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# CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	MAPPING PROFITABILITY OF PUBLIC SECTOR ENTERPRISES WITH SPECIAL REFERENCE TO BHEL <i>DR. SATISH KUMAR &amp; DR. MEGHA VIMAL GUPTA</i>	1
2.	INFLUENCE OF JOB SATISFACTION ON LIFE SATISFACTION AMONG IT PROFESSIONALS: A STUDY CONDUCTED IN FOUR CAPITAL CITIES OF SOUTH INDIA <i>PETER VARGHESE &amp; DR. SUSAN CHIRAYATH</i>	9
3.	HUMAN RESOURCE MANAGEMENT IN RETAIL INDUSTRY WITH REFERENCE TO TRAINING IN RETAIL IN PMKVY AND UP GOVERNMENT SCHEME <i>VAISHALI CHOURASIA</i>	15
4.	WORKING CAPITAL EFFICIENCY: A CASE STUDY OF ASSOCIATED CEMENT COMPANY LIMITED INDIA <i>DR. V. MOHANRAJ</i>	21
5.	A STUDY ON EMPLOYEES PERSPECTIVE TOWARDS TRAINING PROGRAM <i>RASHMI S.B &amp; DR. A. M. KADAKOL</i>	24
6.	GROWTH AND OPPORTUNITIES OF JUTE DIVERSIFIED PRODUCTS EXPORTS IN INDIA <i>DR. K. THIRIPURASUNDARI &amp; P. RATHI</i>	26
7.	BABIES ARE OUR BUSINESS: PESTER POWER-THE CHOICE OF TODAY'S MARKETER <i>ALPANA AGRAWAL &amp; DR. S. K. GUPTA</i>	31
8.	IMPACTS OF ORGANISED RETAILING ON UNORGANISED RETAILERS: A STUDY WITH REFERENCE TO TAMILNADU <i>N. VIJAYALAKSHMI &amp; DR. K. SALEEM KHAN</i>	36
9.	SAVING AND INVESTMENT BEHAVIOUR OF INDIA AND CHINA: A COMPARATIVE STUDY <i>REKHA RANI, BALA DEVI &amp; RAJESH GAHLAWAT</i>	40
10.	MUSLIM WOMEN AND EMPOWERMENT <i>PALLABI GOGOI</i>	43
11.	AN EVALUATIVE STUDY ON VARIOUS SERVICES OF GUWAHATI MUNICIPAL CORPORATION (GMC) FROM ETHICAL POINT OF VIEW <i>DR. ARABINDA DEBNATH &amp; BANAJEETA SHARMA</i>	45
12.	ANALYSIS OF PERSONAL FACTORS INFLUENCING INVESTMENTS IN CAPITAL MARKET <i>K. CHITRADEVI</i>	52
13.	THE IMPACT OF ECONOMIC TRANSFORMATION PROGRAM (ETP) TOWARDS YOUTH IN MALAYSIA: GENERIC SKILLS <i>MOHAMMAD NOORIZZUDDIN NOOH, DR. SYADIYAH ABDUL SHUKOR, DR. KHAILIL FAIZAL KHAIRI &amp; DR. NURADLI RIDZWAN SHAH MOHD DALI</i>	54
14.	THE RELATIONSHIP BETWEEN PORTFOLIO PERFORMANCE AND ASSET ALLOCATION POLICY <i>MUKESH JINDAL</i>	57
15.	ANALYSIS OF DEMOCRATIC MANAGEMENT BY COOPERATIVE SOCIETIES CASE OF COOPERATIVE UNIONS IN EAST WOLLEGA ZONE, OROMIA, ETHIOPIA <i>ASFAW TEMESGEN BARI</i>	62
16.	A STUDY ON EMPLOYEE WELFARE MEASURES AT VST TILLERS TRACTORS LIMITED, BANGALORE <i>PUSHPA L</i>	68
17.	A STUDY FOR THE JOB SATISFACTION OF THE EMPLOYEES OF DINJAN ARMY CANTT (ARMY EMPLOYEES) <i>DR. NARENDRA KUMAR</i>	75
18.	QUALITY OF BUSINESS ENVIRONMENT IN INDIA: A CROSS-COUNTRY INVESTIGATION INTO SOUTH ASIAN ECONOMIES <i>ASIF KHAN</i>	79
19.	CONSUMER ATTITUDE TOWARDS THE MARKETING-MIX OF THE GREEN PRODUCTS <i>ARIF ANWAR &amp; SUMAIRA JAN</i>	86
20.	E-COMMERCE: TRANSACTION SECURITY ISSUE AND CHALLENGES <i>GAUTAM KOHLI</i>	91
	REQUEST FOR FEEDBACK & DISCLAIMER	94

