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Review Of Research



A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT IN CEMENT INDUSTRY



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ABSTRACT

Training effectiveness in cement industry is a critical aspect of the development of knowledge of workforce. The objective of this study is to examine effectiveness of Training. To survive in the globalised era, organizations need to continuously develop the knowledge, skill and ability of their human resources throughout the year, the organization spend a huge amount of money for the purpose of training and development of the human resources. But the crucial point is effectiveness. This paper is a means by which employees express their feedback regarding the effectiveness of training in a cement factory. Hence, relevant and appropriate policies and procedures can be developed and implemented for an effective management.

KEYWORDS : cement industry, employees express, effectiveness of training in a cement factory.

INTRODUCTION

The man is ultimate resources of any organization because the success or failure of any organization depends on efficient and effectiveness of man power and their functioning. The entire gamut of activities of an organization revolves around the human resources. Therefore, people are the most significant resources of any organization. Employee development is carried through the programmes of training and training brings the requisite development in the employees working at different levels. Training and development is one of the sub- systems of Human Resource Development. Therefore, the present study helps to ascertain the effectiveness of training and

development in the cement units of South Tamil Nadu. Hence, Indian cement industry is the second largest in the world after china. The Indian cement industry is highly competitive and consists of over 52 companies operating around 135 plants.

Improved quality and productivity linked to motivation can be achieved through training, employee involvement and extrinsic and intrinsic rewards. The growing interest in the compensation geared to performance and skills reflects one aspect of the increasing significance of HRM in realizing management goals and objectives. Therefore the study will be focusing on the following selected HRM practices (training and development, recruitment and selection, performance appraisal, compensation,) performed by the HR department, to influence the attainment of organization's objectives.

REVIEW OF LITERATURE

According to Henry Ongori (2011), Jennifer Chishamiso Nzonzo, training and development has become an issue of strategic importance. Although many scholars have conducted research on training and development practices in organizations in both developing and developed economies, it is worth mentioning that most of the research has concentrated on the benefits of training in general. There is however, limited focus on evaluation of training and development practices in organizations.

According To Fizzah(2011), The purpose of the research is to find out how training and development effect organizational performance and to find out what is the impact of training and development in organization. Data is collected from the 100 members of different organizations. And the previous researches carried out on training and development. Training and development is important for the employees in organization, it helps the employees to improve their skills and to give a good performance in workplace. There is a big relation between training and development with the organization performance and the relationship is discussed in the paper.

According to Bates and Davis (2010), Usefulness of training programme is possible only when the trainee is able to practice the theoretical aspects learned in training programme in actual work environment. They highlighted the use of role playing, cases, simulation, mediated exercises, and computer based learning to provide exposure to a current and relevant body of knowledge and real world situations

According to Iftikhar Ahmad and Sirajud Din (2009), Training and development is adopted by organizations to fill the skill gap of employees. Training evaluation must be appropriate for the person and situation. Evaluation will not ensure effective learning unless training is properly designed. Successful evaluation depends upon whether the means of evaluation were built into the design of the training program before it was implemented.

Wattanasupachoke (2009) examined the relationship between HR strategies and the performance of 124 Thai companies and found that the extra pay and profit sharing is the only factor group that has a statistically important correlation with the companies' financial performances such as sales, profits and liquidities.

OBJECTIVES

- To study the different methods of training programmes conducted in cement industry.
- To study the effectiveness of training programme in cement industry.
- To know the satisfaction level of employees towards training programme.

