

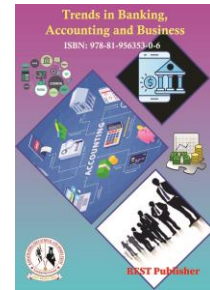


Trends in Banking, Accounting and Business

Vol: 3(1), 2024

REST Publisher; ISBN: 978-81-956353-0-6

Website: <https://restpublisher.com/book-series/tbab/>



A Study on Training and Development Kems Shakti Pvt Ltd at Hosur

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Abstract: Training and development (T&D) programs serve as pivotal mechanisms for fostering employee growth, driving organizational effectiveness, and achieving strategic objectives. This abstract explores the multifaceted dimensions of T&D, highlighting its significance in cultivating a skilled workforce, fostering innovation, and adapting to evolving industry trends. By examining the integration of traditional and digital learning methodologies, as well as the role of leadership support and organizational culture, this abstract elucidates the transformative impact of T&D initiatives on employee engagement, performance, and overall business success. Training and development (T&D) initiatives have emerged as indispensable tools for enhancing organizational performance, empowering employees, and sustaining competitive advantage. This abstract presents a comprehensive overview of the strategic importance of T&D in modern organizations, emphasizing the critical role of key factors such as employee skill development, knowledge transfer, and talent retention.

Keywords: Training and Development, Employee Growth, Organizational Effectiveness, Innovation, Learning Methodologies, Leadership Support, Organizational Culture, Employee Engagement

1. INTRODUCTION

Human Resource is most important asset of an organization. Training and Development is considered to be most important part of an organization. Due to growing competition in the footwear manufacturing sector it is essential for the KEMS Shakti to measure the effectiveness of training given to employees to make them more competitive and more efficient as compared to other footwear producers. Training and development with special reference to KEMS SHAKTI will be helpful in analyzing the effectiveness of training and find out areas of further training to keep up with the challenges of international business. The study uses a questionnaire prepared for evaluating various factors which affect the effectiveness of training and the results are displayed in a table and graph format. Conclusions are arrived based on this sample.

2. OBJECTIVES OF STUDY

To study the various training methods followed by KEMS SHAKTI PVT LTD.

To assess the effectiveness of training at KEMS SHAKTI PVT LTD

To analyze whether employees are satisfied with various training programs implemented by the organization.

Identify whether employees need further training.

3. SCOPE OF THE STUDY

Training and development (T&D) is multifaceted, aimed at comprehensively understanding and improving the effectiveness of T&D initiatives within a specific organizational context. This study will delve into various aspects of T&D, including its policies, practices, and programs, within the chosen organization or industry.

Firstly, the study will assess the existing T&D landscape, examining the range of training methods and modalities employed, such as workshops, seminars, e-learning platforms, on-the-job training, and mentorship programs. It will analyze the extent to which these methods cater to different learning styles and address the diverse needs of employees across various roles and levels within the organization. Secondly, the study will explore the alignment of T&D initiatives with organizational goals and objectives. It will assess the extent to which training programs are strategically designed to support the achievement of business priorities and enhance organizational performance.

4. LITERATURE REVIEW

Bramley and Kitson (1994) discussed four level of training evaluation. The first is the trainee’s reaction to the program. It focuses on assessing what the trainees thought of the training program, usually in the form of a questionnaire. The second level is trainers’ learning. It focuses on measuring their gained skills that were specified as training objectives. The third level is the behavioral outcome. It focused on measuring aspects of job performance, which are related to the training objectives. The fourth level is the organizational results. It focused on the results of the training program to organizational objectives and other criteria of effectiveness. The authors indicated that evaluation at the third and fourth levels are not understood because of measurement problems.

Mann and Robertson, (1996): examined trainees’ reaction and knowledge gained as measures for effective training. The results indicated that training increased trainee’s knowledge, however, positive attitudes did not predict how well people are able to perform actual tasks. Attitudes and reaction measure are not linked to later performance and therefore, such measures should be used with caution as ways of evaluating training programs.

Hashim (2001) in a survey identified the practices to training providers for evaluating training programs. The results showed that training providers use different evaluation methods that include trainee’s feedback, observation, interview, performance analyses, and training reaction forms. However, the most used method was the training reaction forms as clients require them.

Cushway (2004) His research findings pointed that training is concerned with equipping one’s responsibilities to the required standard in their job and is concerned with giving individuals the necessary knowledge, skills and experience to enable them to take greater and more demanding roles and responsibilities.

Brmely, P, Newby, A.C. (1984), Evaluation of Training Part II: The Organizational Context, examined some organizational factors requiring consideration in an evaluation study, including publicities and the extent to which evaluations can be truly objective. The authors also pointed out that the specialized techniques developed outside the profession by non-trainers could be looked upon.

5. RESEARCH METHODOLOGY

Research Methodology compensation management in KEMS SHAKTI PRECISIONS AND CASTING or any specific company typically involves a structured research methodology that combines qualitative and quantitative approach. It includes Literature Review, Data collection.

Source of data: Primary data: The primary data was collected by means of survey. Questionaries were prepared and the responses were collected from HRs of the organizations.

Gender of Respondents: Employees were given questionnaire requesting the m to fill up the gender. The data collected is shown in the form of table and pie chart below.

