

INTERNATIONAL JOURNAL OF RESEARCH IN COMPUTER APPLICATION & MANAGEMENT

IJRCM



A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories

Indexed & Listed at:

Ulrich's Periodicals Directory ©, ProQuest, U.S.A., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A.

as well as in Open J-Gate, India [link of the same is duly available at infibnet of University Grants Commission (U.G.C.)]

Registered & Listed at: Index Copernicus Publishers Panel, Poland

Circulated all over the world & Google has verified that scholars of more than Hundred & Thirty Two countries/territories are visiting our journal on regular basis.

Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

www.ijrcm.org.in

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	INTERNATIONAL STUDENT COLLABORATION AND EXPERIENTIAL EXERCISE PROJECTS AS A PROFESSIONAL, INTER-PERSONAL AND INTER-INSTITUTIONAL NETWORKING PLATFORM <i>JOSE G. VARGAS-HERNANDEZ, DR. ADRIAN DE LEON-ARIAS, DR. ANDRES VALDES-ZEPEDA & DR. VICTOR MANUEL CASTILLO-GIRON</i>	1
2.	AN EMPIRICAL STUDY ON MARKETING OF GADWAL SARIS IN INDIA <i>DR. K.V. ACHALAPATHI, PREETI SHRIVASTAVA & SHAILAJA BANGARI</i>	10
3.	IDENTIFYING THE FACTORS EFFECTIVE ON ORGANIZATIONAL INNOVATION IN SERVICES <i>MOSTAFA ALIMIRI, MOHAMMAD HASSAN MOBARAKI & FATEMEH MOHEBBI FAR</i>	17
4.	THE EFFECT OF INDIVIDUALITY AND POWER DISTANCE ON INCOME SMOOTHING <i>SEYED HOSSEIN HOSSEINI & MOHAMADREZA ABDOLI</i>	22
5.	MANAGEMENT OF ELECTRICITY POWER SUPPLY IN DELTA AND EDO STATES OF NIGERIA: PROBLEMS AND PROSPECTS <i>ANTHONY A. IJEWERE</i>	26
6.	EMOTIONAL INTELLIGENCE AND ITS IMPACT ON TASK PERFORMANCE AND CONTEXTUAL PERFORMANCE <i>U.W.M.R. SAMPATH KAPPAGODA</i>	32
7.	THE RELATIONS BETWEEN CASH MANAGEMENT POLICIES AND PROFITABILITY OF SMEs IN KANO <i>DR. MUHAMMAD AMINU ISA</i>	37
8.	ACCELERATED LEARNING SOLUTIONS (ALS) – A MODEL FOR LEARNING ON THE JOB & PRODUCTIVITY ENHANCEMENT OF FRESH ENGINEERING GRADUATES THROUGH TITP (TELECOM INDUSTRY TRAINING AND PLACEMENT) <i>SREENIVASAN RAM, SUDHIR WARIER & LRK KRISHNAN</i>	40
9.	RURAL E-BANKING: A TECHNICAL FRAMEWORK USING MOBILE TERMINALS <i>DR. V. B. AGGARWAL, DEEPTI SHARMA & ARCHANA B. SAXENA</i>	47
10.	BIOMETRIC SECURITY IN MOBILE BANKING <i>S. T. BHOSALE & DR. B. S. SAWANT</i>	52
11.	SPIRITUAL INTELLIGENCE – A CHANGE MANAGEMENT STUDY <i>MADHUSUDAN.V & DR. NAGALINGAPPA.G</i>	56
12.	INTEGRATED RELIABILITY MODEL AND FAILURE MODES EFFECTS & CRITICALITY ANALYSIS FOR OPTIMUM RELIABILITY <i>K. S. LAKSHMINARAYANA & Y. VIJAYA KUMAR</i>	59
13.	FACTOR ANALYSIS OF DEFECTS IN SOFTWARE ENGINEERING <i>DR. SEETHARAM.K, LAXMI B RANANAVARE & CHANDRAKANTH G PUJARI</i>	65
14.	CONCERNS FOR SECURITY IN MIGRATING TO CLOUD COMPUTING <i>NITASHA HASTEER, DR. ABHAY BANSAL & TANYA SHARMA</i>	67
15.	PREDOMINANCE OF TRADITIONAL SECTOR IN UNORGANISED MANUFACTURING OF INDIA <i>DR. NEERU GARG</i>	70
16.	THE INSIGHT VIEW OF QUALITY OF WORK LIFE: A STUDY ON THE EMPLOYEES OF PUBLIC SECTOR AND PRIVATE SECTOR BANKS IN TIRUNELVELI DISTRICT <i>A. MADHU, T. RITA REBEKAH & DR. R. MOHAN KUMAR</i>	73
17.	DATA MINING FOR MOVING OBJECT DATA <i>VOORE SUBBA RAO & DR. VINAY CHAVAN</i>	78
18.	ECONOMIC TOURISM MANAGEMENT: AN APPLIED S.H.G. MODELING THROUGH CASE ANALYSIS OF ELLORA CAVES & DAULATABAD FORT – AN INDIAN APPROACH <i>DR. S. P. RATH, DR. BISWAJIT DAS, SATISH JAYARAM & MEENA SINHA</i>	81
19.	IMAGE RETRIEVAL USING CONTENT OF IMAGE <i>PREETI MISHRA & AVINASH DHOLE</i>	87
20.	FACTORS INFLUENCING COMPANY VALUATION: AN EMPIRICAL ASSESSMENT OF THE INDIAN CORPORATE SECTOR <i>DR. KAUSHIK CHAKRABORTY & NILANJAN RAY</i>	90
21.	CHRONOLOGICAL STUDY ON POSITIONING WITH EMPHASIS ON MALLS <i>SURESH SANNAPU & NRIPENDRA SINGH</i>	94
22.	CYBER ATTACK MODELING AND REPLICATION FOR NETWORK SECURITY <i>B.VENKATACHALAM & S. CHRISTY</i>	98
23.	WORKING CAPITAL MANAGEMENT OF HUL – A CASE STUDY <i>SOMNATH DAS</i>	102
24.	A STRATEGIC FRAMEWORK TOWARDS INDIAN RURAL RETAIL INDUSTRY IN THIS COMPETITIVE ERA <i>URVASHI GUPTA</i>	107
25.	EVALUATION OF THE PERFORMANCE OF TRAINING PROGRAM AT CARBORUNDUM UNIVESAL LIMITED, RANIPET <i>R. GEETHA & DR. A. DUNSTAN RAJKUMAR</i>	112
26.	QUALITY DATA REPRESENTATION IN WEB PORTAL – A CASE STUDY <i>S. CHRISTY, S. BRINTHA RAJAKUMARI & DR. M. SURYAKALA</i>	117
27.	PERFORMANCE ANALYSIS OF FIRE ALARM SYSTEM BASED ON WIRELESS SENSOR NETWORKS USING NS-2 <i>B. RAJESH, D. UPENDER & K. SRINIVAS</i>	120
28.	COMPARISON AND ANALYSIS OF WIRELESS NETWORKS FOR HEALTH CARE TELEMONITORING SYSTEM <i>KANTA JANGRA & KAVITA DUA</i>	125
29.	ECO-FRIENDLY MARKETING AND CONSUMER BUYING BEHAVIOR: AN EMPIRICAL STUDY <i>ADIL ZIA</i>	131
30.	A PROPOSED FRAMEWORK FOR AUTO REGULATED MIGRATING PARALLEL CRAWLER <i>VISHAL, SUBHASH CHANDER & NEELAM</i>	136
	REQUEST FOR FEEDBACK	140

