

A STUDY ON TRAINING AND DEVELOPMENT IN SHREE AMBIKA SUGARS LIMITED AT PENNADAM

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ABSTRACT

Training and Development play an important role in the effectiveness of organizations and to the experience of people in work. Training has implications for productivity, health and safety at work and personal development. All organizations employing people need to train and develop their staff. Most organizations are cognizant of this requirement and invest effort and other resources in training and development. Such investment can take the form of employing specialist training and development staff and paying salaries to staff undergoing training and development. Investment in training and development entails obtaining and maintaining space and equipment. This means they are required to give less attention to activities that are obviously more productive in terms of the organization's main business. However, investment in training and development is generally regarded as good management practice to maintain appropriate expertise now and in the future.

Keywords: Knowledge, Skills, Abilities

INTRODUCTION

Training can be introduced simply as a process of assisting a person for enhancing his efficiency and effectiveness to a particular work area by getting more knowledge and practices. Also training is important to establish specific skills, abilities and knowledge to an employee. For an organization, training and development are important as well as organizational growth, because the organisational growth and profit are also dependent on the training. But the training is not a core of organizational development. It is a function of the organizational development. Training is different from education; particularly formal education. The education is concerned mainly with enhancement of knowledge, but the aims of training are increasing knowledge, while changing attitudes and competences in good manner. Basically the education is

formulated within the framework and to syllabus, but the training is not formed in to the frame and as well as syllabus. It may differ from one employee to another, one group to another, even the group in the same class. The reason for that can be mentioned a s difference of attitudes and skills from one person to another. Even the situation is that, after good training programme, all different type skilled one group of employees can get in to similar capacity, similar skilled group. That is an advantage of the trainings.

OBJECTIVES OF THE STUDY

- To study the various training methods followed by Shree Ambika Sugars Limited.
- To analyze the employee grievance toward training.
- To identify the training programme to be more effective.

LITERATURE REVIEW

Alan M. Saks & Lisa (2012)

The purpose of this study was to investigate the relationship between training evaluation and the transfer of training in organizations. We hypothesized that training evaluation frequency will be related to higher rates of transfer because evaluation information can identify weaknesses that lead to improvements in training programs and create greater accountability among stakeholders for training outcomes.

Sundararajan (2007)

They suggest that, in the current competitive business environment, the demand of organizations compels Indian industries to rethink their vision and mission about Human Resource Development (HRD) practices through training and development. Changes are inevitable anywhere i.e., in our personal life, social life, work life, in mature, in society, in universe etc. We cannot avoid changes, but we can adjust and adapt to such changes for betterment through training and development.

Vicki J. Rosser (2002)

The objectives of the study were to identify individual training effectiveness analyzing the interrelationship between the selected socio-demographic characteristics and the employee skill and will. The required training programmes for every job title and the

relationship between the selected socio-demographic characteristics and skill and will of every employee. It has been found that there is a strong fact need for a training program on computer among the workers and officers.

SharadSrivasta (2001)

The study aimed at assessing the effectiveness towards training program, 50 respondents out of 165 whom underwent training during the year 1977 were selected through simple random. The study revealed that the training programme had definite impact on the trainees had definite impact on the trainee's attitude towards trainingprogram.

RajivTyagi (2000)

The study aimed at assessing the effectiveness of training program and also the attribute of the supervisors towards the training program to respondents were selected through simple random. The study revealed that the training had definite impact on the supervisors and it was a mean to enrich their ability to perform the duty.

METHODOLOGY

A study is descriptive in nature i.e., descriptive research. Descriptive research is concerned with describing the characteristics of particular individual or group this includes surveys and facts finding requires of different kinds the main characteristic of this method is that the researcher has no control over the variable one can only reports what has happened or what is happening thus the research design in case of descriptive study is comparative design throwing light on all the area and must be prepared keeping the objectives of the study and the resourcesavailable.

RESULTS AND DISCUSSION

Correlations

		EMPLOYEE GRIEVANCE	TRAINING METHODS
EMPLOYEE GRIEVANCE	Pearson	1	.953**
	Correlation		
	Sig. (2-tailed)		.000
	N	100	100
TRAINING METHODS	Pearson	.953**	1
	Correlation		
	Sig. (2-tailed)	.000	
	N	100	100

** . Correlation is significant at the 0.01 level (2-tailed).

Interpretation

The coefficient of correlation between employee grievance towards training methods is identified to be +0.953 this shows high positive relationship among two variables. Therefore, it is clear that there is positive relationship between employee grievance towards training methods.

SUGGESTIONS

The training of employees will help to increasing the production. The company should assist the employees to improve the career of employees by providing training and development program in the organization. The training records must be maintained, preserved properly & updated timely. Proper care should be taken while selecting the trainers. Personal goal of participants should be considered, when designing training module. The objective of the training session should be clearly explained.

CONCLUSION

Training and development is considered as a strategy for growth in every organization. It is adopted by the organization to fill the gap between skills and future opportunities. These **training** programs definitely enhance skills, improve efficiency, and productivity and growth opportunities for employees. An organization though flowered by creams of the society, still training is required due to rapid technological up gradation and change in working methods every day. Training aims at continued self-development of the employees. Employees are expected to develop themselves continuously in an organization. When the employees in an organization are developed from time to time with all updated knowledge, then definitely that organization will grow to a greater height.

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