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**A STUDY ON EMPLOYEES PERSPECTIVE TOWARDS TRAINING PROGRAM**

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**ABSTRACT**

*The 5 M's in Production are Men, Material, Machine, Mission and Money. Of all these people is the most essential factor in the process of production. It is the important resources of an organisation. The success of an organisation depends on the quality of manpower. Therefore human resources is considered to be the important and significant factor for the production. In present times training and development is one of the important activity for the development and retaining the employees. For organisational productivity, training assumes great significance. Though it is a type of education, training is job oriented. It is skill learning. Training has greater significance for the success of modern organisations. Core competencies and expertise give the organisation an edge over their competitors, and training plays a vital role in developing and strengthening these competencies. Change of technology demands that employees update their knowledge, skills, abilities and technical expertise. The present study indicates the employee's perspective towards the training program, their strong participation in it, and the quality of training program. The statistical tools like percentage analysis were used. For an effective participation of the employees in the training programme: designating an alternate employee for the employee taking training, with its active facilitation by the section manager; creating training programmes that enhance the knowledge/ skill set of employees; offering job-relevant training programmes, and its publication well in advance plays an important role.*

**KEYWORDS**

Training, development practices.

**INTRODUCTION****TRAINING AND DEVELOPMENT**

**T**raining has the distinct role in the achievement of an organisational goal by incorporating the interests of organisation and the workforce (Stone R.J. Human Resource Management, 2002). Training is the most important factor in the business world because training increases the efficiency and the effectiveness of both employees and the organisation. Training enhances the capabilities of employees.

Lawrence S. Kleiman defines training and development as planned learning experiences, designed to provide workers with the competencies needed to perform their current or future jobs.

Training is referred to as teaching specific job related skills and behaviour, whereas development is more general than training and more oriented towards individual development, besides fulfilling organisational needs. Development provides knowledge and understanding to individuals so as to enable them to function more effectively in an organisation through problem solving, interpersonal relations and decision making.

**LITERATURE REVIEW**

(Sujatha, Lakshmi, Selvakumar M, & Kumar, March- April (2013)) , focused more on the emerging need of training and development and its implications upon individuals and the employers. 108 employees were surveyed with the help of questionnaire which consists of questions related to pre training, training and post training. It was found that by identifying learning objectives trainees felt more achievement, came to know across a lot of new ideas, and were happy with the materials and facilities given for the trainees. It was found that Job effectiveness can be maintained with appropriate behavior or relationship among employees working in private banks.

(Aneesh & Vidyaswari, Dec 2014), examined the employee's perception towards training and development program, employee's satisfaction level about the training program, employees perception towards the training need identification systems and to understand the employees satisfaction regarding the trainer and training environment. It was found that the employees in the organization are satisfied with the training program conducted in the company. Most of the respondents are of the opinion that the quality of in-company programs was excellent but they had an opinion that that they have to increase the duration of training program in the company. After the training program the level of motivation, interpersonal relation, team spirit and confidence of employees has increased, but there was less improvement in intergroup relations.

(Venukumar, March 2012), he studied the impact of training and developing programmes in the field of operations where these type of programmes develops the individuals as well as organization, with a sample selection from the organization and as well as from the society. It was found how important in implementing the new trends in training and development in the department of operations and found that stress was a major obstacle for every individual and the organization and to sustain we need to manage it.

(Agarwal & Sarna, Sept 2012), have identified the training and development activities and various labour welfare provisions that contribute to the productivity of the FMCG company with the help of both primary and secondary data with a total number of 100 respondents. It was found that majority of employees were highly satisfied and motivated as a result of implementation of labour welfare provisions and usage of training development activities.