TABLE 1. showing Gender of respondents

Opinion	No. of Respondents	Percentage of Respondents
Male	32	64
Female	18	36
Total	50	100

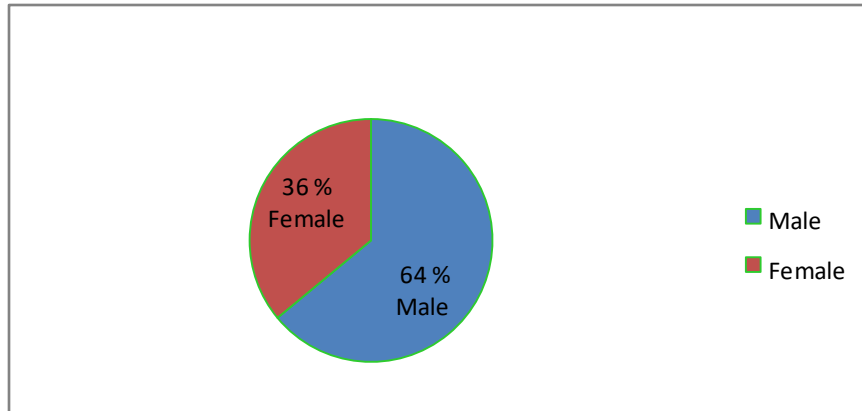


FIGURE 1. Gender of respondents

Inference: Above table shows 64% of respondents were males and 36 percentages were females. The gender is displayed graphically using a pie chart. It shows majority of respondents are males.

25 Area in Which Further Training is Required: Respondents were requested to write down the areas in which they wish to have further training. The result is displayed both in tabular and graphical format.

Table 2.

Particulars	No of Respondents	Percentage
Technology	6	12
Not specified	44	88
Total	50	100

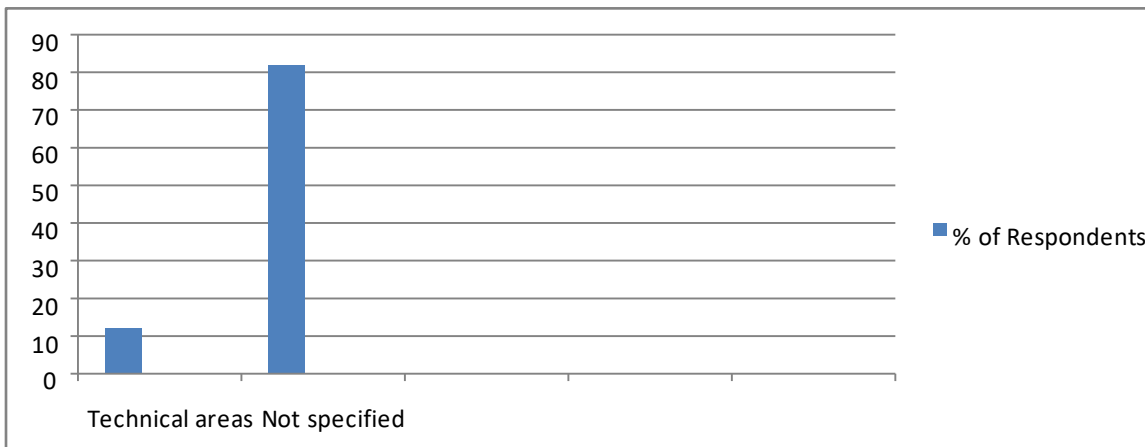


FIGURE 2.

Inference: 12% employees wish to have training in technology and new technical area. Unfortunately 82% of employees were reluctant to specify the area of interest.

6. FINDINGS

1. After studying and analyzing various training programmes with in questionnaire survey of the employees of KEMS SHAKTI PVT LTD. a brief summary is illustrated below.
2. KEMS SHAKTI has a good team of employees who has under gone training and development in on -the-job method. All the respondents are graduates with most of them also holding their post graduation and technically skilled.
3. KEMS SHAKTI PVT LTD is equipped with very good HRD team.

4. The impact of the training on the employees of KEMS SHAKTI PVT LTD is reasonably good and the reason that employee have positive attitude and they take training seriously.
5. On-the job training techniques is employed to train the employees. Induction training to new employees is given adequate importance. Management is giving adequate importance to develop employees through training.
6. Majority of the employees felt that the quality of training programmes are good, were fully useful to them and training programme has helped in improving their performance and quality of the work.
7. Majority of the employees who have under gone the T & D programmes felt that the training programme has helped in improving their technical skills, Managerial skill and human relation competencies.
8. The standard of in house trainers is found to be satisfactory. Management gives feed back regularly on the improvement of performance of employees after attending training programmes.

7. SUGGESTIONS

Many employees felt need for training in the areas of latest technical developments. The organization has to concentrate more on employees who are not satisfied with the present training methods; they have to be counseled to know their reasons for not being satisfied. So that effectiveness can be achieved. The identification of the training needs should be done in view of fast changing technology, management practices and infrastructure. A standard measures before and after each training program on level of knowledge, skills, attitudes and behaviour will help to measure its effectiveness more accurately. The company has to ask its employees to suggest types of trainings which they think is more helpful in achieving the organizational goals. Train the employees in all areas like personality development, technical training, and standard operating procedures with that they can handle multi tasks and balance their pressures. Employee's performance level should be considered for selecting employees for training programs. Evaluation of training programs should be done regularly to keep a check on the limitations and drawbacks. And ensure the success of training programs.

8. CONCLUSION

The training and development program adopted in KEMS SHAKTI PVT LTD. mainly concentrated on areas like quality aspects, job oriented trainings, technical skills and knowledge. Most of the respondents rated as good and excellent towards the overall quality and effectiveness of the training and development programs and satisfied with the present training methods. The company also has to concentrate on small percentage of respondents who are not satisfied with training programs and whom it has not helped to overcome from their short comings or work related problems. Finally, the training and development programs provided by KEMS SHAKTI PVT LTD are found to be effective, credible and commendable, which can be improved further.

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