CHIEF PATRON

PROF. K. K. AGGARWAL

Chancellor, Lingaya's University, Delhi
Founder Vice-Chancellor, Guru Gobind Singh Indraprastha University, Delhi
Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

PATRON

SH. RAM BHAJAN AGGARWAL

Ex. State Minister for Home & Tourism, Government of Haryana
Vice-President, Dadri Education Society, Charkhi Dadri
President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

CO-ORDINATOR

MOHITA

Faculty, Yamuna Institute of Engineering & Technology, Village Gadholi, P. O. Gadholi, Yamunanagar

ADVISORS

DR. PRIYA RANJAN TRIVEDI

Chancellor, The Global Open University, Nagaland

PROF. M. S. SENAM RAJU

Director A. C. D., School of Management Studies, I.G.N.O.U., New Delhi

PROF. S. L. MAHANDRU

Principal (Retd.), Maharaja Agrasen College, Jagadhri

EDITOR

PROF. R. K. SHARMA

Professor, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

CO-EDITOR

MOHITA

Faculty, Yamuna Institute of Engineering & Technology, Village Gadholi, P. O. Gadholi, Yamunanagar

EDITORIAL ADVISORY BOARD

DR. RAJESH MODI

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

PROF. PARVEEN KUMAR

Director, M.C.A., Meerut Institute of Engineering & Technology, Meerut, U. P.

PROF. H. R. SHARMA

Director, Chhatrapati Shivaji Institute of Technology, Durg, C.G.

PROF. MANOHAR LAL

Director & Chairman, School of Information & Computer Sciences, I.G.N.O.U., New Delhi

PROF. ANIL K. SAINI

Chairperson (CRC), Guru Gobind Singh I. P. University, Delhi

PROF. R. K. CHOUDHARY

Director, Asia Pacific Institute of Information Technology, Panipat

DR. ASHWANI KUSH

Head, Computer Science, University College, Kurukshetra University, Kurukshetra

DR. BHARAT BHUSHAN

Head, Department of Computer Science & Applications, Guru Nanak Khalsa College, Yamunanagar

