
A Study on Effectiveness of Training in Ever Shine Shoe Company

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ABSTRACT

The study is undertaken to know the effectiveness of training and development programs in Ever shine Shoe Company. To study objectives data is gathered from 60 respondents. It is found that the majority of the employees are satisfied with training and development programs. Training and development programs helping employees to increase their skills to perform in their assigned. Respondents have rated the training as good and feel to conducts more training in order to improve the Effectiveness of Training programs.

Key Words: Learning, group discussion, behavioral training and effectiveness.

INTRODUCTION

Training is a process of learning a sequence of programmed behavior. It improves the employee's performance on the current job and prepares them for an intended job. The "stakeholders" in training and development are categorized into several classes. The *sponsors* of training and development are senior managers. The *clients* of training and development are business planners. Line managers are

responsible for coaching, resources, and performance. The *participants* are those who actually undergo the processes. The *facilitators* are Human Resource Management staff. And the *providers* are specialists in the field. Each of these groups has its own agenda and motivations, which sometimes conflict with the agendas and motivations of the others. Team work training doesn't just happen; you have to train employees to be good team members. Some firms use off premises training like outward bound to build team work

Data about individual training needs can be gathered from performance appraisals, interviews with the job holder, tests, surveys, and career plans for individuals. The analysis of training needs is the basis for training objectives that gives direction to development and facilitate the measurement of the effectiveness of training effort.

The block resource educators would get the training who in turn would impart the training to teachers at the district level. The training is expected to enrich the soft skills of the teachers

and make them understand their background and the practical challenges students face at the classroom and outside schools Department of Cooperatives recently conducted a skill development programme for managers and department staff of weavers' cooperative societies. This is for the development of societies and their members. Training CAN accomplish many things. It can help people learn the new skills that are required to meet new expectations, both formal and informal.

What Training Cannot Do

There are many things that training can't do. Training will not erase problems that occur as a result of poor structuring of work, mismatching of work with the person, unclear authorities and responsibilities or other organizationally related issues.
Training As A Tool

The best way of thinking about training is to think of it as a management tool, much like a carpenter's tool. Just like a carpenter picks the hammer and not a screwdriver to pound a nail, the manager should be choosing training because it is the RIGHT tool for the job.³

The Educated Training Consumer

Why Is Training Undervalued?

Training and development activities can increase the capabilities and abilities of most organizations. Virtually every recent management leaders (eg. Deming, Crosby,

Senge), have stressed the importance of learning as a primary tool for organizational success.

OBJECTIVES

1. To measure the effectiveness of Training in the Ever shine shoe company
2. To evaluate the satisfaction of Training in the organization.
3. To analyze the employee skills on knowledge after attending training program
4. To identify the frequency with which training program is conducted.

SCOPE OF THE STUDY

The study covers only the psychological aspect of the supervisors. The data are collected purely from the individual themselves. Any secondary data regarding the physical health are not taken into account. The study is limited only to the supervisors who have undergone training and to their superior, taken from different department. This study concentrates mainly on finding the major factors affecting training to employees' in EVERSHINE SHOES in Erayankaadu. This also helps the organization to focus on the major factors affecting employees' psychological feeling and to take the needful steps required to create the training more effective to the

employees'. The finding in this report thus helps the organization to take appropriate steps on the needful areas to enhance the efficiency of the employees' psychology, which will further result in creating effective work environment in the organization.

METHODOLOGY:

Methodology is defined as the specification of methods and procedures for acquiring the information needed. It is a plan (or) frame work for doing the study and collecting the data. This project is a study marked by prior formulation of research questions. This investigator already knows the substantial amount about the research problems before the project is initiated.

AREA OF RESEARCH:

The research is carried out on training and development of supervisor of EVERSHINE SHOES in Erayankaadu.

RESEARCH DESIGN:

The research design is descriptive in nature. Descriptive studies attempt to obtain a complete accurate description of a situation.

