

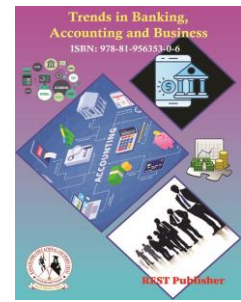


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A Study on 70:20:10 Training Approach with Special Reference to Titan Engineering & Automation Limited at Hosur

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Abstract: Training is required at every stage of work and for every person at work. To keep oneself updated with fast changing technologies, concepts, values and environment, training plays a vital role. Training programs are also necessary in organization for improving quality of work of the employees at all levels of management. In today's organizational structure where employees become the foundations of an organization, they need to impact certain skills through training programs for the effective performance and to tap their hidden potential and overcome the weakness and thereby helping them to improve themselves and hence be more productive for the company in the present scenario. The objective is to study the 70:20:10 Training Approach and identify the awareness level of this Training Approach. This study is conducted based on the well-structured questionnaire. The sample size taken for the study is 100 employees of Titan Engineering & Automation Limited, Hosur. The collected sample are analysed with the help of tools such as Percentage analysis, Chi-square and One way ANOVA.

Keywords: Training, 70:20:10 Training approach, Employee development, Skill development and training model.

1. INTRODUCTION

Every organization needs to have well trained and experienced people to perform the activities that have to be done. It is necessary to raise the skill levels and increase the versatility and adaptability of employees. Inadequate job performance or decline in productivity or changes resulting out of job redesigning or a technological breakthrough requires some type of training and development efforts. As the job become more complex, the importance of employee development also increases. In a rapidly changing society, employee training and development are not only an activity that is desirable but also an activity that an organization must commit resources to if it is to maintain a viable and knowledgeable work force.

Objective of the Study

1. To analyses whether the employees are satisfied with the kind of training given.
2. To know if the new recruits can grasp the information dispensed.
3. To analyses how effective, the training was in improving the skills of the employees.
4. To get feedback from employees as to how to improve and better the training program, so that it will be more beneficial to them.
5. To know whether the external programs organized are effective.

Scope Of the Study:

To learn the training aspects of the company. The Study covers the training methods applied to make the employees work efficiently. To suggest the remedial measures to improve the effectiveness, as necessary. The collected data helps in analysing the Training Awareness of the different class of employees. The study is confined to the Titan Engineering & Automation Limited employees of Hosur, Tamil Nadu.

2. REVIEW OF LITERATURE

Mahbuba (2013) skills to active communicator, who tries in achieving training as well as organizational objectives. The main objective of the training is to improve the knowledge and skills, change attitude and behaviour of the employees so that they can easily adapt the new technology in the organization for production. As result the turnover and absenteeism rate will be less. Well trained employees show both quantity and quality performance. Muhammad Aslam Khan (2013) claimed that job training, training design and job delivery style are three of the most significant factors in organizational

studies as they contribute to increasing employee performance. Employee training is crucial in order for the organization to have a competitive advantage over others in the working field. Abbas Z. (2014) training as an essential element to an employee for the development of the companies because some of the employees have lack of knowledge skills and competencies and failed to accomplish task on timely basis. Besides, Training is a learning activity directed towards the acquisition of specific knowledge and skills for the purpose of an occupation or task. Vinesh (2014), In any organization, training and development plays a major role in enhancing the employee performance. Highly competent human capital can be one of the major contributors towards organizational performance. The decision on training methods depends on the need for learning, resources, cost, and time.

3. RESEARCH METHODOLOGY

The technique adopted here for the study is Simple Random sampling. The sample size taken for the study is 100 respondents. The data samples were collected personal interview with the employees and interaction with the management staff of the company with the help of questionnaires. The secondary data was also collected from various newspapers, journals, magazines, books, and websites etc. The collected samples were analysed with the help of Percentage Analysis, Chi-square, and One-Way ANOVA.

