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**OBJECTIVES**

**HYPOTHESES**

**RESEARCH METHODOLOGY**

**RESULTS & DISCUSSION**

**FINDINGS**

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**EFFECTIVENESS OF TRAINING IN AUTO COMPONENT INDUSTRY – AN EMPIRICAL STUDY**

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**ABSTRACT**

*This project work is undertaken with a view to study and analyse the effectiveness of the training program conducted for the employees of auto component companies in Tamilnadu state. The main objective of the study is to study about training given to the employees particularly staff, study the training methodology and the effectiveness of the training on employees. In this study, research design is descriptive and the Stratified sampling technique is adopted. The data is collected through questionnaire method from the employees of auto component companies in Tamilnadu state. The Percentage method is used to analyse the data, the Pearson's Correlation is used to find the dependency of variables on each other. ANOVA is used to find out the mean variance between the different variables. Based on the analysis the major findings are majority of the respondents are given good opinion about the training effectiveness, training period, and enhancement of skills after the training. Based on the findings, the suitable suggestions are given. The companies can conduct more number of training programs, and also give more training to improve employee morale.*

**KEYWORDS**

Training, Training effectiveness, training outcome, Trainer-trainee relationship, Training satisfaction.

**1. INTRODUCTION**

Training is an organised procedure for increasing the knowledge and skill of the people for a specific objective which in general results in the change of behaviour and attitudes-(Kenny and Reed). It is important to find out whether a training program is accomplishing its objective, clarity and validity of the content to determine training effectiveness (Rao & Pareek, 1981). Employees try to excel at their work and advance in their career. It is possible only when the organization provides state of the art training. The success of business makes it necessary to have the presence of high performance teams throughout the organization. Training helps in team building, leadership development and personal development. According to Yoder (2008) who has done study on the training effectiveness, the following factors determine the training effectiveness: They are

1. Organisation effectiveness
2. Superior skills
3. Employee's skills
4. Number of training programs
5. Frequency of training programs
6. Period of training programs
7. Effectiveness of the trainer's communication.
8. Trainee's communication.
9. Trainee's involvement
10. Trainer and trainee relationship
11. Involvement of work group
12. Increase motivation
13. Trainer's personality
14. Trainer's perception
15. Better periodical training

**2. REVIEW OF LITERATURE**

Williams (1976) defines evaluation as the assessment of value. Kirkpatrick's (1976) model sets out 4 levels and is an indicator of different level at which training can be evaluated. Training evaluation is a systematic process of collecting and analysing data in order to determine whether degree of objectives is achieved (Boulmetis and Dutwin 2002). P. Chinadurai (2005) conducted a study on "Training needs assessments". The objective of this study is to identify the employees who need training, to determine whether training is the best solution to the problem. In this study, the researcher found a step by step approach. The researcher suggests that the step-by-step approach provides a means of identifying and forecasting possible future skills and knowledge deficiencies. A.R. Hajaly, (2006) the literature on evaluation needs to be classified into education and training. The latter reveals many difficulties as regards evaluation. Scientific and quantitative methods are not popular. Evaluation appears to be under taken reluctantly and with the simplest methods. Behavioural objects are rarely even set by trainers. Progress in the techniques of evaluation has been slow, through a good deal of research has been done. The literature is small but growing. Dr. K. N. Ramanujam (2006)<sup>3</sup> starts the management role in productivity HRD Times. Training is short term utilising systematic and organised procedure by which non management personal learn technical knowledge's skills for definite purpose. Vander Krogt, Fred J (2006) conducted a study in a Australian company. The objective of the study is to find the rules of an informal work place trainer in different organisational contexts. In this study, the researcher found that informal work place trainers help employees learn what they need to know and do in order to get their job done. Michale J.Tws and J. Bruce Tracey (2007) conducted a study on enhancing formal interpersonal skill training through post training supplement. The objective of the study is to identify the value of following up of class room training with on the job support in this study the researcher found that following up of class room training boosts the effectiveness of the work done. Subash C. Kandu(2008) says training is a process that helps companies and employees to cope with the effects of changes in the business that result from completion.

**3. IMPORTANCE OF THE STUDY**

Training facilitates get into grips with the requirements of a job quickly and by improving the knowledge and skill of the worker. it allows him or her to better the quantity and quality of output with fewer mistakes and a reduction of waste. When the outcome of training leads to greater competency in the execution of tasks by subordinates. this relieves the manager from tasks related to remedial or corrective. Hence there is a need to study the effectiveness of the training in the auto component companies where the export potential is high.

#### 4. STATEMENT OF THE PROBLEM

The growth of the auto component business is also accompanied by various employee related issues like absenteeism, loss in productivity, turnover intentions etc. Similarly, voluntary turnover, not including termination or retirement, has been a main subject of attention and importance among researchers. To retain the employees and to prevent them from leaving the organization, the researcher has studied the effectiveness of training in the auto component companies.

#### 5. OBJECTIVES OF THE STUDY

1. To study about training given to the staff of auto component companies.
2. To study the effectiveness of training on employee's development.
3. To suggest suitable measures to improve present training system in the organisation.