DR. VIJAYPAL SINGH DHAKA

Dean (Academics), Rajasthan Institute of Engineering & Technology, Jaipur

DR. SAMBHAVNA

Faculty, I.I.T.M., Delhi

DR. MOHINDER CHAND

Associate Professor, Kurukshetra University, Kurukshetra

DR. MOHENDER KUMAR GUPTA

Associate Professor, P. J. L. N. Government College, Faridabad

DR. SAMBHAV GARG

Faculty, M. M. Institute of Management, Maharishi Markandeshwar University, Mullana

DR. SHIVAKUMAR DEENE

Asst. Professor, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

DR. BHAVET

Faculty, M. M. Institute of Management, Maharishi Markandeshwar University, Mullana

ASSOCIATE EDITORS**PROF. ABHAY BANSAL**

Head, Department of Information Technology, Amity School of Engineering & Technology, Amity University, Noida

PROF. NAWAB ALI KHAN

Department of Commerce, Aligarh Muslim University, Aligarh, U.P.

DR. ASHOK KUMAR

Head, Department of Electronics, D. A. V. College (Lahore), Ambala City

ASHISH CHOPRA

Sr. Lecturer, Doon Valley Institute of Engineering & Technology, Karnal

SAKET BHARDWAJ

Lecturer, Haryana Engineering College, Jagadhri

TECHNICAL ADVISORS**AMITA**

Faculty, Government M. S., Mohali

MOHITA

Faculty, Yamuna Institute of Engineering & Technology, Village Gadholi, P. O. Gadholi, Yamunanagar

FINANCIAL ADVISORS**DICKIN GOYAL**

Advocate & Tax Adviser, Panchkula

NEENA

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

LEGAL ADVISORS**JITENDER S. CHAHAL**

Advocate, Punjab & Haryana High Court, Chandigarh U.T.

CHANDER BHUSHAN SHARMA

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

SUPERINTENDENT**SURENDER KUMAR POONIA**

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to recent developments & practices in the area of Computer, Business, Finance, Marketing, Human Resource Management, General Management, Banking, Insurance, Corporate Governance and emerging paradigms in allied subjects like Accounting Education; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Monetary Policy; Portfolio & Security Analysis; Public Policy Economics; Real Estate; Regional Economics; Tax Accounting; Advertising & Promotion Management; Business Education; Management Information Systems (MIS); Business Law, Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labor Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; Public Administration; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism, Hospitality & Leisure; Transportation/Physical Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Digital Logic; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Multimedia; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic and Web Design. The above mentioned tracks are only indicative, and not exhaustive.

Anybody can submit the soft copy of his/her manuscript **anytime** in M.S. Word format after preparing the same as per our submission guidelines duly available on our website under the heading guidelines for submission, at the email addresses: infoijrcm@gmail.com or info@ijrcm.org.in.

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1. COVERING LETTER FOR SUBMISSION:

DATED: _____

THE EDITOR
IJRCM

Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF _____.

(e.g. Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/Engineering/Mathematics/other, please specify)

DEAR SIR/MADAM

Please find my submission of manuscript entitled ' _____ ' for possible publication in your journals.

I hereby affirm that the contents of this manuscript are original. Furthermore, it has neither been published elsewhere in any language fully or partly, nor is it under review for publication elsewhere.

I affirm that all the author (s) have seen and agreed to the submitted version of the manuscript and their inclusion of name (s) as co-author (s).

Also, if my/our manuscript is accepted, I/We agree to comply with the formalities as given on the website of the journal & you are free to publish our contribution in any of your journals.

NAME OF CORRESPONDING AUTHOR:

Designation:

Affiliation with full address, contact numbers & Pin Code:

Residential address with Pin Code:

Mobile Number (s):

Landline Number (s):

E-mail Address:

Alternate E-mail Address:

NOTES:

- a) The whole manuscript is required to be in **ONE MS WORD FILE** only (pdf. version is liable to be rejected without any consideration), which will start from the covering letter, inside the manuscript.
- b) The sender is required to mention the following in the **SUBJECT COLUMN** of the mail:
New Manuscript for Review in the area of (Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/Engineering/Mathematics/other, please specify)
- c) There is no need to give any text in the body of mail, except the cases where the author wishes to give any specific message w.r.t. to the manuscript.
- d) The total size of the file containing the manuscript is required to be below **500 KB**.
- e) Abstract alone will not be considered for review, and the author is required to submit the complete manuscript in the first instance.
- f) The journal gives acknowledgement w.r.t. the receipt of every email and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of manuscript, within two days of submission, the corresponding author is required to demand for the same by sending separate mail to the journal.

2. MANUSCRIPT TITLE: The title of the paper should be in a 12 point Calibri Font. It should be bold typed, centered and fully capitalised.

3. AUTHOR NAME (S) & AFFILIATIONS: The author (s) **full name, designation, affiliation (s), address, mobile/landline numbers, and email/alternate email address** should be in italic & 11-point Calibri Font. It must be centered underneath the title.

4. ABSTRACT: Abstract should be in fully italicized text, not exceeding 250 words. The abstract must be informative and explain the background, aims, methods, results & conclusion in a single para. Abbreviations must be mentioned in full.

