

A study on effectiveness of training and development at manufacturing company

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

ANAND.P

Register No.40410013



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL 2022



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **ANAND.P 40410013** who carried out the project entitled "**A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT AT MANUFACTURING COMPANY**" under my supervision from January 2022 to March 2022.

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Submitted for Viva voce Examination held on_____

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DECLARATION

I **ANAND.P (40410013)** hereby declare that the Project Report entitled “**A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT AT MANUFACTURING COMPANY**” done by me under the guidance of **Dr. N. MATHAN** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

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ANAND.P

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I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

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ANAND.P

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ABSTRACT

The Current study is concerned with “a study on effectiveness of training and development at manufacturing company (chennai)” in this study where the effectiveness of the employee are measured and studied. In this study the where 152 employees are taken out of 200 employees using random sampling method. Where the set of questions are given to the employees to get there feedback about the changes after the training. The organization provides various kind of training to the employee. In this study we are testing the effectiveness of the employee after the training and development. Where the 152 questions are distributed to employees and answers are collected for findings, suggestions and conclusions. The answers given by the respondents are analyzed using chi-square and ANOVA method. After the finding where concluded that the objectives of this study and conclusions found in this study meets same point. Where the objective of this study is get satisfied. In this study we found that there is significant difference in employee than before. The training imparted meets the objectives like.

Keywords: Training and Development, Training Effectiveness

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PROBLEM STATEMENT

1. The Skills Gap Is Huge

The manufacturing workplace is not what it used to be. Automation and computer-controlled machinery are a huge part of the manufacturing process. Very often, they replace manual labor. The need for tech-savvy, multi-skilled workers who can perform several tasks and troubleshoot with minimum supervision is huge. We're basically looking at an entirely new type of worker.

2. Manufacturing Training Can Be Chaotic

Training in the manufacturing sector is not limited to workers and hard skills training. It extends to other departments, too, and takes several forms. Interrupting work to attend training could disrupt the daily flow. And that can lead to underperforming.

3. The Need to Keep New Talent Is Imperative

The skills shortage has led to many manufacturing jobs remaining open for quite a while. Which is all the more true for demanding (skill-wise) jobs, like skilled production or operations management.

4. Compliance Regulations Are Ever-Changing (Yet Essential)

Compliance is undeniably among the top manufacturing training challenges today. Health and safety procedures, environmental laws, and general regulations are updated once too often. As a result, a considerable part of training in the manufacturing industry revolves around them.

5. Manufacturing Training Is Costly

Compliance is undeniably among the top manufacturing training challenges today. Health and safety procedures, environmental laws, and general regulations are updated once too often. As a result, a considerable part of training in the manufacturing industry revolves around them.

CHAPTER-1

1.1 INTRODUCTION

Training is the method of helping a individual enhance his efficiency and effectiveness in the workplace by improving and updating his or her professional knowledge by creating abilities relevant to his or her job and cultivating suitable behavior and attitude towards job and individuals. Training is specifically formal education in distinct ways. While education is primarily worried with knowledge improvement, training is primarily intended to increase understanding, stimulate attitude, and impart abilities linked to a particular job. It's a lifelong and ongoing method. Training is an activity program that is time-bound. Thus there is a customized specialized discipline of trainers mixing in the field of human activity.

1.2 Answer the 5H and 2H

1.2.1 WHY

Training allows employees to acquire new skills, sharpen existing ones, perform better, increase productivity and be better leaders. Since a company is the sum total of what employees achieve individually, organizations should do everything in their power to ensure that employees perform at their peak.

1.2.2 WHERE

In CHENNAI location.

1.2.3 WHEN

The problem arises during today scenario.

1.2.4 WHO

My target is both men and women at the age group [15-60 and above].

1.2.5 HOW

I found this problem during current scenario.

1.2.6 HOW MUCH

I will take minimum of 100 sample and maximum of 200 sample.

1.3 AREA OF INDUSTRY

An online questionnaire was developed to collect that required data in the most efficient manner possible. The questionnaire was distributed via electronic mail to the potential participants. The unit of analysis was fuel consumer.

➤ SAMPLE SIZE:

It comprises of 100-200 respondents from over chennai, spread across various socio demographic profiles.

➤ SAMPLING DESIGN:

A random sampling method was adopted to draw the sample respondents for the study. Random sampling means each individual element in the universe has an equal chance of being chosen.