METHOD OF SAMPLING:

Sampling is the process of obtaining the information about an entire population by examining only a part of it. For the purpose of this study the researcher has used the stratified random sampling method. The total population was divided into groups and samples are collected randomly from these groups.

SAMPLE SIZE:

The size of the sample is 60.

CONSTRUCTION OF TOOLS:

The tools used for collecting data is a questionnaire. A questionnaire is a simply formalized schedule to obtain and record specified and relevant information, with tolerable accuracy and completeness. The data collected through a specially designed questionnaire for the present study. The five point likert scaling is used in order to elicit frank opinion of the respondents with regard to training and development in EVERSHINE SHOES.

PILOT STUDY:

A pilot study is conducted on a sample size of 10.

SOURCE OF DATA:

Both the primary as well as the secondary data are taken into account for the purpose of the study. The instrument used to collect primary data is a well – designed questionnaire. The questionnaire consisted only

the likert scaled responses. The questionnaire is carefully constructed and properly setup. Secondary data are extracted from the files, registers, records, obtained from personnel department.

FRAME WORK ANALYSIS:

For analyzing the supervisors and superior (respondents) opinion towards training and development the data are collected through primary source are subjected to statistical techniques namely percentage analysis.

LIMITATION:

1. Time constraint was the major limiting factor, hence only a specific sample from the entire segment is taken in to consideration
2. Questionnaire has been administrated in the form of interview. The findings are therefore based on how the respondents have perceived the question.
3. The cost constraint was due to the fact that the project was self supporting in nature

ANALYSIS AND INTERPRETATION

TABLE:1

TYPES OF TRAINING

There are many types of training organized in the organization. According to the needs employees employee will attend the training programme.

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Behavioral training	30	50
Technical training	27	45
Functional training	3	5
Total	60	100

SOURCE: Primary Data.

INTERPRETATION:

From the study it is observed that 50% of respondents have undergone behavioral training, 45% have undergone technical training

and 5% functional training. So many of respondents are interested in behavioral training rather than technical and functional training

GRAPH:1

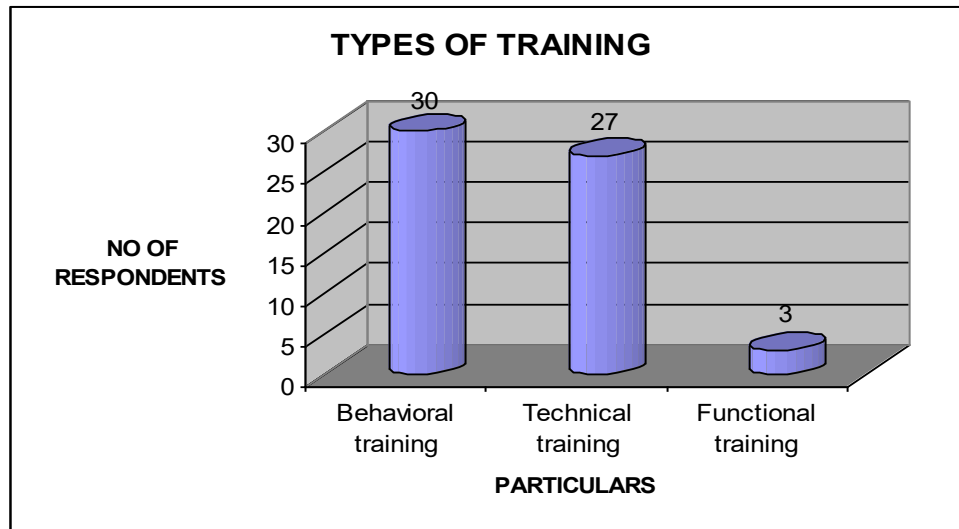


TABLE:2
NO. OF DAYS ATTENDED

For all the training which are conducted in the organization have particular specific period. .

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1 day	35	58
3 days	14	23
1 week	10	17
15 days and more	1	2
Total	60	100

SOURCE: Primary Data.