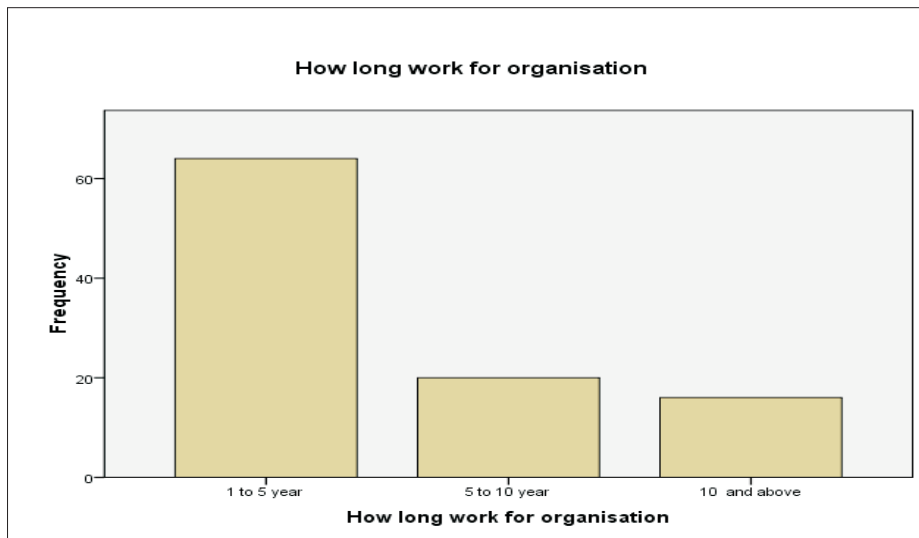
METHODOLOGY

Primary data collection: data collected through survey and questionnaires. Secondary data collection: data collected through industry profile, journals, and reports in website. Data analyzed and validated by used SPSS package to compute various statistical values wherever it is necessary. Suitable diagrams are used to exhibit the analyzed data. Area of the study-South Tamilnadu ; Sample size-100 employees

DATA ANALYSIS AND INTERPRETATIONS

How long work for organization

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 to 5 year	64	63.4	63.4	
	5 to 10 year	20	19.8	20.0	84.0
	10 and above	16	15.8	16.0	100.0
Missing		1	1.0		
Total	Total System	101	100.0		

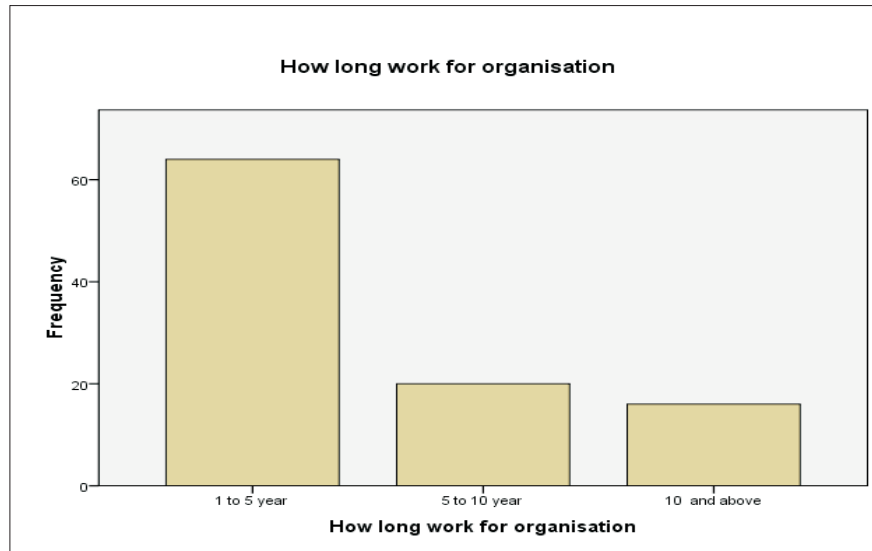


Analysis: From the above graph it is found that .64% of the workers are working from 1 to 5 years, 20% of the workers working from 5 to 10 years and 16% of the workers working from 10 and above years.

Interpretation: From the above analysis it can be interpreted that the most of the workers are having less experience. Training will help the employees to perform job effectively.

SCHEDULE OF THE TRAINING PROGRAMME IN ORGANISATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 to 5 year	64	63.4	64.0	64.0
	5 to 10 year	20	19.8	20.0	84.0
	10 and above	16	15.8	16.0	100.0
Missing		1	1.0		
Total	Total System	101	100.0		

