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An Empirical Study on Improve the Skill Level of Employees with Reference to The TVS Sundaram Auto Components Limited Hosur

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Abstract: *The research purpose of the study is to investigate how to improve the skill level of employee in TVS Sundaram auto components limited. Improving the skill level of employees is a critical aspect of organizational development and growth. Investing in employee development can lead to increased productivity, efficiency, job satisfaction, and employee retention. There are various strategies that organizations can use to improve the skill level of their employees, including training and development programs, mentorship, coaching, and job shadowing. Additionally, companies can encourage continuous learning and development by providing access to resources such as online courses, industry conferences, and professional development workshops. By investing in employee skill development, organizations can create a more competitive and engaged workforce, ultimately leading to increased profitability and success. Coaching and mentoring are other effective strategies for improving employee skills. These approaches provide employees with personalized guidance and feedback to enhance their performance. Coaching involves working one-on-one with an experienced professional who provides feedback and support, while mentoring involves a more long-term relationship between a senior employee and a junior employee. Investing in employee skill development can provide numerous benefits to organizations. It can lead to improved productivity, better quality work, and increased efficiency. Additionally, it can increase employee engagement and job satisfaction, leading to higher retention rates and reduced turnover. Companies that prioritize employee skill development are more likely to attract and retain top talent and stay ahead of their competitors.*

Key words: *productivity, efficiency, job satisfaction, Coaching, mentoring Performance, retention rates, productivity, competitors.*

1. INTRODUCTION

Training and development initiatives are educational activities within an organization that are designed to improve the job performance of an individual or group. These programs typically involve advancing a worker's knowledge and skill sets and instilling greater motivation to enhance job performance and Skills training are designed to provide employees with the targeted training they need to gain the knowledge and abilities necessary to fulfil the specific requirements of their job positions. Skills training can also be used to re-educate and retrain employees whenever new technology, processes or systems debut.

objectives of the study:

- Identify the skills and competencies that employees need to perform their job roles effectively.
- Assess the current skill level of employees in the organization.
- Develop training programs and resources to help employees improve their skills.
- Provide opportunities for employees to practice and apply their new skills on the job.
- Evaluate the effectiveness of the training programs and make adjustments as needed.
- Monitor employee performance and provide ongoing feedback and coaching to help them continue to develop their skills.
- Encourage a culture of continuous learning and development within the organization.
- Increase employee engagement and job satisfaction by providing opportunities for growth and development.

scope of the study:

It typically involves an exploration of strategies and approaches that can be used to enhance the knowledge, abilities, and competencies of workers within an organization. The study might examine different training and development methods, such as on-the-job training, formal classroom-based training, coaching and mentoring, e-learning, or workshops. The study might also look at the different types of skills that employees need to develop to perform their jobs effectively, such as technical skills, soft skills, leadership skills, communication skills, and problem-solving skills. It may involve an analysis of the existing skill gaps within the organization and the factors that contribute to these gaps, such as outdated training methods, inadequate resources, or changing business needs. Other areas of focus for the study might include evaluating the effectiveness of different training and development initiatives, identifying best practices and benchmarking against industry standards, and measuring the impact of employee skill development on business outcomes such as productivity, employee engagement, and customer satisfaction. Additionally, the study could explore the role of technology in employee skill development, such as the use of learning management systems, online training tools, or virtual reality simulations.

2. REVIEW OF LITERATURE

Dr. S. C. Patil et al., (2021) conducted a study on "Employability through Skill Development Programmes - an overview of significance of Employability skills". The objective of the study was to comprehend the need of employability skills and to study the skill gap - desired vs. possessed. The study concluded that the skill gaps can be bridged with training, education and short-term courses. In spite of the efforts there is still a great scope in transformation of abandoned knowledge into skills. Various ambitious missions of Government of India i.e. Make in India, Atmanirbhar Bharat, 5 trillion economy dreams etc can come true with collective efforts. Vidhyadhar T., et al ..,(2020) conducted a study on "A study on skill development programmes for rural youth in India" with the objective to ascertain the current status, challenges and the Government initiatives for the skill development in India. The study concluded that skill development is currently gathering momentum and it is now evident that education and skills are fundamental in bettering employment opportunities, shrinking poverty, boosting productivity, and promoting environmentally sustainable rural development. Ali, M., & Ahmed, S. (2023). Impact of On-the-Job Training on Employee Performance: Evidence from the Banking Sector in Pakistan. *Journal of Business and Management Sciences*, This study investigates the impact of on-the-job training on employee performance in the banking sector in Pakistan. The authors found that such training programs had a positive impact on employee performance, particularly in terms of job satisfaction, motivation, and productivity. Erwee, R., et al., (2023). Developing Hospitality and Tourism Employees: An Investigation of Employer Perspectives. *Journal of Hospitality and Tourism Management*, 55, 1-10. This study examines employer perspectives on developing hospitality and tourism employees. The authors found that employers valued employee training and development programs that focused on improving skills such as customer service, communication, and problem-solving.