INTERPRETATION:

From the study it is observed that 58% of respondents have attended 1day training, 23% have attended 3days training, 17% 1week training and 2% attended 15days and more training. So many of respondents have attended 1day training.

GRAPH:2

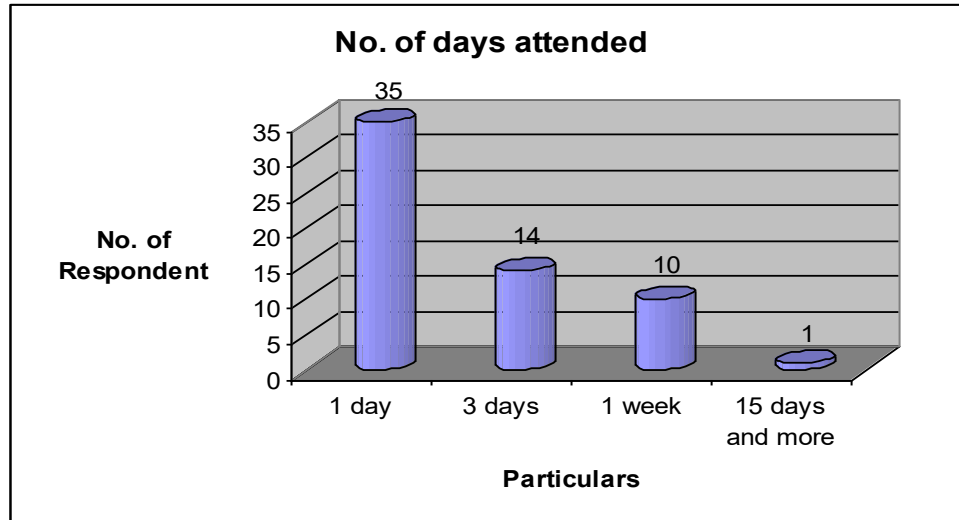


TABLE:3

TRAINING AIDS USED

Training aid means the methods which are used during the training period for the employees in the organization.

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Theory class	20	33
OHP	5	8
Power point	11	18
Group discussion	4	7
All	20	34
Total	60	100

SOURCE: Primary Data.

INTERPRETATION:

From the study it is observed that 33% of respondents have used training aid as theory class, 8% of them used OHP, 18% of them used

power point, 7% of them used group discussion and 34% of them used all as training aid. Theory class is mostly preferred training aid by most of the respondents.

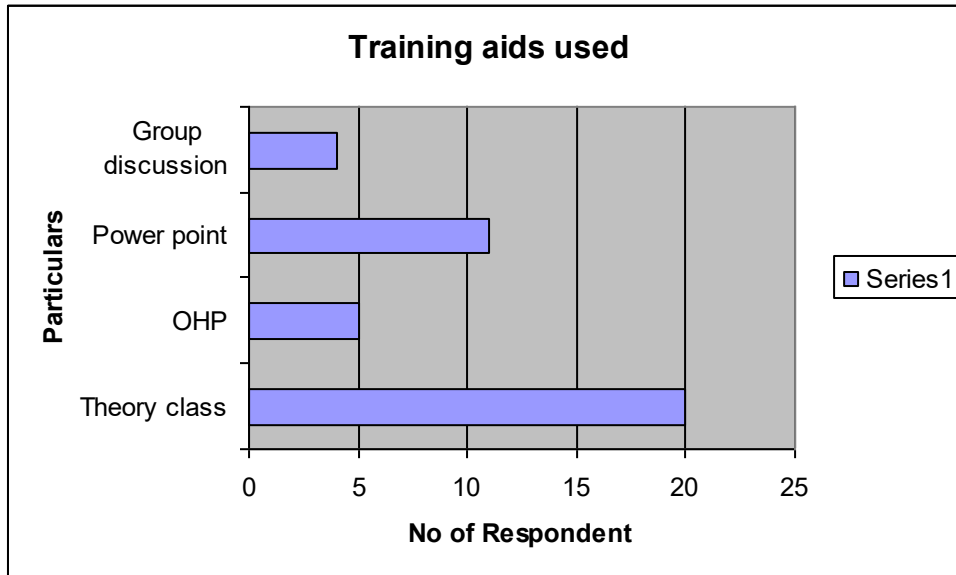


TABLE:4

SATISFACTION TRAINING PROGRAM CONDUCTED

Satisfaction plays a major role to the employees. In this we can measure to what extent the employees are fulfilled with the training.