(Singh, Dec 2011), measured the impact of training on development i.e employee training relationship with development at workplace. They found that training was positively influence to develop both employee and organization by analyzing the 105 employees. The satisfaction was seen on content, pedagogy, trainer, presentation skills, knowledge of resource person, environment and many others The respondents are highly satisfied with the additions occurred by the training programs are more valued for improved productivity.

(Verma & Goyal, 2011), examined the training and development practices in LIC and its impact on employee's productivity. Mean, standard deviation, Z test, correlation analysis and regression analysis were used to analyze the data, they observed that Training in LIC was average and no difference in the perception of the employees on the basis of gender, qualification, designation.

(Modak & Joshi, 2014), analyzed that training had significant effect on the productivity of employees of IT industry and organizational performance and improved the productivity of employees. It was found that training helped in enhancing communication, develop competence, generate healthy feedback, in determining reward objectives, defining tasks, make planning systematic, problem management etc.



## STATEMENT OF THE PROBLEM

Technical training is the process of teaching employees how accurately and thoroughly perform the technical components of their jobs. The Technical Training Programme provides assistance related to technical skills and knowledge training. Training is a systematic process to enhance employee's skill, knowledge and competency necessary to perform the job effectively. It impacts organisational revenue, competitiveness and performance. Unfortunately, the majority of the organisation not recognising the importance of training and its contents to increase their employee's productivity. This many lead to increase in the cost and high job turnover which pushdown the organisational profitability  
A study is being conducted to know the employees perspective towards training program.

## OBJECTIVES OF THE STUDY

1. To find out the training methods & designs used
2. To study the effectiveness of training programme
3. To study the feedback of employees about the training programmes
4. To find effective participation of the employee in technical training programmes

## METHODOLOGY

Survey method used for collecting data was through Questionnaire. The sample size consisted of 100 respondents. Non probability convenience random sampling method was used to collect the data for the study.

### TOOLS FOR DATA COLLECTION

- o Questionnaires were used to collect the primary data
- o Secondary data was collected from books, reports & company's newsletters and websites etc.

## FINDINGS

From the analysis, the study brings to light some important findings regarding employees' perspective towards training program. Data collected through various manuals and information obtained through questionnaire revealed the following analysis-

1. Employees are happy that their suggestions are considered by the company.
2. Company organises training program once in 3 months, surveyed opined that training interferes with their performance to varying extent and training leads to positive change in work attitude
3. Surveyed rated the quality of the training provided as good, but they encountered a problem during training is insufficient time available for training. Majority of the respondents opined that the organisation does not release training calendar but conducts the training program and they participate in the training program.
4. Majority of the respondents opined that they show reluctance in taking the training courses because of: a) the training not being directly related to their job; b) good training courses not being offered; and, c) not being allowed by the employees' supervisor to take training due to urgent work at the time of training.
5. Respondents opined that a blend of classroom and shop floor training method is preferable and that the training topic should be more relevant to their job.

## RECOMMENDATIONS

In this research we review a lot of materials related to the variable uses in this research. In the light of this research and all the material which is being used, it comes to the decision that there should be a proper training and development program should be effectively implemented.

1. Proper steps should be taken in designing and implementing the training program.
2. The company should give adequate knowledge regarding the training program, topics and training techniques in the organisation.
3. Since most of the respondents opined that training program interfered with their normal duties or had insufficient time to attend training, management might want to consider assigning a backup employee (Employee B) when Employee A is in training
4. Management should strive to design a tentative calendar for training courses about a year in advance so that prospective employees can suitably plan their work schedules around it. This will also be extremely helpful to the section manager in planning backup employees for those who will be signing-up for training and in deputing the appropriate person for the training programme.

## CONCLUSIONS

Employees are the assets of any organisation. Making maximum utilisation of the assets is the core responsibility. And it's the responsibility to provide better opportunity for improving their performance. Training is very important for every organisation. It plays a important role in the betterment of employees and also increases the overall productivity of organisation. Training program has a positive effect on employee satisfaction and an organisation to compete with the challenging and changing world. If the training is planned can prove beneficial to the employees as well as for organisation. To the employees their goal will be fulfilled and thus productivity will increase. From that we can conclude that if we have a proper and effective training program, a positive effect can be seen in the learning and in the performance.

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