
A Study on Training and Development of Inforios Software and Technologies Pvt Ltd, Chennai

Mahesh.S, Neeraja.B, Ch.Bala Nageswara Rao
Student, Saveetha School Of Management, India.

Assistants Professor, Saveetha School Of Management, India.

Director, Saveetha School Of Management, India.

ABSTRACT

Training is vital for the growth of organizations. Thus, they irrespective of their size, structure and industry have to give due importance to training. The concept of training refers to a process, which is planned to facilitate learning so that people can become more effective in carrying various aspects of their work. The main aim of the study is to know the training and development of Inforios software and Technologies Company. The main objectives of the study the effectiveness of Training and development programme in Inforios, and the secondary objectives is to find out the employees' satisfaction about the training programme. The need of the study was to match employee specifications with the job requirements and organizational needs. To increase employee effectiveness influenced by environmental pressures. The scope of the study is to cope with technological advances, to solve organizational complexity like automation, extension of operations, etc. and to improve human relations, training is essential. This study limits with the

biased responses from the respondents. Finally I conclude that the study was based on the training and developments among the employees were they feel training satisfaction. Hence training evaluation is necessary for all the organizations which are conducting training program.

INTRODUCTION

Training is vital for the growth of organizations. Thus, they irrespective of their size, structure and industry have to give due importance to training. The concept of training refers to a process, which is planned to facilitate learning so that people can become more effective in carrying various aspects of their work. Every association – big or small, productive or non-productive, financial or social, old or new – should provide preparation to all employees irrespective of their requirement, skill, appropriateness for the job etc. Thus, training remains to be fairly necessary for most, if not all, business set-ups. The process of investigative a instruction plan is called training estimation. Training estimation checks whether

teaching has had the preferred result. Training estimation ensures that whether candidates are able to apply their knowledge in their individual workplaces, or to the normal work routine.

REVIEW OF LITERATURE

Cyril Kirwan and David Birchall on the topic of **Transfer of learning from management development programmes: testing the Holton model**_Transfer of learning from management development programmes has been described as the effective and continuing application back at work of the knowledge and skills gained on those programmes. It is a very important issue for organizations today, given the large amounts of investment in these programmes and the small amounts of that investment that actually translates into an improved individual and organizational performance. Important relationships between factors are identified, and the central role of the learners' personal capacity for transfer (hitherto unreported in the literature) and their motivation to transfer in facilitating transfer is highlighted. In practical terms, the tested model can be used as a diagnostic tool by identifying individual, training design and work environment transfer issues in need of attention and by developing strategies to deal with them. It can also be used as a framework for the evaluation of training and development

interventions, examining factors outside the traditional range of most training evaluation efforts and providing a more complete picture of the success or otherwise of that intervention.

Holly M. Hutchins and Lisa A. Burke on the topic of **Identifying trainers' knowledge of training transfer research findings – closing the gap between research and practice** Training professionals were surveyed concerning their knowledge of transfer of training research. Survey items were developed from an integrative literature review based on empirical findings of factors that directly or indirectly (through learning) influence training transfer. Survey results suggest that training professionals are in agreement with empirical transfer findings in the areas of training design and the work environment, but differ in their agreement of how individual differences impact transfer success and of relevant transfer evaluation findings. Training professionals were more familiar with academic transfer research when they occupied higher job positions within their organization, held a training certification and had a college degree. The results of our study and the implications for addressing the research-to-practice gap among training professionals are also discussed

Robert Blomberg on the area of **Cost-Benefit Analysis of Employee Training**: This article review present journalism related to cost-benefit analysis of employee training program. After a theoretical period is set and the meaning of terms is clarified, methodologies for measure costs and benefits, and troubles connected to this procedure are discuss. Primary and secondary beneficiaries of training are identified. The need for distributional assignments of costs as a function of benefit is described. Following the identification of problems inherent in cost-benefit research, concluding comments focus on the need for practical applications of cost-benefit research.

George M. Alliger, Elizabeth A. Janak on the topic of **Kirkpatrick's Levels Of Training Criteria: Thirty Years Later** Kirkpatrick's model (1959a, 1959b, 1960a, 1960b) of training evaluation criteria has had widespread and enduring popularity. This model proposed four "levels" of training evaluation criteria: reactions, learning, behavior, and results.

NEED FOR THE STUDY

- To match employee specifications with the job requirements and organizational needs.
- To increase employee effectiveness influenced by environmental pressures.