PARTICULARS	NO OF RESPONDENT	PERCENTAGE
Strongly agree	35	58.3
Agree	20	33.3
Strongly disagree	2	3.3
Disagree	3	5
Total	60	100

INTERPRETATION:

From the study it is observed that 90% of respondents are satisfied with their training however 10% have not satisfied with their training which they undergone.

GRAPH: 4

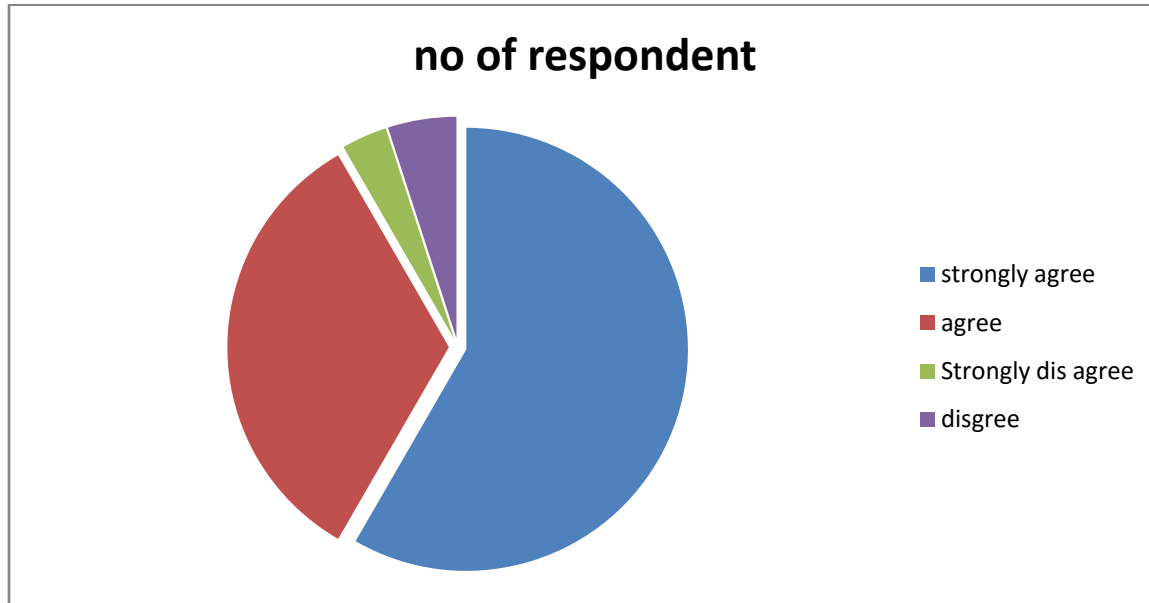


TABLE: 5

EFFECTIVENESS OF TRAINER AND ORGANIZER

During the training the instructor and the controller (or) coordinator of the programmes should be kind and encourage the employee’s to do the work.

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Excellent	40	67
Good	16	27
Fair	2	3
Inadequate	2	3
Total	60	100

SOURCE: Primary Data.

INTERPRETATION:

From the study it is observed that 67% of respondents got excellent trainer and organizer, 27% have got good trainer, 3% fair however 3% got ineffective trainer and organizer.

