfied with training.

2. 36 percentage of respondents were highly satisfied with quality of orientation.

3. 29 percentage of respondents were satisfied with mentoring.

4. 38 percentage of respondents were highly satisfied with management support.

5. 39 percentage of respondents were highly satisfied with performance appraisal..

6. Majority (41%) of the respondents were highly satisfied eith employees evolutions.

7. 31 percentage of the respondents were satisfied with equitable system of rewards.

8. 37 percentage of respondents were highly satisfied with positive recognition.

9. 38 percentage of the respondents were highly satisfied with peer recognition.

10. 12 percentage of the respondents were highly dissatified with the accomplishment.

11. 40 percentage of the respondents were highly satisfied with growth opportunities.

12. 41 percentage of the respondents were highly satisfied with the career.

13. 36 percentage of respondents were highly satisfied with the compensation.

14. Majority (41%) of the respondents were highly satisfied with the bonus and incentives.

SUGGESTIONS:

❖ Employees can be highly motivated to do their jobby

    ✓ Increasing their perks andincentives.

    ✓ Analyzing the best performer for everymonth.

    ✓ Enthusiastic support to be given to theemployees.

❖ Promotion can be given to the employees based on their performance rating.

❖ Since motivation leads to employee retention, can given importance in implementing itsstrategies.

❖ Suggest taking measure in strengthening the retentionpolicies.

❖ Make department wise classification and identify where there is a higher turnover and take necessaryactions.

CONCLUSION:

Effective managing retention in the organization isn't easy. It takes extensive analysis, a thorough understanding of the many strategies and practices available and the ability to put retention plans into action and learn from their outcomes. But given the increasing difficulty of keeping valued employees on board in the face of major shifts in the talent landscape, it is well worth the effort. To get the most from retention management plans, the person will need to

analyze the nature of turnover in the organization and the extent to which it is a problem. Understand research findings on the drivers of employee turnover and the ways in which workers make turnover decisions it should affected productivity. Job Design, implements, and evaluates strategies to improve retention in ways that meet the organization's unique needs. This research guidelines has provided in this report will help to tackle this challenging but in crucial responsibility.

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