- To cope with technological advances

OBJECTIVES OF THE STUDY

To Study the effectiveness of Training and development programme in Inforios. To study the employees' opinion towards the facility provided during the training program. To find out the employees' satisfaction about the training programme.

Scope of the Study:

In IT industry, training is considered as the most important thing. To cope with technological advances, to solve organizational complexity like automation, extension of operations, etc. and to improve human relations, training is essential. Reaction level evaluation helps the organization to find out the employees' feeling about a particular training programme.

Limitations of the Study:

- Due to time constraint, the sample size was restricted to 100 and thus generalization is not possible.
- Biased responses from the respondents
- Inherent limitations of the questionnaire.

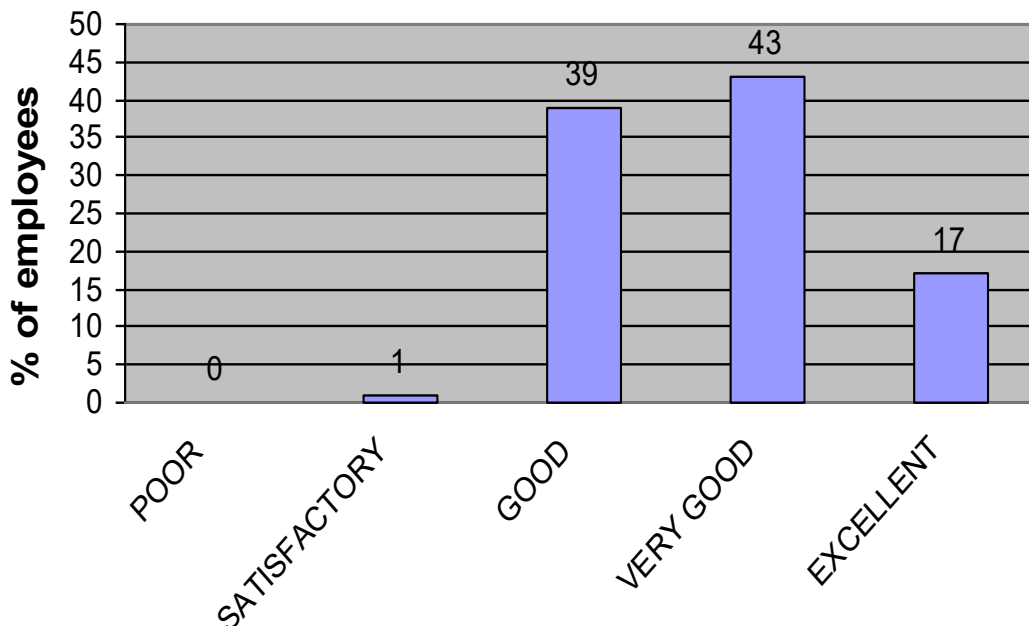
METHODOLOGY OF THE STUDY

A research design is the agreement of situation for gathering and study of data in a way that aims to unite significance to the investigate reason with economy in process. Primary data was collect through prearranged questionnaire. Secondary data include Internet and books. The Sampling method used was

Convenient Sampling method. The Sample size includes 100 employees in the company. The data collected from the both the sources and are analyzed and interpreted in the systematic manner with the help of statistical tool like percentage analysis and SPSS tool.

DATA ANALYSIS & INFERENCES

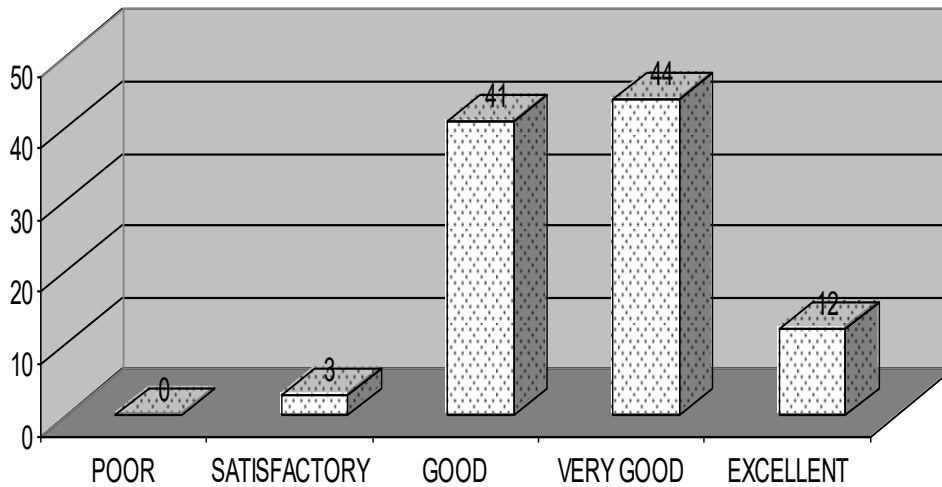
1. DESCRIPTION OF OBJECTIVES



INFERENCE: It is inferred that **43%** of the employees responded that the description of the objectives in the training program by the trainer is very good.