GRAPH:5

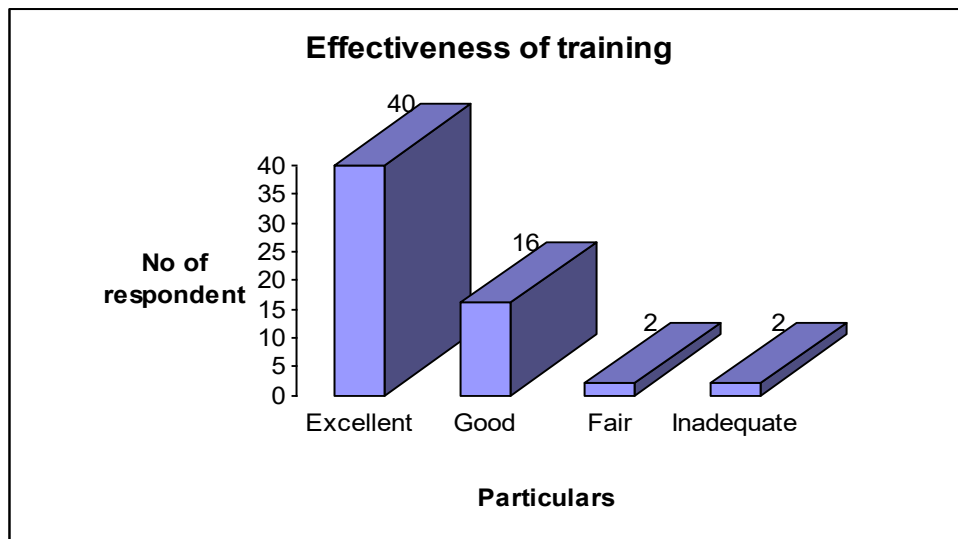


TABLE: 6

FACILITIES PROVIDED DURING TRAINING

It should be convenient and the services provided during the time of training like stationeries, water, food and so on should be satisfied.

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Excellent	33	55
Good	15	25
Fair	9	15
Inadequate	3	5
Total	60	100

SOURCE: Primary Data.

INTERPRETATION:

From the study it is observed that 55% of respondents got excellent facilities during training, 25% say that they have good facilities, 15% say that they have fair facilities however 5% have got poor facilities during training.

GRAPH:6

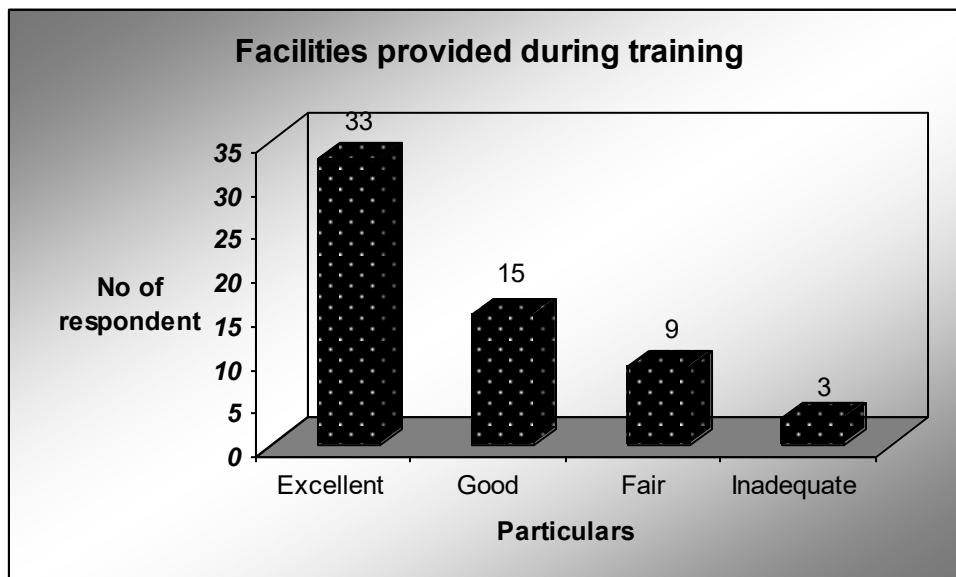


TABLE: 7
LIKE TO ATTEND FUTURE TRAINING

If employee's get an opportunity to attend a training programme possibly will they attend the programme.