An online questionnaire was developed to collect that required data in the most efficient manner possible. The questionnaire was distributed via electronic mail to the potential participants. The unit of analysis was employee of the manufacturing company.

➤ SAMPLE SIZE:

It comprises of 100-200 respondents from over CHENNAI, spread across various socio demographic profiles.

➤ SAMPLING DESIGN:

A random sampling method was adopted to draw the sample respondents for the study. Random sampling means each individual element in the universe has an equal chance of being chosen.

1.4 Industry profile

The Butterfly Group, Pioneers in Stainless Steel Appliances started operations four decades ago which was during 1950s which was envisioned by late Shri. V. Murugesu Chettiar . The first product was the modest stainless steel tumbler. The Butterfly touch of perfection & quality even in the simple tumbler made it stand out. The reception we had for it made us expand our product line into various other utensils. It was not long before we mixed this perfection & our technical know how to create India's first stainless steel pressure cooker. Today by building exquisite kitchen appliances ranging from LPG stoves, Mixer Grinders, Table Top Wet grinders to Blenders & Sandwich makers with cutting edge technology, we have planted ourselves as a pioneer & market leader in Kitchen appliances. With many firsts like, the first in India to introduce stainless steel pressure cookers, LPG stoves & Vacuum Flasks, we have also ensured that we will never leave you short-handed in the kitchen. We were also the first kitchen appliances brand in India to receive the ISO-9001 for manufacture & supply of LPG Stoves, mixer grinders & Table-top wet grinders. This endeavor has not stopped at just winning the hearts of the lakhs of Butterfly consumers. Indian Standards Organization (ISI) raised the benchmark thermal efficiency of LPG stoves from 64% to 68% after we successfully demonstrated that we can provide that level of quality. We were also the first kitchen appliances brand in India to receive the ISO-9001 for manufacture & supply of LPG Stoves, mixer grinders & Table-top wet grinders.

1.6 Need of the study

- ❖ The study is focused on the employers' training and development of the organization.
- ❖ The data acquired from the questionnaire is imperative to our studies at the same time it does not give a full onset of the view of the people and is obtained from a close but approximate reliable sample.

1.7 Scope and significance of the study

Training and development programmes inspire the employees to think, plan, solve problems and take important decisions. This hones up their managerial skills. Improve Employee Morale: When employees are trained to become better performers, they feel a sense of accomplishment.

1.8 Objectives of the study

- To analyze how the training helps the organization development.
- To utilize whether employees satisfied with current training method.
- To find and analyze the views of the participants and superior on the training.
- To analyze the training method used to the employee and how they are evaluated.

1.9 Limitation of the study

- Due to the time constraint the sample size was restricted to 152 respondents only.
- Since the study is based on the primary data collected through questionnaire, the result of the study are subject to all the limitations of the primary data.
- The analysis based on some statistical tools which as it is own limitation.
- The finding and suggestions are based on the information given by the respondents.

Chapter-2

2.1 LITERATURE REVIEW

1. According to Shelley Frost, Demand Media Training is a crucial component in preparing new employees for their positions and keeping existing employees current on critical information. To be effective, a training program needs a specific purpose with appropriate training methods. Understanding the factors that influence training programs enables you to develop or change your current employee education to make it fit the needs of your business and your employees
2. 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.
3. According to Ananth (1998), He pointed out different problems faced by the organization in handling the corporate finance such as the time of procurement and investment of funds. He suggested that the organisation must relate itself with the needs of changing environment by taking good decisions through professionally trained people.
4. 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
5. According to the Michel Armstrong, "Training is systematic development of the knowledge, skills and attitudes required by an individual to perform adequately a given task or job". (Source: A Handbook of Human Resource Management Practice, Kogan Page, 8th Ed.,2001)

