

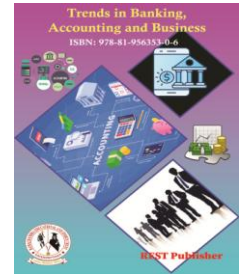


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A study on “Training and Development in Steps 18 Studios, Chennai”

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Abstract. The training and development program is well indeed for all the organization regardless of the field and in Steps 18 studios mainly understood the mere importance of the right training and development process that holds as the company and for the company/ organization to grow remarkably the company must do good development process, to improve the employee’s performance. This project titled “Training and development program of Steps 18 studios aims to understand the importance and the effectiveness of the Capability development program of Steps 18 studios. Through this project, the researcher wants to analyses the opinion of the training and development program of Steps 18 studio. This study also helps to determine the process that entirely goes in the training.

1. INTRODUCTION

“Training is the formal and systematic modification of behaviors through learning which occurs as a result of education, instruction, development and planned experience”. Development is any learning activity, which is directed towards future, need rather than present needs and which is concerned more with career growth than immediate performance.

2. OBJECTIVES OF THE STUDY

- To study the Training and development program in Steps 18 studio.
- To study the Employee perception in the company.
- To analyse the sources in Steps 18 studios.
- To study the various Factors affecting training and development process
- To offer valuable suggestions to improve the training and development program inSteps 18 studios.

3. SCOPE OF THE STUDY

The study focuses on understanding the macro view of the organizational training and development process for employee’s capability. It also aims at understanding the information flow within the sub units and how they cumulatively add up to the organizational goal.

4. LITERATURE REVIEW

P. SubbaRao (1997) in his book “Essentials of Human Resource Management and Industrial Relation” Chapter “Training and Development”. He says Training and development are most important part of Human Resource Management. Organization should and achieve goals. Every organization needs for training for develop of employee’s skills, ability and knowledge. After the training organization increase productivity and improve quality of the product and service. It includes Behavioural skills and knowledge, General knowledge, Social knowledge. Training content for different categories of employees are supervisory training, Sales training, Clerical training, Learning and teaching, learning principles. Learning is most important for every learner. Because more effective learning depends on good learner.

Aliya sultana and et al (2014): the author wrote that in now a day’s training and development is essential for employees in any organization as by training programs employees can improve their potential skills and knowledge. There are various kinds of training provided to employees in any organization that is beneficial for employee’s workplace and organization growth. Trainers should understand the need of their customers. The trainer should focus on the training

process. the trainer follows the training and development cycle need for change in the workplace. Training and development program is on continuous basis to achieve management goals.

K.K.Metha (1970) in his paper shares with the readers some of the problems, which make training effective. He stated that, “it is an essential investment in human resources which unlike other assets appreciates in value”. He also revealed that “Training is a slow process and cannot measure its impact because of its non-tangible nature”

5. RESEARCH METHODOLOGY

I described five reasons why gap analysis thinking was critical to manufacturing process improvement. I received feedback from readers who agreed that gap analysis is critical, and they understood the need for data-driven problem identification, but they wanted to understand what a daily gap analysis routine looked like or how to develop a daily routine to identify gaps. Most productive and efficient manufacturing leaders have a routine for quickly identifying today’s priority issues, assigning the appropriate resources and determining interim actions to ensure that the same issue does not repeat. If you work for an organization that looks at the business on a “macro” level, meaning overall performance is measured as a summary report annually or every quarter the gap analysis routine will require more effort.

6. DATA ANALYSIS

Chi-Square Analysis: Chi-square is a non-parametric test of statistical significance for bivariate tabular analysis. A non-parametric test, like chi square, is a rough estimate of confidence.

TABLE 1. Chi-Square Analysis

Particulars	Respondents	Percentage
New hires	45	45
Tech people	28	28
Executives	20	20
Top management	7	7
Total	100	100

Correlation Analysis Correlation analysis deals with the association between two or more variables. Correlation is described or classified in several different ways. Karl Pearson’s method is popularly known as Pearson’s coefficient of correlation. It is denoted by the symbol ‘r’.

TABLE 2. Correlation Analysis

Particulars	Respondents	Percentage
Excellent	37	37
Good	47	47
Moderate	14	14
Need important	2	2
Total	100	100

Findings:

- This survey shows that 89% of the respondents are between 21-30 age group, 8% of the respondents are between 31-40, 2% of the respondents are between 41-50 and 1% of the respondents are above.
- This survey shows that 73% of the respondents have 0 to 3 years of work experience, 16% have 3to 5 years of work experience, 6% have 5 to 10years of work experience, 5% have above10 years of work experience.

- The above table infers that 20 % of the respondent says that training survey is taken from executives 45% of the respondents agree that survey is taken from new hires 28% says survey is taken from technical people 7% says survey is taken from top management.
- The above table infers that 37 % of the respondent says training provided only once in a year 29% says twice in a year 23% says three times in a year 5% says four times in a year and 6% says five times a year.
- The above table infer that 10 % of the respondents say that training duration is too long 13% of them say training duration is long 55% of them say training duration is neutral 19 % say raining duration is short 3% say training duration is too short.
- The above table infers that 35% of the respondent says that the relationship between the trainer and the trainee is very good 48% says relation is good 15% say that relation is neutral 1% say that the relation is bad.
- The above table infer that 31% strongly agree that enough training practice is provided 47% says that they agree 18% were in neutral 4% disagree and 0% strongly disagree.

Suggestions:

- Rewards can be given to the person who attends the training consistently.
- The employees have to be given a motivation on how important training is in order to meet the organizations' goal.
- Different types of training will create more interest in training among employees. The study infers that work men receive less training compare to other employees but training to workmen also more important.
- The study infers that there is lack of time in using the skills. The organization can provide enough time to use the skills.
- The study infers that there is lack of opportunity in using him skills. The organization can provide more opportunities in using the skills.
- The use of visual aids in training will create interest among the employees.
- Having guest lectures from department guides to inspire the participants would a world of good to the employees.

7. CONCLUSION

There are many different ways to assess and evaluate capability development program. Evaluation is for the learner too and evaluation is not just for the trainer or organization. Feedback and test results help the learner know where they are, and directly affect the learner's confidence and their determination to continue with the development in some cases with their own future personal development altogether. Central to improving training and learning is the question of bringing more meaning and purpose to people lives, aside from merely focusing on skills and work-related development and training courses. Learning and training enables positive change and improvement for people and employers when peoples work is aligned with people live their strengths, personal potential, goals and dreams outside work as well as at work. The training and development in spinning mill of the study area is extremely good and many of the employees are satisfied with the training provided to them.

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