4. DATA ANALYSIS & INTREPRETATION PERCENTAGE ANALYSIS

TABLE 1. Gender Of Respondents

Gender	No. Of Respondents	Percentage
Female	64	64%
Male	36	36%
Total	100	100%

Chart 1 – Gender of Respondents

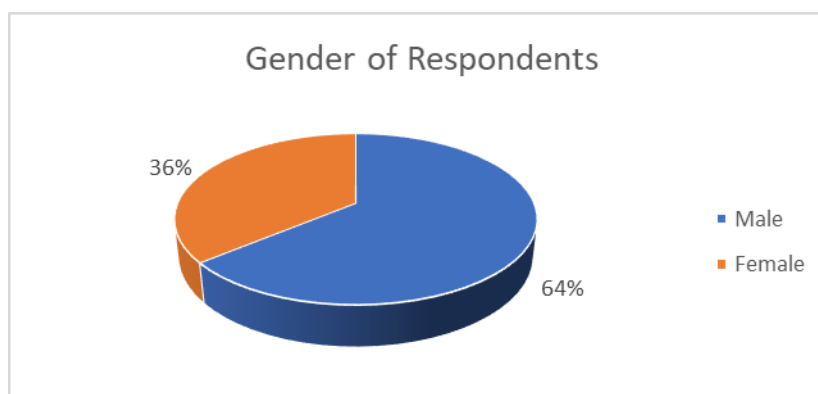


FIGURE 1. Gender of Respondents

Intrepretation:

Table 1 shows the number of respondents to the questionnaire. Out of 100 respondents, 36% of the respondents are female and 64% of the respondents are male. This shows that majority of the respondents are Male.

One way ANOVA

TABLE 2. academic qualification * how often do you attend the training session

Academic Qualification * How Often Do You Attend The Training Session					
	Sum of Squares	Df	Mean Square	F	Sig
Between Groups	4.019	3	1.34	0.888	0.45
Within Groups	144.891	96	1.509		
Total	148.91	99			

Interpretation:

The above table 2 shows that there is no significant difference between the respondents towards academic qualification and how often do you attend the training session. As demonstrated by one-way ANOVA, $F = 0.888$, $p = 0.450$.

5. CORRELATION

Null Hypothesis (H₀): There is no significant difference between Training provided to the employees and training satisfaction of the respondents.

Alternative Hypothesis (H₁): There is a significant difference between Training provided to the employees and training satisfaction of the respondents.

TABLE 3. Relationship Between Training Provision And Training Satisfaction

Correlations			
		Are you satisfied with the information that is provided by trainer during the training session?	What kind of training program your organization provide for your development?
Are you satisfied with the information that is provided by trainer during the training session?	Pearson Correlation	1	-.161
	Sig. (2-tailed)		.110
	N	100	100
What kind of training program your organization provide for your development?	Pearson Correlation	-.161	1
	Sig. (2-tailed)	.110	
	N	100	100

Interpretation:

Thus, can see that the Pearson coefficient value is $r = 1$, and that is sign statistically significant ($p = 0.000$). There is a strong, positive correlation between the training provided to the employees, which was statistically significant in satisfaction of the training session attended by the employees.

Findings:

1. 64 % of the respondents are male and 36% of the respondents are female. Male has most of the respondents.
2. Academic qualification and training have significant relationship between them.
3. Training session organized by the company and training satisfaction of the employees are highly correlated.

Suggestions:

Organization should provide training associated to the job responsibilities which will help in overall development of the employees. Organization should provide training associated to the job responsibilities which will help in overall development of the employees. Employers should motivate the employees to attend training programs so that the employees can achieve effectiveness in their work.

6. CONCLUSION

Training and development is the most integral part of every organization as it enhances the organization's effectiveness and it helps the employees to upgrade their skills and enables the employees to be more responsible and also helps the employees to be more productive in their job. With respect to the study, training and development has wide scope in the Titan Company Ltd, as there are more experienced staff and employees in organization.

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