5. **KEYWORDS:** Abstract must be followed by a list of keywords, subject to the maximum of five. These should be arranged in alphabetic order separated by commas and full stops at the end.
6. **MANUSCRIPT:** Manuscript must be in **BRITISH ENGLISH** prepared on a standard A4 size **PORTRAIT SETTING PAPER**. It must be prepared on a single space and single column with 1" margin set for top, bottom, left and right. It should be typed in 8 point Calibri Font with page numbers at the bottom and centre of every page. It should be free from grammatical, spelling and punctuation errors and must be thoroughly edited.
7. **HEADINGS:** All the headings should be in a 10 point Calibri Font. These must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
8. **SUB-HEADINGS:** All the sub-headings should be in a 8 point Calibri Font. These must be bold-faced, aligned left and fully capitalised.
9. **MAIN TEXT:** The main text should follow the following sequence:

INTRODUCTION

REVIEW OF LITERATURE

NEED/IMPORTANCE OF THE STUDY

STATEMENT OF THE PROBLEM

OBJECTIVES

HYPOTHESES

RESEARCH METHODOLOGY

RESULTS & DISCUSSION

FINDINGS

RECOMMENDATIONS/SUGGESTIONS

CONCLUSIONS

SCOPE FOR FURTHER RESEARCH

ACKNOWLEDGMENTS

REFERENCES

APPENDIX/ANNEXURE

It should be in a 8 point Calibri Font, single spaced and justified. The manuscript should preferably not exceed **5000 WORDS**.

10. **FIGURES & TABLES:** These should be simple, crystal clear, centered, separately numbered & self explained, and **titles must be above the table/figure**. **Sources of data should be mentioned below the table/figure**. It should be ensured that the tables/figures are referred to from the main text.
11. **EQUATIONS:** These should be consecutively numbered in parentheses, horizontally centered with equation number placed at the right.
12. **REFERENCES:** The list of all references should be alphabetically arranged. The author (s) should mention only the actually utilised references in the preparation of manuscript and they are supposed to follow **Harvard Style of Referencing**. The author (s) are supposed to follow the references as per the following:
 - All works cited in the text (including sources for tables and figures) should be listed alphabetically.
 - Use **(ed.)** for one editor, and **(ed.s)** for multiple editors.
 - When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc, in chronologically ascending order.
 - Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
 - The title of books and journals should be in italics. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
 - For titles in a language other than English, provide an English translation in parentheses.
 - The location of endnotes within the text should be indicated by superscript numbers.

PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

BOOKS

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

CONTRIBUTIONS TO BOOKS

- Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

JOURNAL AND OTHER ARTICLES

- Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

CONFERENCE PAPERS

- Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19-22 June.

UNPUBLISHED DISSERTATIONS AND THESES

- Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

ONLINE RESOURCES

- Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

WEBSITE

- Garg, Bhavet (2011): Towards a New Natural Gas Policy, Political Weekly, Viewed on January 01, 2012 <http://epw.in/user/viewabstract.jsp>

EVALUATION OF THE PERFORMANCE OF TRAINING PROGRAM AT CARBORUNDUM UNIVESAL LIMITED, RANIPET

R. GEETHA
ASST. PROFESSOR (JR.)
SCHOOL OF SOCIAL SCIENCES AND LANGUAGES
VIT UNIVERSITY
VELLORE

DR. A. DUNSTAN RAJKUMAR
ASST. PROFESSOR (SR.)
SCHOOL OF SOCIAL SCIENCES AND LANGUAGES
VIT UNIVERSITY
VELLORE

ABSTRACT

Human Resources management has the components of procurement, development, compensation, integration, maintenance and separations so as to create competing human resources to bench mark in any field of business. Hence the effectiveness of organization can be best assured. Training and Development implies learning, relearning unlearning, education, ASK (Attitudes, Skill and Knowledge) transition, technical and technological accreditation and other means of development. The study of effectiveness of training is therefore inevitable as training and development is only cause for creating right from awareness to experimenting the knowledge in the most potential and desirable forms to ensure effectiveness in any organization. The present study aims at exploring the facts about the efficacy of training program conducted by Carborundum Universal Limited, Ranipet. Both the researcher and the company would like to focus their attention on uncovering the factors instrumental for the effectiveness in the pre and post training situations. The study collects the primary data to ensure first – hand information to reach the effectiveness in training objectively with out any dilemma. The outcome of the study will much be useful to determine the policies and strategic decisions which will upgrade and update the content factors of training leading to the effectiveness of the concern under study, ultimately affect individual, group, organizational and societal issues.