2. COMPREHENSION OF TRAINING COURSE

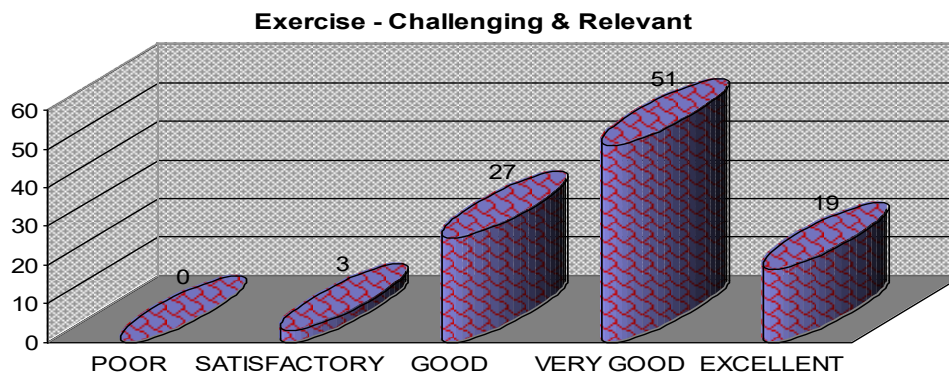
Comprehension of Training Course



INFERENCE:

It is inferred that **44%** of the employees responded that the course comprehended by the trainer is very good

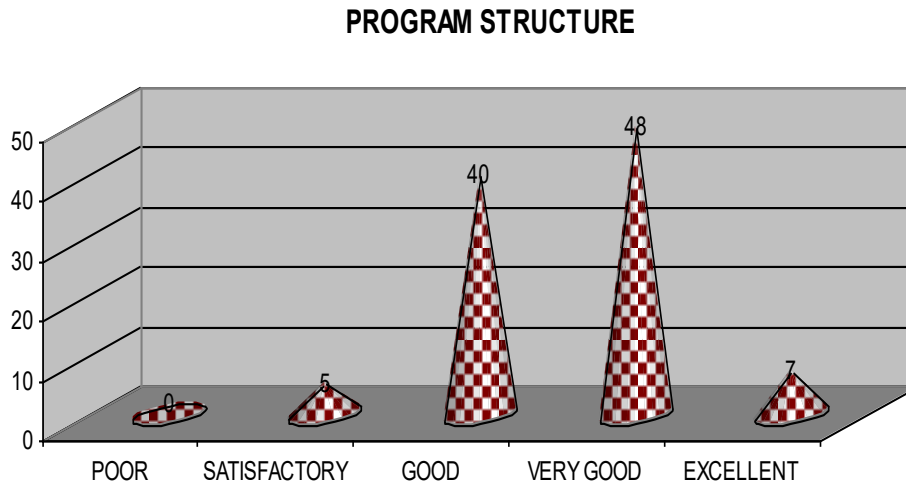
3. EXERCISE – CHALLENGING & RELEVANT



INFERENCE:

It is inferred that, **51%** of the employees responded that the exercise is very good.

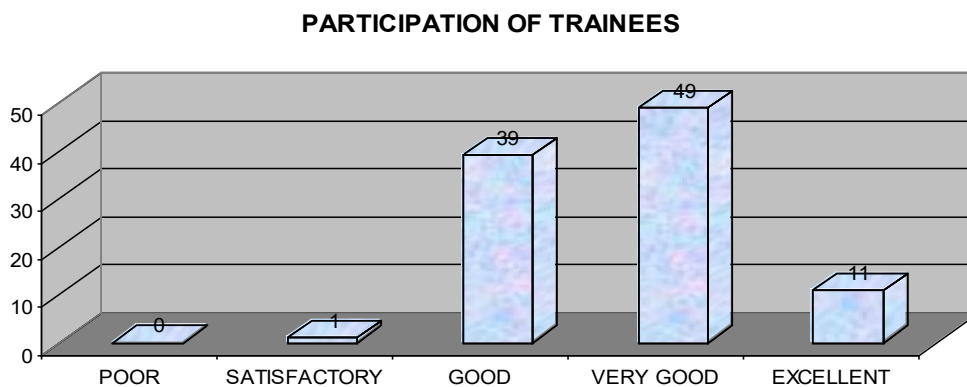
4. PROGRAM STRUCTURE



INFERENCE:

It is inferred that, **48%** of the employees responded that the program structure of the training program is very good.