6. According to the Edwin B Flippo, "Training is the act of increasing knowledge and skills of an employee for doing a particular job." (Source: Personnel Management, McGraw Hill; 6th Edition, 1984)
7. The systematic approach to training is the predominant model found in the literature (CLMS M 2 U6, Wills 1998, Buckley and Caple 1995, Boydell and Leary 1996, Reid and Barrington 1999, Garavan et al., 1995).
8. The systematic approach is described slightly differently by different authors, with varying stages and elements but there are a number of core features to the approach. The systematic approach is one which involves considering the linkages between the parts of the training process. There is an assumption that training must be planned in a cyclical or processual manner and that this approach will lead to high quality, planned training (CLMS, Buckley and Caple 1995, Barrington and Reid 1999, Wills, 1998, Bartram and Gibson 1999).
9. Bartram and Gibson (1999:107) state that a "systematic approach to identifying training needs ensures that people are offered opportunities to learn which are efficient and effective".
10. All of the systematic approaches outlined in the literature outline a number of steps in the process and cover similar basic elements; 11 determining the training need, choosing appropriate methods to address the identified need, planning, implementing and evaluating.
11. The benefit of this approach, as outlined in the literature, is that nothing is left out and there is a planned and professional approach. It also provides data necessary to justify or explain to senior management what training is required, what budgets are needed, what they are spent on and what the impact is for the organisation (Wills 1998).
12. While the structure of the systematic approach has a certain appeal in that there is a structured and logical step by step process to follow, there is a danger that all energy could be focussed on the system and the relationship of the various elements within it to the detriment of the original purpose, namely to provide the necessary training to the

organisations employees to enable them to work in the most optimal manner (CLMS M2 U6, Wills 1998).

CHAPTER-3

3.1 RESEARCH METHODOLOGY

Research methods are the techniques and tools by which you research a subject or a topic. Research methodology involves the learning of various techniques to conduct research and acquiring knowledge to perform tests, experiments, surveys, and critical analysis.

Research methodology simply refers to the practical “how” of any given piece of research. It’s about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims and objectives.

3.2 RESEARCH DESIGN

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. This Research design applied for the study is ‘Descriptive Research’.

3.2.1 Descriptive research design

Descriptive research aims to accurately and systematically describe a population, situation or phenomenon. It can answer what, where, when and how questions, but not why questions. A descriptive research design can use a wide variety of research methods to investigate one or more variables.

3.3 SAMPLING TECHNIQUE

Sample design is the theoretical basis and the practice mean by generalizing from characteristics of relatively few of the comprising population. It is the method by which the sample is chosen.

3.3.1 Non-probability sampling

Non-probability sampling is defined as a sampling technique in which the researcher selects samples based on the subjective judgment of the researcher rather than random selection.

3.3.2 Convenience sampling

A convenience sample is a type of non-probability sampling method where the sample is taken from a group of people easy to contact or to reach.

3.4 SOURCES OF DATA

Sources of Data begins with figuring out what sort of data is needed, followed by the collection of a sample from a certain section of the population. Next, you have to utilize a certain tool to gather the data from the chosen sample. The two types of sources of data are

3.4.1 Primary data

The Primary data for this study was collected through questionnaire.

3.4.2 Secondary data

Secondary data was collected from external sources like Websites, Journals etc.

3.5 STRUCTURE OF THE QUESTIONNAIRE

The questionnaire follows a simple and basic layout. It is made easy for the participants to respond to the questionnaire without any delay or confusion. The set of question and the answer options present in the questionnaire are predetermined and are constructed by myself based on general questions regarding the main topic. The structure of questionnaire used in this project is as follows.

3.5.1 Basic introduction

The questionnaire begins with small and simplifies description regarding the questionnaire – Title and description of the topic.

3.5.2 Personal details

The actual questionnaire begins here where the participants are asked about their personal details such as their name, age, gender and occupation.

3.5.3 Research related questions

The next set of questions in the questionnaire consists of the questions related to public where the participants are asked on their general opinion on their training programme organized by the organization.

3.5.4 Perception questions

The next set of questions in the questionnaire focus on training programme organized by the organization. related question on whether the participants are affecting due to training programme organized by the organization.

3.5.5 Likert scalling questions

The likert scalling questions include moderate options in its scale.

3.5.6 Suggestion questions

The last and final questions in the questionnaire focus on the suggestion questions of the participants regarding the questionnaire.

3.6 Sample size

The sample size for the project had a target of 100-200 participants. The fixed target of the sampling size has been achieved as the total number of respondents for the survey questionnaire was 152. Total of 152 responses helped the project to analyze more response and it helped to derive a conclusion recording people's perception towards a study of satisfaction of public how they consider it.

3.6.1 SAMPLE LOCATION

My survey location is Chennai.

3.6.2 SAMPLE TARGETED PEOPLE

My survey targeted people is both Men and Women at the age group of [15-60 AND ABOVE]

3.7 PERIOD OF STUDY

This is one-time research where the research is conducted only for one-time and that the project is based on the responses derived from a definite period of time. The period of study for the project of about 30 days project is based on the responses collected from the 152 participants in the 6 months' time period.