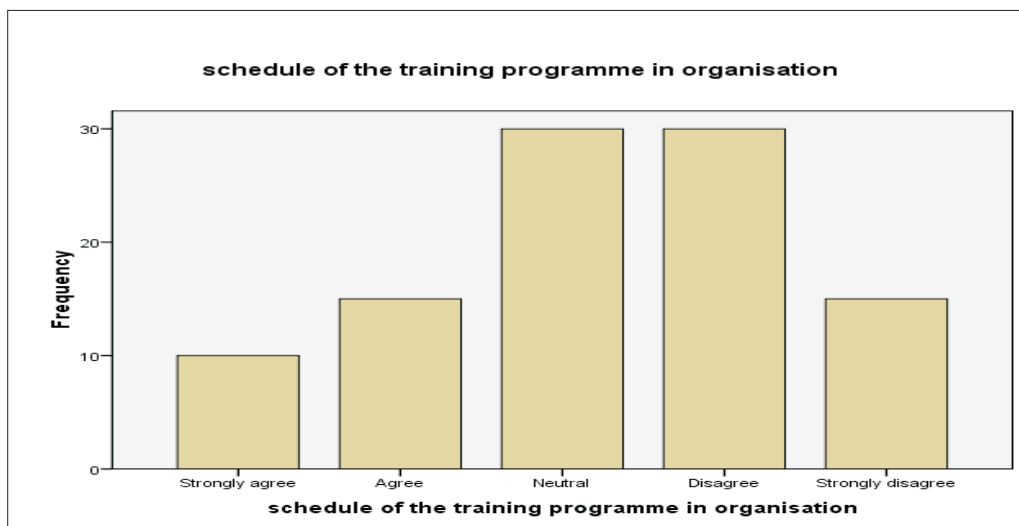


Analysis: From the above graph it is found that .64% of the workers are working from 1 to 5 years, 20% of the workers working from 5 to 10 years and 16% of the workers working from 10 and above years.

Interpretation: From the above analysis it can be interpreted that the most of the workers are having less experience. Training will help the employees to perform job effectively.

SCHEDULE OF THE TRAINING PROGRAMME IN ORGANISATION

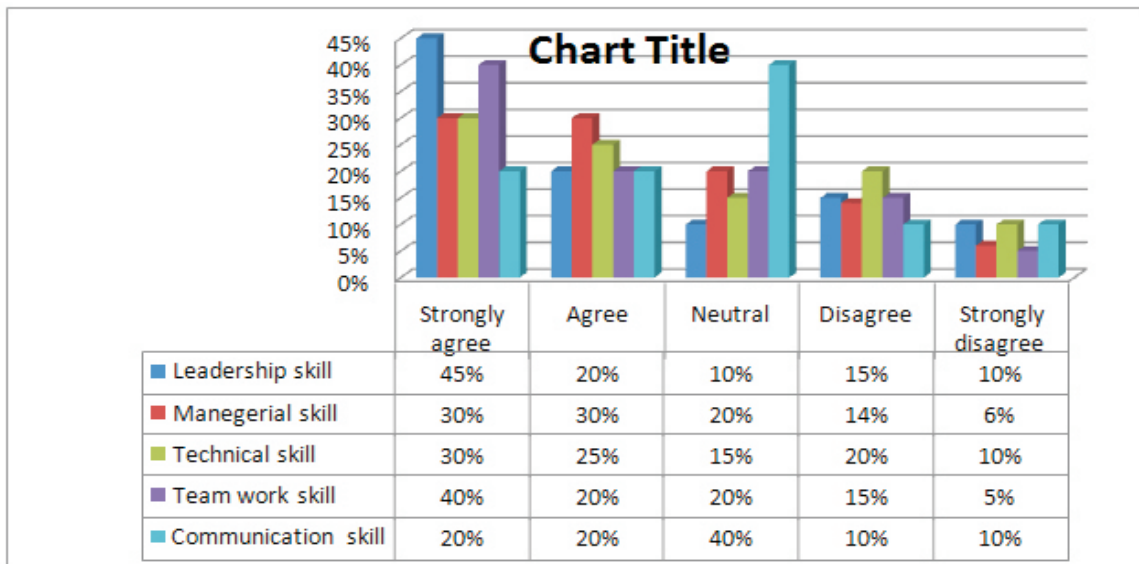
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	10	9.9	10.0	10.0
	Agree	15	14.9	15.0	25.0
	Neutral	30	29.7	30.0	55.0
	Disagree	30	29.7	30.0	85.0
	Strongly disagree	15	14.9	15.0	100.0
Missing	Total System	1	1.0		
Total		101	100.0		



Analysis: As per the study conducted it is found that 30% of the workers disagree, 25% of the workers neutral, 20% of the workers strongly disagree, 15% of the workers agree and 10% of the workers strongly agree with respect to following proper training schedule by the organization.