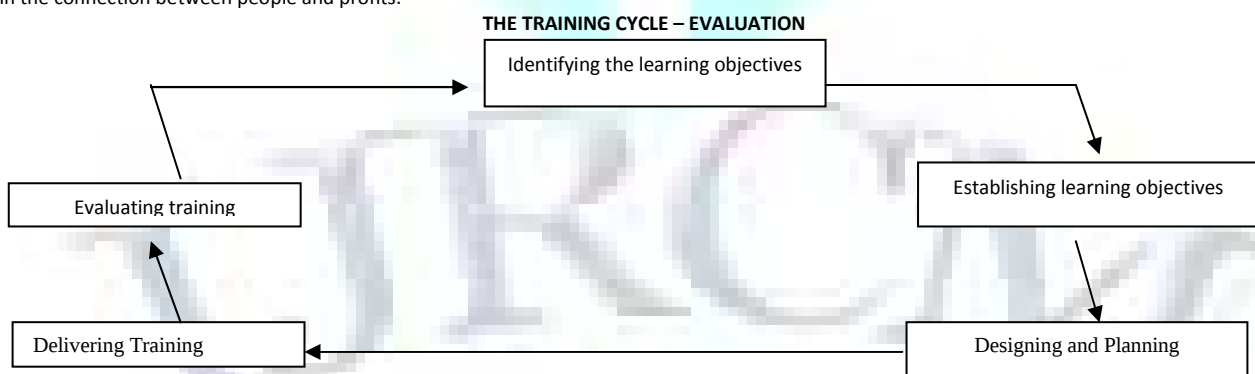
KEYWORDS

employees, Evaluation, Supervisors, training program.

INTRODUCTION

Evaluation involves the collection of information on whether trainees were satisfied with the program, learned the material, and were able to apply the skills back on the job. It may be important to determine whether trainees are capable of exhibiting the appropriate level of a skill (e.g. do new supervisors know all of the organisation's policies and procedures). It may be important to know whether or not trainees have changed their behaviour and if the change was due to training (e.g. do supervisors complete the necessary paperwork for disciplining an employee more so after the training that before it was conducted). Further, it may be critical to know that if the organisation places a new group of supervisors in the same training program that they will also improve their learning or behaviours. Evaluation effects can be designed to answer these issues.

Evaluation ensures that programs are accountable and are meeting the particular needs of employees in a cost-effective manner. This is especially important today, as organisations attempt to cut costs and improve quality. Without evaluation, it is very difficult to show that training was the reason for any improvements. As a result, management may reduce training budget of staff in times of financial hardship. While most companies recognize the importance of evaluation, few actually evaluate their training programs. Many successful firms that emphasize training do so almost as a matter of faith and because of their belief in the connection between people and profits.



The evaluation of training forms the remaining part of the training cycle which starts with the identification of the problem, proceeds through the diagnostic phase, where it is classified as a training issue, and continues through to the design delivery of the training course itself.

REVIEW OF LITERATURE

Jennifer Arnold in her article entitled, "A training annual report communities you programmes return on investment" stated that the smallest training departments do some sort of post – training evaluation, and maybe even an occasional ROI analysis. But many departments lack a systematic approach to analysis and a regular means of communicating the results to senior management.

Jonathan A. Segal in his article entitled, "Unlimited Check-Writing Authority for supervisors / EEO training cuts widen costs" stated that if the supervisors are not properly trained on equal employment opportunity (EEO) essentials, they are more likely to do or say anything that will result on legal claims. There's a big difference, though between "some" training and comprehensive training. These problems can be kept to a minimum and the business value of EEO supervisory training can be maximized by shorting up current deficits in your general EEO training program.

Bellio & E. Goru, University of Udine, Italy in his article entitled "Impact evaluation of job training programmes: Selection bias in multilevel models"

Focus on the evaluation of effectiveness of training program composed of several courses. The evaluation based on the process of ascribing a numerical value to different aspects of training event. It is concerned with getting data about the course. The procedure is explained with reference to a data set about a job training programme organised in Italy in the year 1990.

Stephen Calculator and Christine D'Altio Luchko, in their article titled "Evaluating the Effectiveness of a Communication Board Training Program" highlighted that the Training introduces a technique for systematically observing the consequences of various aspects of treatment on the communicative effectiveness of nonspeaking persons using communication boards in natural settings. Three major factors were found to operate cumulatively in increasing Kay's overall communicative effectiveness: 1) revising the design of her original communication board; 2) training her to functionally use her new board to meet her daily communicative needs; and then 3) introducing interaction strategies to her listeners through an in-service training program.

Scot. M. Duguay and Keith A. Korbut in their article titled "Designing a training program which delivers results quickly" stated that the considerations for the design of a two-phase training program addressing training requirements of a general groups and a detailed program requiring skill mastery by individual functional area. It involves frequent employee leader review and employing the skill of peer coaches and mentors is prepared. The effectiveness of training program can be more accurately accessed via a leadership team review of expected versus actual progress against the training program objectives.

Mr. Jerry Ice discussed in his article that increased knowledge and skill among employees can pay off in the long run for employers.

Costing the effectiveness of training: case study 1 – improving Parcellforce driver performance Patricia Hedges and Dennis Mos. These case studies were designed to focus on the relationship between training provision, the training cost and company profitability. The aim of the study was to try and quantify reporting on the cost-effectiveness of specific training programmes within Parcellforce UK.