3.8 HYPOTHESIS / ANALYTICAL TOOLS:

- Chi-square test:

The Chi-Square Test of Independence determines whether there is an association between categorical variables. It is a nonparametric test. This test is also known as: Chi-Square Test of Association.

➤ ANNOVA

Analysis of Variance, ANOVA in SPSS, is used for examining the differences in the mean values of the dependent variable associated with the effect of the controlled independent variables, after taking into account the influence of the uncontrolled independent variables.

CHAPTER-4

DATA ANALYSIS AND INTERPRETATION

The following consist of the data analysis and interpretation of my questionnaire:

4.1 Survey analysis of data

4.1.1 Age of respondents

Table 4.1

opinion	No of respondents	No of respondents in %
15-20	7	4.6
21-30	133	87.5
30 and above	12	7.9
Total	152	100

Interpretation:

In the table we can observe 87.5% of respondent are between age of 21-30. 7.9% of the respondent is between age of 15-20. 4.6% of the respondent is between age of 30 and above. Mostly the age group between 21-30 is most involved.

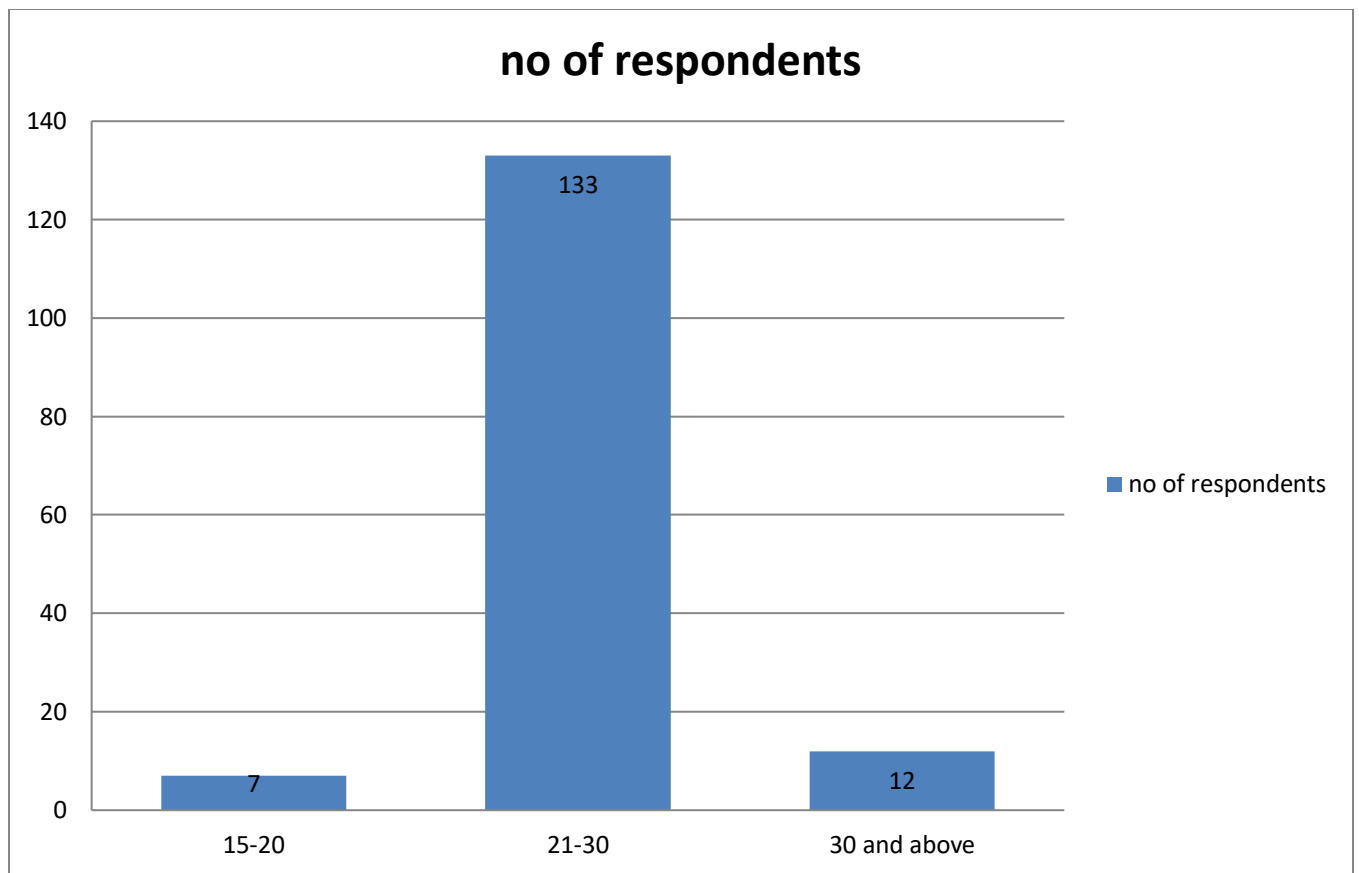


Fig 4.1 Age of respondents

4.1.2 Gender of the respondents

Table4.2

opinion	No of respondents	No of respondents in %
Male	117	77
Female	35	23
Total	152	100

Interpretation:

In the above table we can observe 77% of the respondents are the male candidates and the remaining 23% of the respondents are the female candidates. Mostly the male candidates have been response for the Google form which has been sent to them.

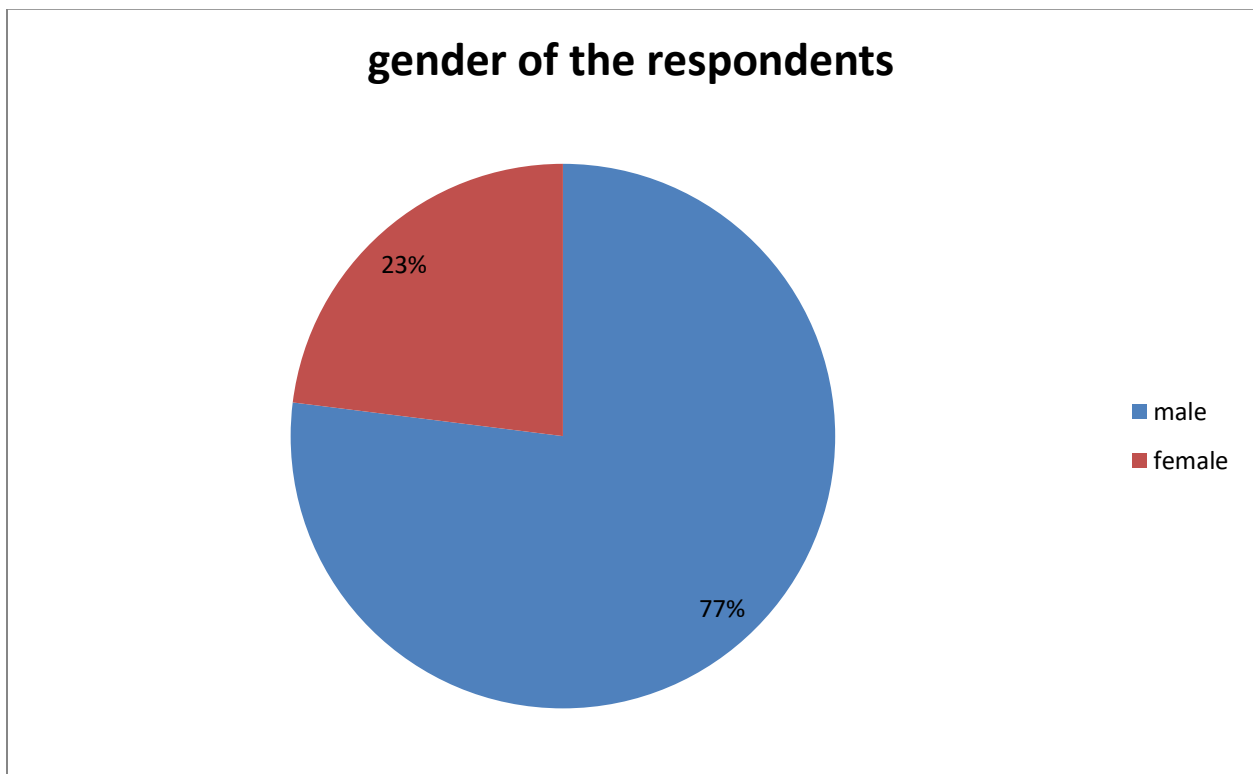


Fig 4.2 Gender of respondents

4.1.3. Marital status of the respondents

Table 4.3

Opinion	No of respondents	No of respondents in %
Married	73	48
Unmarried	79	52
Total	152	100

Interpretation:

In the above table we can observe the 52% of the respondents have been unmarried in their marital status and the 48% of respondents have been married in their marital status. Mostly the unmarried respondent has been giving their feedback about the training and development program which have been conducted in their organization.