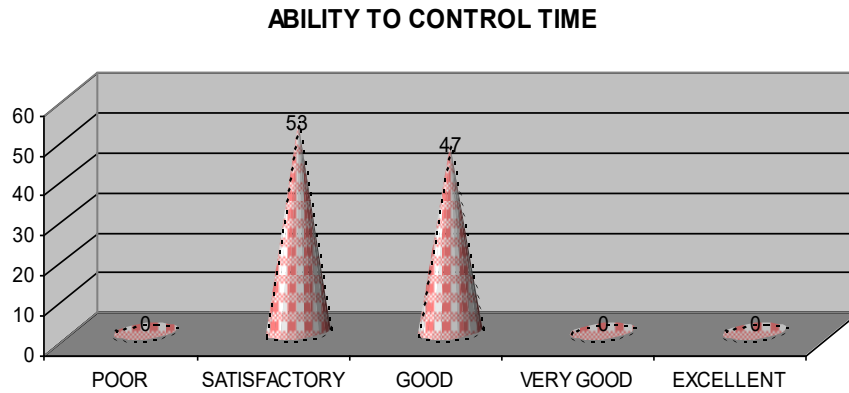
5. PARTICIPATION OF TRAINEES



INFERENCE:

It is inferred that the **49%** of the employees responded that the encouragement and participation of the trainer is very good.

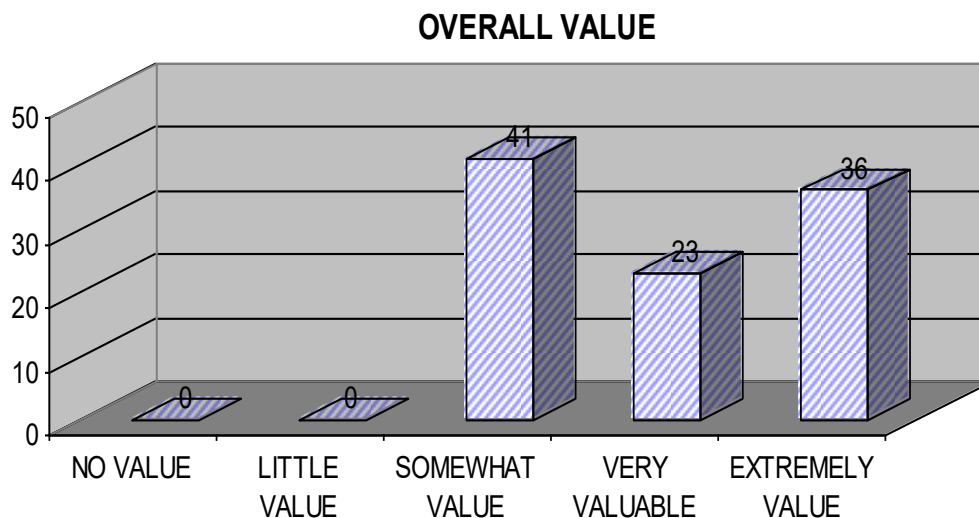
6. ABILITY TO CONTROL TIME



INFERENCE:

It is inferred from the study that **53%** of the employees responded that the trainer's ability to control time is satisfactory.