While other evaluation studies of training effectiveness may have focused on the relative cost effectiveness of different training methods in achieving the training objectives, or perhaps measured the subjective responses of trainees to the quality of the training they had received (for example, Romiszowski[8]), this study sought to relate training costs directly to profitability in a quantifiable manner.

Evaluation of the training program for Greek Olympic Vasilio Grammatikopoulos'

This study was to develop an instrument to evaluate the educational program's training. The program used for this purpose was the Olympic Education program, which has been implemented in Greek primary and secondary school since 2000. The face validity of items was evaluated the pool of the items selected was factor analysis indicated a three factor solution with high internal consistency.

High-Quality Resources Exist for Training Workers - By Aaron R. Fichtner

Small- and medium-sized businesses face special challenges in providing employees with the training. They must have to keep pace with this dynamic knowledge-based economy. These employers often cannot count on extensive human resources departments, large training budgets, state-of-the-art facilities or in-house staff specializing in training. Surveys consistently show that smaller firms are less likely than larger businesses to invest in training.

The Influence of Training Focus and Trainer Characteristics on Diversity Training Effectiveness COURTNEY by L. HOLLADAY University of Texas M. D. Anderson Cancer Center

This article explained through a systematic evaluation of diversity training design features of focus and trainer characteristics, we demonstrate that the focus of a diversity training program can impact trainees' reactions and subsequent learning. By using a learning-based model of training evaluation, we provided an initial investigation of the design features that influence the effectiveness of diversity training, an example of how to measure the effectiveness of the training design, and a consideration of training outcomes that may warrant examination. If the training conducted in a group environment, it is important to focus on the similarities of the group members to increase the group's effectiveness.

Effects of training in functional behaviour assessment Dukes, C. Rosenberg, H. Brady, M. Florida Atlantic University

The purpose of this study was to investigate the effectiveness of training special education teachers in the process of functional behavioural assessment (FBA) and subsequent development of recommendations to promote behaviour change. An original evaluation instrument was developed that included measures of special education teachers' knowledge of function of problem behaviour and their ability to generate recommendations to promote behaviour change. The instrument was distributed to elementary, middle, and high school special education teachers in a large urban school district. Teachers trained by the school district in the development of initial and sustained training efforts for teachers in functional behavioural assessment methods.

THE ROLE AND RESPONSIBILITIES OF THE SUPERVISOR – Michael Brook 09th December 2005

Supervising is like parenting. These are two of the most important jobs any one can do, but few people are adequately prepared or trained to do them. Most people learn by trial and error with varying degrees of success. But both jobs are far too important to be left to chance and the good news is that you can learn with some help and guidance how to be successful in them. This article will help you to be a more effective and efficient supervisor.

STATEMENT OF THE PROBLEM

Of late, the effectiveness is the order of the day to excel in business and bench mark among the customers. It is not a day process, it has to be established, maintained and improved (EMI) consistently and continuously through out the voyage of business. Among the too many factors contributing to this situation, factors such as total quality management, advertising, production planning and control (PPC), Business Process Reengineering (BPR) and training and development are playing vital roles. Among these, HRD plays an indispensable role to ensure the effectiveness of human resources. Hence the study is narrowed down as "A study on evaluation of training programme in Carborundum Universal Limited, Ranipet.

OBJECTIVES OF THE STUDY

1. To evaluate the performance of the training programme at Carborundum Universal Limited
2. To enhance the ways to improve the existing training program
3. To analyze the suggestion of the supervisors with respect to training given to them.
4. To identify the problems faced by the trainees during the training programmes and solve them.
5. To identify the ways to increase the efficiency of the supervisors through training programmes.

RESEARCH METHODOLOGY

The study uses Survey method. The respondents are the supervisors of Carborundum Universal Limited. The instrument used to collect primary data is well-designed interview schedule is likert Scaled units.

The test is administered by giving questionnaire to the employees

Sample Size: 50

Sampling Technique: Sampling technique to be adopted "Convenient Sampling" in this method, the sample units are chosen primarily on the basis of the convenience of the investigator.

Statistical Tool: The statistical tools such as frequency, Correlation, Chi square have been used to analyze the data.

Limitations of the study:

- 1) As the training feed back is obtained from the superiors, the sample size is submitted to 50.
- 2) Difficulty in meeting workers during working hours & break hours.
- 3) Employees are not open and frank
- 4) Primary data is subjective in nature.

ANALYSIS AND PRESENTATION OF DATA**DEMOGRAPHIC FACTORS IN THE STUDY**

The demographic variables have pertinent role in ensuring the objectives of the study. Variables such as age, type, marital status, educational qualification, experience, and department are chosen in this regard.