#### 6. RESEARCH METHODOLOGY

The research design is descriptive in nature. The sample design is probabilistic in nature. A sample size of 600 staff from 20 companies in Tamilnadu is taken for the research study. The companies are selected based on systematic random sampling and the individual staff are selected based on stratified random sampling where department is taken as strata.

#### 7. DATA COLLECTION

The researcher used questionnaire for collecting the primary data. The secondary data is collected from journals and magazines.

#### 8. HYPOTHESIS

The following hypothesis are framed by the researcher.

H1- There is significant difference in means of Age & Level of satisfaction towards the frequency of training program.

H2- There is significant difference in means of Experience & Level of satisfaction towards the frequency of training program.

H3- There is no significant difference in means of Experience & Usefulness of the training program

#### 9. DATA ANALYSIS AND INTERPRETATION

Percentage analysis: The Percentage analysis is done to find out the respondents opinion.

Correlation: Correlation is done to find out the relationship between the two variables.

ANOVA : It is done to study the mean variance among the two variables.

#### 10. RESULTS AND DISCUSSION

The results of the study are discussed in the following chapters and it is based on percentage analysis, Correlation and ANOVA techniques.

**TABLE 1: REASON FOR ATTENDING THE TRAINING PROGRAM**

Reason for attending the training program	No. of Respondents	Percentage
Improve knowledge	250	41.66
Technology development	60	10
Improve job efficiency	166	27.66
Sense of service and commitment	124	20.66

From the above table 1, it is confirmed that 28% of the respondents' view about the reason for attending the training program is to improve job efficiency, 10% is to technology development, 42% is to improve knowledge and 21% is to achieve the sense of service and commitments towards your organisation.

**TABLE 2: STAFF' OPINION ON TRAINING PROGRAM**

Staff opinion on training	No. Of respondents	Percentage
Very bad	40	6.66
Bad	80	13.33
Neutral	176	29.33
Good	260	43.33
Very good	44	7.33

From the above table 2, it is shows that 43% of the respondents' opinion is good about the training program, 29% of the respondents' view is neutral, 7% of the respondents are very good opinion on training program

**TABLE 3: OUTCOME OF THE TRAINING PROGRAM**

Training outcome	No. of respondents	Percentage
Improvement of present way of doing the job	276	46
Improvement among the group	84	14
Increase motivation	160	26.66
Lead to stress	80	13.33

From the above table 3, it is confirmed that 46% of the respondents' opinion about the training outcome is to improvement of present way of doing job, 27% has given increase motivation, 14% has given improvement among the work group, and 33% of the respondents given the opinion is lead to stress.

**TABLE 4: CORRELATION ANALYSIS**

Factors	Pearson's Correlation value	Significance
Trainer- trainee relationship and Satisfaction of training program	0.511	0.01 level ( 2 tailed)
Satisfaction towards the training program and Communication of the trainer	0.671	0.01 level( 2 tailed)
Level of satisfaction towards the training program and Usefulness of the program	0.561	0.01 level( 2 tailed)

The following inference is derived from the Table 4. Pearson's correlation value is 0.511. The above correlation value is significant. This implies significance positive correlation between the trainer- trainee relationship & level of satisfaction towards the training program. Pearson's Correlation value is 0.671 for Satisfaction towards the training program and Communication of the trainer. This implies positive correlation between Level of satisfaction towards the training program & Effectiveness of the trainer's communication. There is a positive correlation between level of satisfaction of training program and usefulness of the program and the Pearson's correlation value is 0.561.



TABLE 5: ANOVA ANALYSIS

Factors	F value	Significant value
Age and Level of satisfaction towards the training program	2.414	0.071
Experience and the level of satisfaction towards training program	5.197	0.002
Experience and the effectiveness of the training program	3.217	0.026

\*\* at 1% level of significance

It is inferred from table 5 that, the ANOVA value is 2.414. Having assumed at 1% level of significance, the significant value is less than 0.01. This implies that there is significant difference in means of Age & Level of satisfaction towards the frequency of training program. From the above table, it is inferred that, the ANOVA value is 5.197. Having assumed that 1% level of significance the significant value is less than 0.01. This implies that there is significant difference in means of Experience & level of satisfaction towards the training program. From the above table, it is inferred that, the ANOVA value is 3.217. Having assumed that 1% level of significance the significant value is less than 0.01. This implies that there is significant difference in means of Experience & effectiveness of the training program.

## 11. SUGGESTIONS

From the study, it is clear that the existing training program activities in the organisation are good, but some improvements can be made by the organisation in the following aspects to maintain training effectiveness.

- More number of training programs is required
- There should be opportunity to implement the skills learnt through training.
- The Personality Development training can be arranged
- The Vestibule training method can be given to employees
- The trainer can give more explanation for doubts.
- The training program should be suitable to the nature of work.
- More training to improve employee morale is needed.

## 12. CONCLUSION

From the detailed studies, the training program conducted by the industry is effective. We can conduct the more number of training program, give the opportunity to implement the skills learnt through training, and give the more training related to latest technology. If these methods are implemented in the training program of the organisation there would surely be remarkable achievements in the development of the auto component industry.

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