7. OVERALL VALUE OF TRAINING SESSION

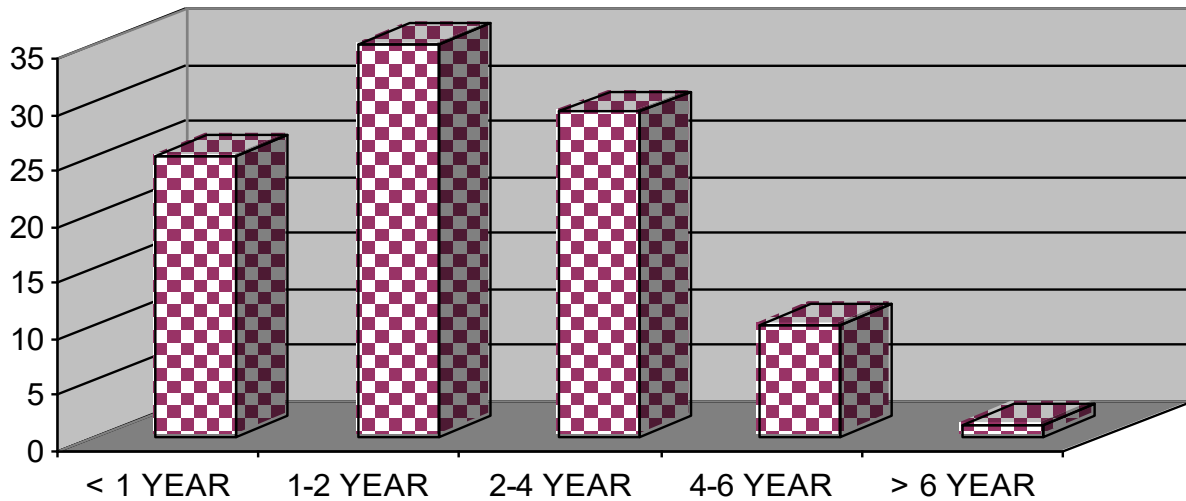


INFERENCE:

It is inferred that **41%** of the employees responded that the session is somewhat valuable.

8. EXPERIENCE OF EMPLOYEES

EXPERIENCE OF EMPLOYEES

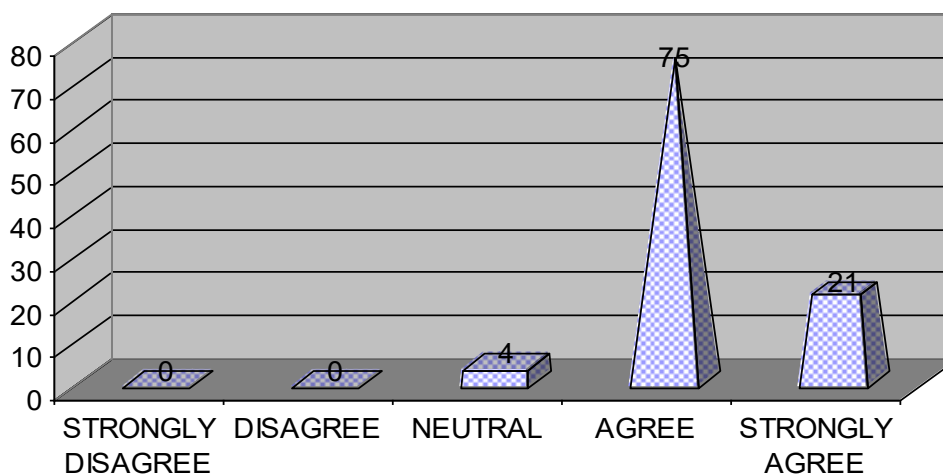


INFERENCE:

It is inferred from the study that 35% of the respondents are having 1 – 2 years of experience in Inforios.

9. TRAINING SATISFACTION

TRAINING SATISFACTION



INFERENCE:

It is inferred that **75%** of the employees agree that they are satisfied with the training programs provided by the company

FINDINGS

According to the study,

- It is inferred from the study that **43%** of the employees responded that the objective of the training programme is very good.
- The study revealed that **44%** of the employees responded that the course comprehended by the trainer is very good.
- It is inferred from the study that **51%** of the employees responded that the exercise is very good.
- The study revealed that **48%** of the employees responded that the program structure of the training program is very good.
- It is inferred from the study that the **49%** of the employees responded that the encouragement and participation of the trainer is very good.
- It is vividly clear from the study that **53%** of the employees responded that the trainer's ability to control time is satisfactory.

- The study revealed that **41%** of the employees responded that the session is somewhat valuable.
- It is inferred from the study that **35%** of the respondents are having 1 – 2 years of experience in Inforios.
- It is vividly clear from the study that **75%** of the employees agree that they are satisfied with the training programs provided by the company

SUGGESTIONS

- Based on the inference, it is suggested that the trainer should try to complete all the topics as per agenda according to the time schedule.
- It is recommended that the organization could follow Kirk-Patrick approach to evaluate the training process.
- The organization should conduct evaluation at all the levels i.e., Behavior level & Result level evaluation in order to find the benefits incurred due to training program.

CONCLUSION

Evaluation of a training program determines whether a training program has

accomplished its objective or not. It helps to identify the strength and weakness of a training program. It is used to find the cost-benefit ratio of a training program. It is an attempt to gain information on the effects of a training programme and to assess the value of training. Hence training evaluation is necessary for all the organizations which are conducting training program.

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