Interpretation:- From the above analysis it can be interpreted that most of the respondents say that training & development programs are not conducted as per the schedule. The organization is not taken the proper responsibility and not followed rules and regulations of the organization.

TRAINING PROGRAMME HAS HELPED YOU IN IMPROVING SKILL



Analysis:- As per the study conducted that the training and development program helped to improve skills, 45% of employees said that strongly agree their leadership skill is improving, 20% of employees said agree, 15% said disagree and 10% said neutral and disagree. As per the study conducted the managerial skill improving to employees, at 30% of the employees said strongly agree, 20% said neutral and 14% said disagree and 6% said strongly agree. As per the study the employees said the technical skill help to improving 30% if they are strongly agree, 25% of employees said agree, 20% of employees said disagree, 15% of employees said neutral and 10% of employees said strongly disagree. As per the study the above diagram showing the training and development program helped to improve team working skill, the 40% of the employee said strongly agree, 20% of employee said agree and neutral, 15% of employee said disagrees, and 5% of employee said strongly disagrees. As per the study conducted that the employees said the communication skill is improving 40% they are said neutral, 20% of employees said strongly agree and agree, 10% of employees said strongly disagree.

Interpretation:- It can be interpreted that the most of the employees said that the training program help to improve their leadership skill its 45%, managerial skill and technical skill is 30%, team work skill is 40%, and communication skill 20%, so it shows that the training programme is more effectively adopted to the employees.

FINDINGS

- 1) It is found most of the workers are having less experience.

- 2) It is found that 30% workers are not aware of training program of the organisation.
- 3) It is revealed by the study that 50% workers attended only one training programme.
- 4) It is found that 45% of the workers said the organisation followed both methods i.e. on the job and off the job training methods
- 5) It is revealed by the study that 50% of the worker said the duration of the training programme conducted is 1 to 3 days.
- 6) It is found that 50 %of the worker said supervisor will train the workers.25% workers says HR manager and remaining 25% of workers says expert trainer train them.
- 7) It is found that 25% of the worker said that the training programmes are conducted as per the schedule
- 8) It is found that 45% of the employees said that the training program help to improve their leadership skill Technical, and other skills.
- 9) It is found that 75% of the employees said the trainer is experienced in the session and some of the workers said they do not get correct information
- 10) It is founded 35% of the employees said they strongly agree that candidates are selected as per need analysis for training. Remaining 25% of respondents disagree with this.
- 11) It is found 30% of the employees said the trainer is well prepared for the training programme.
- 12) It is found that 50% of the workers said they communicated well in advance about the training programme.35% says one day before. 15% workers say on the day of training.
- 13) It is found that 55% of the workers said they are not getting the chance to ask during the training session.
- 14) It is founded that 75% of the workers said feedback was not collected after the training programme.

SUGGESTIONS

- 1) The organisations should conduct as possible more training sessions, as its most of the employees are less experienced. This helps workers to fill that gap.
- 2) The training duration should be increased specially inexperienced, the fresher it helps to learn in detail, update their knowledge and enhance working ability.
- 3) It also suggested to have outside experts for training the employees which will attract and make employees serious about training.
- 4) It is suggested to allow employees to ask the questions during training session which help them to clear their doubts and queries.
- 5) After the completion of the training programme should take feedback from candidates about training. That will help organisation to organise training more effectively in the future.

CONCLUSION

From the study it can concluded that Industry is providing training to workers effectively but still it can make it more effective by increasing duration of training programme and inviting expert from outsider to train employees. This will help to make employees more serious about training. More flexibility should be given to employees, which help them to raise their questions to the trainer. The workers satisfied the way programme is conducted by the company. The training programme helps to increasing the knowledge, skill, and ability. For the training session candidates should selected as per need analysis it will provide opportunity every employee who really in need of training. This will benefit both organization and employees.

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