Variable	Frequency	Percentage
Age		
Below 25	5	10
26 – 45	43	86
46 – 55	2	4
Total	50	100
Gender		
Male	46	92
Female	4	8
Total	50	100
Marital Status		
Single	9	18
Married	41	82
Total	50	100
Educational Qualification		
Below 10 th standard	1	2
HSC	4	8
ITI	30	60
DME	15	30
Total	50	100
Experience		
Below 1 year	1	2
1 – 5 years	4	8
6 – 10 years	9	18
11 – 20 years	34	68
20 years above	2	4
Total	50	100
Department		
Production	35	70
Personal	5	10
Marketing	1	2
Klin Repair	8	16
HR	1	2
Total	50	100

CORRELATIONS

- Relationship between the training programme had raised personal goals and levels of aspiration and the employees to use the technical knowledge and skills through training.

DESCRIPTIVE STATISTICS

	Mean	Standard Deviation	N
Increase goals level	3.92	.60	50
Tech know & skill	3.78	.71	50

CORRELATIONS

		Increase goals level	Tech knows & skills
Pearson Correlation	Increase goals level	1.00	.342
	Tech know & skill	.342	1.000
Sig. (2-tailed)	Increase goals levels		
	Techknow skill	.015	.015
N	Increase goals levels	50	50
	Techknow skill	50	50

INFERENCE

From the above table it is inferred that, there is a positive correlation between the training programmes had raised personal goals and levels of aspiration and the employees to use the technical knowledge and skills through training.

- Relationship between the training programme developing their career and show their opportunity and helps to improve competency.

DESCRIPTIVE STATISTICS

	Mean	Standard Deviation	N
Show opportunity	3.90	.89	50
Improve competency	4.00	.67	50

CORRELATIONS

		Show Opportunity	Improve competency
Pearson Correlation	Show opportunity	1.000	.309
	Improve competency	.309	1.000
Sig. (2-tailed)	Show opportunity		
	Improve competency	.029	.029
N	Show opportunity	50	50
	Improve competency	50	50

INFERENCE

From the above table it is inferred that, there exist a positive correlation between the training programme developing their career and show their opportunity and helps to improve competency.

ANALYSIS**CHI-SQUARE TESTS**

Relationship between experience of the workers and identified for training programmes on the bases of their needs

Null hypothesis (Ho): There is no significant difference between the workers experience and workers identified for training programmes on the bases of their needs.

Alternate Hypothesis (H1): There is significant difference between the workers experience and workers identified for training programmes on the bases of their needs.

CHI – SQUARE TESTS

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi – Square	15.612	8	.048
Likelihood Ratio	9.991	8	.266
Linear –by-Linear Association	.062	1	.803
N of Valid Cases	50		

DIRECTIONAL MEASURES

			Value	Asymp. Std. Error	Approx. T	Approx. Sig.
Nominal By Nominal	Lambda	Symmetric	.037	.081	.448	.654
		experience	.000	.000	.	.
		Dependent	.091	.194	.448	.654
	Goodman and Kruskal Tau	experience	.038	.042		.494
		Dependent	.142	.074		.083

SYMMETRIC MEASURES

		Value	Approx. Sig.
Nominal by Nominal	Phi	.559	.048
	Cramer's V	.395	.048
	Contingency Coefficient	.488	.048
Measure of Agreement	Kappa		
N of Valid Cases		50	

INFERENCE

From the above table the calculated value of chi-square is .048 which is lesser than 0.05 at 5% level of significant. Hence, we have to reject null hypothesis and accept alternate hypothesis. Therefore, there is a significant difference between the workers experience and workers identified for training programmes on the bases of their needs.

This lambda value tells us that there is a 0% reduction in predicting the experience of the worker when we know they identified the needs of the training programme.

Contingency coefficient = 0.488

It is inferred that there is a moderate level of association between the experiences of the workers and identified for training programmes on the bases of their needs.

FINDINGS

The collected data has been analysed and certain inference has been drawn. Also the analysis helped in bringing out useful findings and suggestions for further improvement in training programme.

- Most of the employees are under age group of 26 – 45 yrs. They get wide experience from the company
- Most of the employees are Male and only four are female.
- 92% of the respondents are married. Only 4 employees are unmarried.
- Most of the respondent belongs to production department; only the 16% respondent is belong to personal department.
- Most of the respondents are ITI holders and 30% of them are Diploma holders.
- Using Chi-Square Test it is inferred that there is a significant difference between the workers experience and workers identified for training programme on basis of their needs.
- Most of the respondents have agreed that the training programmes have provided the training seriously
- Most of the respondents are agreed that they are given time to practice the knowledge acquired by training.
- Most of the respondents agree that the faculty has explained the usefulness of the training programme.
- Using correlation it is inferred that there is a positive correlation between the training programme developing their career and show their opportunity and helps to improve competency.
- Using correlation it is inferred that there is a positive correlation between the training programmes had raised personal goals and levels of aspiration and the employees to use the technical knowledge and skills through training.
- Most of the employees have agreed that they are given adequate free time to reflect and plan improvements in the organisation.
- Most of the respondents have agreed that they build warm, open relationships with subordinate and managers.
- Most of the respondents have agreed that training programme helps to improve and know their strength and weakness.
- Most of the employees have agreed that the feedback on training programme is being analysed and follow up action taken.