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Very definitely	26	44
Definitely	23	38
Possible	9	15
Not likely	2	3
Total	60	100

SOURCE: Primary Data.

INTERPRETATION:

From the study it is observed that 44% of respondents will attend very definitely, 38% Definitely attend, 15% if possible will attend however 3% are not liking to attend the training again..

GRAPH:7

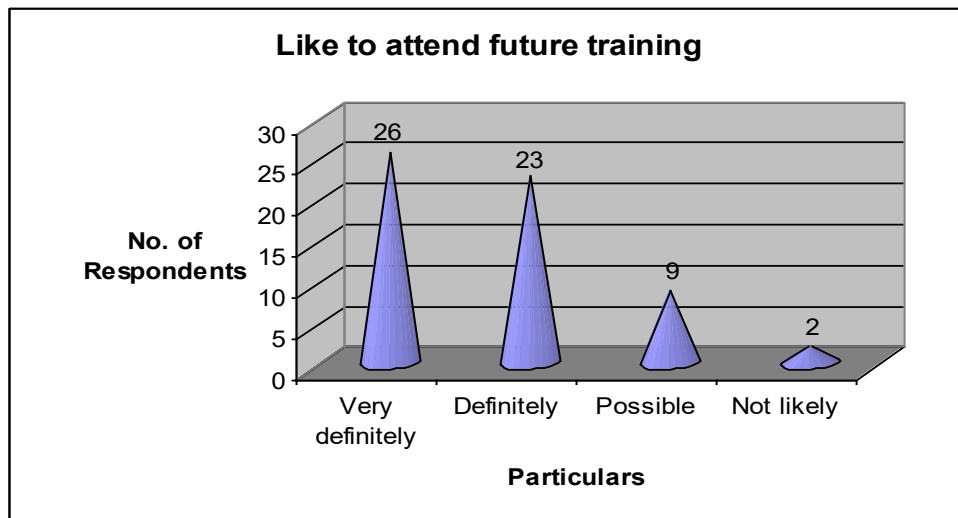


TABLE: 8

NEW POINT OF LEARNING HAD SPECIAL IMPACT

Due to extraordinary impression in the work the employee will get a very good result.

PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Yes	56	93
No	4	7
Total	60	100

SOURCE: Primary Data.

INTERPRETATION:

From the study it is observed that 93% of respondents have got very good result however 7% did not get any good result and not accepting the statement.

GRAPH:8

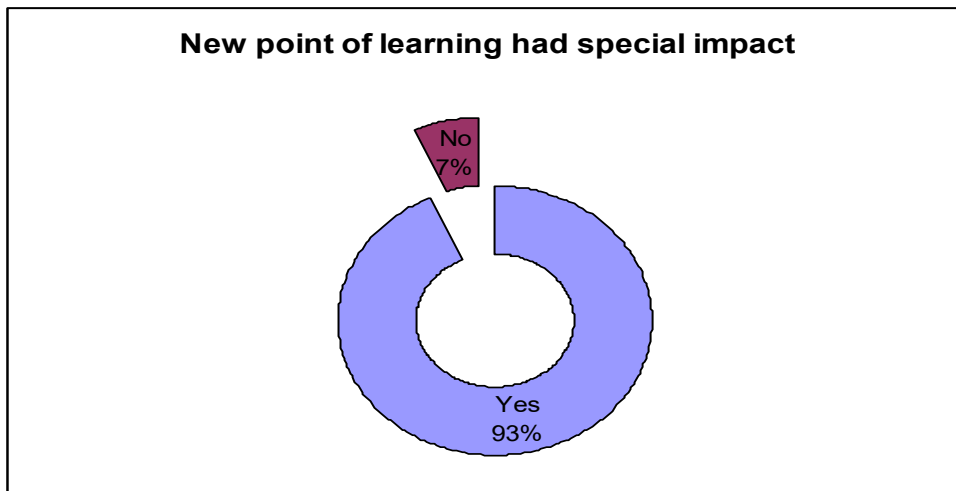


TABLE: 9

ENTIRE PROGRAMMES RATING

By seeing the total estimation based on cost and time the evaluation takes place.