3. RESEARCH METHODOLOGY

Research methodology refers to the process and techniques used to conduct research, gather data, and analyze the results. It is the systematic approach used to answer research questions and achieve research objectives. The research methodology includes various components, such as research design, data collection methods, sampling techniques, data analysis, and interpretation of results. Research design is the framework that guides the research process. Sample size has been confined to about 103 respondents in TVS Sundaram auto components limited. Simple random sampling technique were used for the study.

Tools Used:

- Chi- Square Analysis
- One-way Anova
- Correlation

Chi-Square test for association between age group and improve the skills for current position

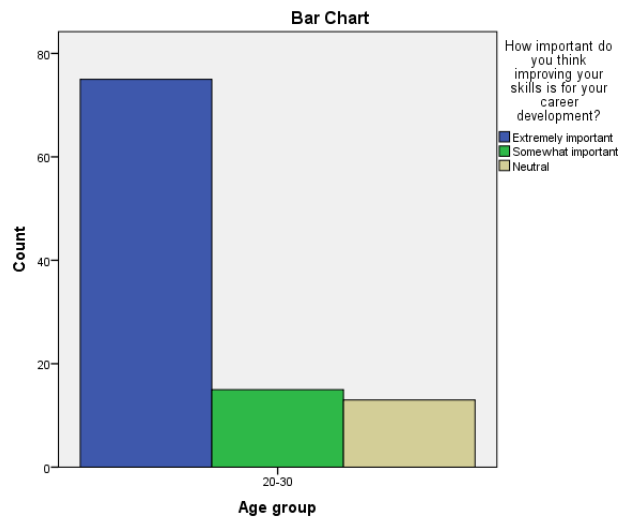
Age group * How important do you think improving your skills is for your career development

Age group * How important do you think improving your skills is for your career development?				Chi-square value	P value
Age group		How important do you think improving your skills is for your	Total	5.895a	0.322324

		career development?					
		Extremely important	Somewhat important	Neutral			
20-30	n	55	9	7	71		
	%	53	9	7	69		
31-40	n	5	2	2	9		
	%	5	2	2	9		
41-50	n	11	4	4	19		
	%	11	4	4	18		
Above	n	4	0	0	4		
	%	4	0	0	4		
Total		75	15	13	103		

Interpretation:

Since the p value is more than 0.05, rejected the null hypothesis, accept the alternative hypothesis 0.3223, and the level of significance 5%. Hence there is a significance difference between age group and the improving your skills for career development. Based on overall percentage, 69% of 20-30 respondents, 53% of respondents are extremely important 9% of respondents are somewhat important 7% of respondents are neutral. Likewise from the above the overall 4% and the 4% of the respondents are extremely important 0% of somewhat important and 0% of the respondents are neutral.



4. PEARSON CORRELATION

Pearson correlation coefficient between gender and skills are important for your current position.

	Gender	Which skills do you believe are most important for your current position?
Gender	1	.306**

Which skills do you believe are most important for your current position?	.306**	1
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Interpretation:

The correlation coefficient between gender and skills important for your current position is 0.306 which indicates 30.6% percentage positive relationships between gender and skills important for your current position at 1% level of significance.

Oneway Anova For Significant Difference Among Gender and Confident Are You In Current Skill

GENDER AND CONFIDENT ARE YOU IN CURRENT SKILL					
Between Groups	Sum of Squares	df	Mean Square	F	Sig.
	2.403	2	1.201	5.173	0.007
Within Groups	23.228	100	0.232		
Total	25.631	102			

Interpretation:

There was statistically significant difference between the respondents towards Gender and confident are you in current skills as demonstrated by one-way ANOVA $F=5.173$, $p = 0.007$

Findings:

- There is a significance difference between age group and the improving your skills for career development $p=0.322$ the p value is more than 0.05 so we reject the null hypothesis.
- The correlation coefficient between gender and skills important for your current position is 0.306 which indicates 30.6% percentage positive relationships between gender and skills important for your current position at 1% level of significance.
- There was statistical significant difference between the respondents towards Gender and confident are you in current skills as demonstrated by one-way ANOVA $F=5.173$, $p = 0.007$

suggestions:

- Provide training and development opportunities: One of the best ways to improve the skill level of employees is to provide them with opportunities to learn and develop new skills. This can include training sessions, workshops, online courses, or even mentorship programs.
- Set clear goals and expectations: It's important to set clear goals and expectations for employees so they know what is expected of them and what they need to work on to improve their skills. Regular feedback and performance reviews can also help employees understand how they are doing and where they can improve.
- Encourage continuous learning: Encourage employees to continue learning and growing by providing access to resources such as books, articles, podcasts, and webinars. Offer incentives for employees who pursue additional education or certifications.

5. CONCLUSIONS

Organizations should identify the skills that need improvement and develop a comprehensive training plan to address the gaps in knowledge and skills. Providing on-the-job training, offering formal training programs, using technology-based learning, and encouraging continuous learning are some of the effective ways to improve employee skills. Providing feedback and recognition to employees can also motivate them to continue learning and improving their skills. By investing in the development of employee skills, organizations can improve performance, increase job satisfaction, and contribute to the success of the organization.

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