SUGGESTIONS

- Most of the workers with different age groups agree that they were satisfied with the overall training programme. Hence the company has to give more inputs, technical and non – technical to improve the training programme.
- Most of the workers with work experience of 15- 20 years have agreed with the selection of participants for training. Hence the company should give training to the workers.
- Most of the married and unmarried employees prefer off-the job training compared to other types of training. Hence the company should consider their opinion on the type of training before giving actual training to them. This will be useful to them and they will receive 100% inputs from the training. The company should give off the – job- training to improve the appropriate skills of the workers.

4. Most of the workers felt that training programme is useful for them. The company may give some extra inputs that may be suitable for them to improve their levels of performance.
5. Most of the highly experienced workers felt that the most influencing factor to attend the training programme is improving skills and knowledge. Some of the workers felt that the training programme will not be useful for their career development. Hence the company should consider those factors framing the training programme.
6. Most of the workers who attend the training programme once in 6 months felt that the interest rate of the co-employees with respect to training programme is fair. Hence the company may conduct the training programme once in three months.
7. For melting department, the company may give training once in a month, for others gap between one training programme and the other can be more than three months. This will reduce the unnecessary expenditure on the training programme.
8. All the workers with different qualifications except ITI-E felt that the existing training programme is highly useful for them. The DME workers felt that they require highly technical training programmes.
9. The company should give more appropriate training programme for the workers with work experience less than 20 years.
10. Workers with high qualification will not face any difficulty in the classroom lecture method of training. So the training programme should be made simple free from ambiguity and easy to understand to all the participants irrespective of the educational qualification.
11. Employees having interest in group learning will prefer to implement the inputs received in the training programme. Hence the company should take some steps to improve the group learning interest towards different task in the organization.
12. All the employees in the organization should attend the training continuously so as to keep abreast of recent technological changes that take place in the global environment.
13. As the trainees acquire new knowledge, skills or attitudes and apply them in job situations.
14. The trainee should be helped to see the need for training by making him aware of the personal benefits, he can achieve through better performances.
15. The employees should be helped to practice the inputs learnt during training in the work place and there can be improvement in the employees' status within the company as the sign of encouragement.

CONCLUSION

Training programme in CUMI is really an effective and contributed a lot to ensure the fulfilment of objectives of training. Its efficacy in the fields of training has produced tremendous results. Amidst this, it has certain shortfalls also. Factors such as Career Planning, Competency Mapping, Frequency of training, Training need identification can be concentrated still better in order to achieve the real impact of training. The company can implement effective training methodology if it follows the suggestions given by the researcher and make the productive usage of training programmes. Most of the training is failure in common due to the lack of consistency in the continuous monitoring and quantitative evaluation. Hence the company can have its entire training programme to be more effective by developing ROI (Return on Investment) for each and every individual with reference to cost, benefit, feed back, follow up, counselling, ownership and other relevant factors.

REFERENCES

1. Jennifer Arnold, (February 2007) "A training annual report communities you programmes return on investment" Journal of Human resources and labour relations, HR magazine.
2. Bellio & E. Goru, University of Udine, Italy (August 2003) "Impact evaluation of job training programmes: Selection bias in multilevel models", Journal of Applied Statistics, Volume 30, Issue 8, 2003
3. Stephen Calculator and Christine D'Altilio Luchko, (1983) "Evaluating the Effectiveness of a Communication Board Training Program" Journal of Speech, Language and Hearing research Volume 48, 185-191
4. Scot. M. Duguay and Keith A. Korbut, (2002) "Designing a training program which delivers results quickly" Industrial and Commercial training. Volume 34 Iss:6, pp223-228
5. Mr. Jerry Ice, October (2011), Hazards Magazines, Wikiedia Patricia Hedges and Dennis Mos, (1996) "Costing the effectiveness of training: case study 1 – improving Parcellforce driver performance." Industrial and Commercial Training Vol.28 iss:3, pp.14-18
6. Vasilios Grammatikopoulos, Vasilios Papacharisis and Athanasios Koustelios, (1987) "Evaluation of the training program for Greek Olympic education" International Journal of Educational Management
7. Courtney L. Holladay Univerisyt of Texas M. D. Anderson Cancer Center, (2008) 'The Influence of Training Focus and Trainer Characteristics on Diversity Training Effectiveness' The Academy of Management learning and Education Archive, Volume 7, Number 3, pages 343-354
8. Dukes, C. Rosenberg, H. Brady, M. Florida Atlantic University (2007), "Effects of training in functional behaviour assessment" International Journal for special Education/ Volume 22, No. 3
9. Michael Brook. (2005) "THE ROLE AND RESPONSIBILITIES OF THE SUPERVISOR" E- Book Press

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Computer Application and Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue as well as on the journal as a whole, on our E-mails i.e. **infoijrcm@gmail.com** or **info@ijrcm.org.in** for further improvements in the interest of research.

If you have any queries please feel free to contact us on our E-mail infoijrcm@gmail.com.

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active co-operation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Journals