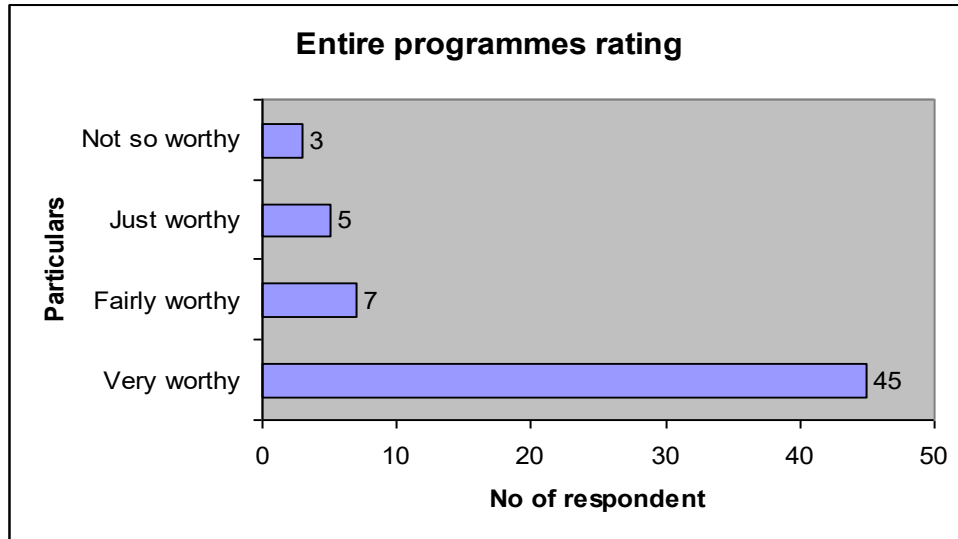
PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
Very worthy	45	75
Fairly worthy	7	12
Just worthy	5	5
Not so worthy	3	5
Total	60	100

SOURCE: Primary Data.

INTERPRETATION:

From the study it is observed that 75% of respondents says the programme is very worthy, 12% fairly worthy, 5% just worthy however 5% telling it is not so worthy.

GRAPH:9



FINDING

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- ✓ 50% of the respondents have undergone behavioral training.
- ✓ Majority of the respondents (58%) have attended 1day training.
- ✓ 34% of the respondents have used all types of training aids like theory class, OHP, power point, and group discussion.
- ✓ It is found that 90% of the respondents have satisfied with the training.
- ✓ 55% of respondents have got full extent of motivation from their superior during the time of their training.
- ✓ it is found that 48% of the respondent are excellent in their field after the training.
- ✓ It is found that majority (50%) strongly agree, they are satisfied with training need.

- ✓ It is found that majority 67% got excellent trainer and organizer.
- ✓ 55% of respondents got excellent facilities during training.

SUGGESTIONS

- Along with class room training, employees expect other methods of training.
- More training can be provided to employees regarding the new techniques practiced, so that they can learn about their job and have clear cut idea about the organizational structure and organization culture.
- Most of the training classes are in the afternoon. It would be better, if it is

changed in some other time according to the discretion of the employees.

CONCLUSION

The researcher from the study wish to conclude that through effective training employee gain more knowledge, both practically and theoretically. The management should therefore concentrate and commit itself to allocate major resources and adequate time to training. Skill development is essential in every unit of the organization. Hence the development of skills pertaining to every employees should be identified and imparted.

The management can have close tie up with business schools which can provide training assistance to the employees’.

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