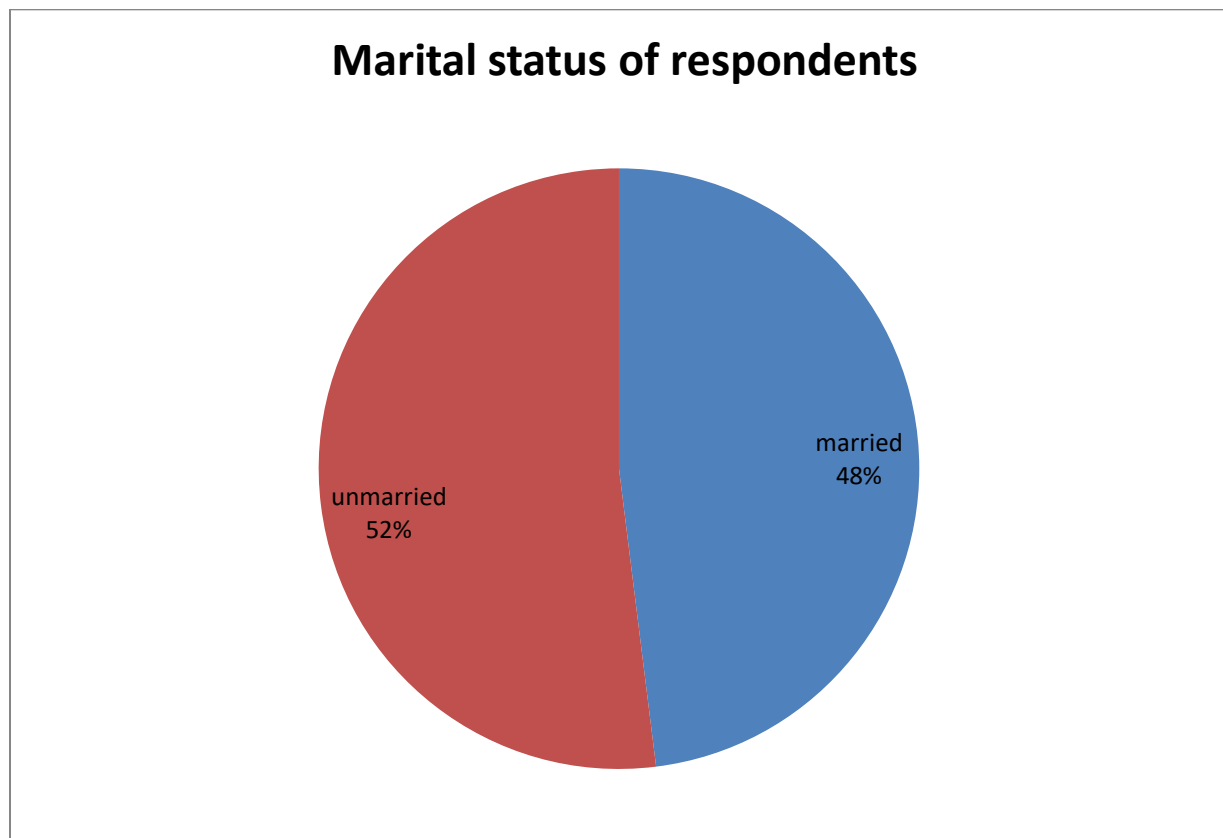


Fig 4.3 marital status of respondents

4.1.4 MONTHLY INCOME OF THE RESPONDENT

Table 4.4

Opinion	No of respondent	No of respondents in %
5000-15000	31	20.7
15000-25000	90	58.6
2500 and above	31	20.7
Total	152	100

Interpretation:

In the given table we can observe the 58.6% of the respondents have been getting their salary amount has 5000-15000 per month. 20.7% of the respondents have been getting their salary amount has 15000-25000 per month. 20.7% of the respondents have been getting their salary amount has 25000 and above for per month. Mostly the respondents have been getting the salary amount has 15000-25000 per month offered by the organization.

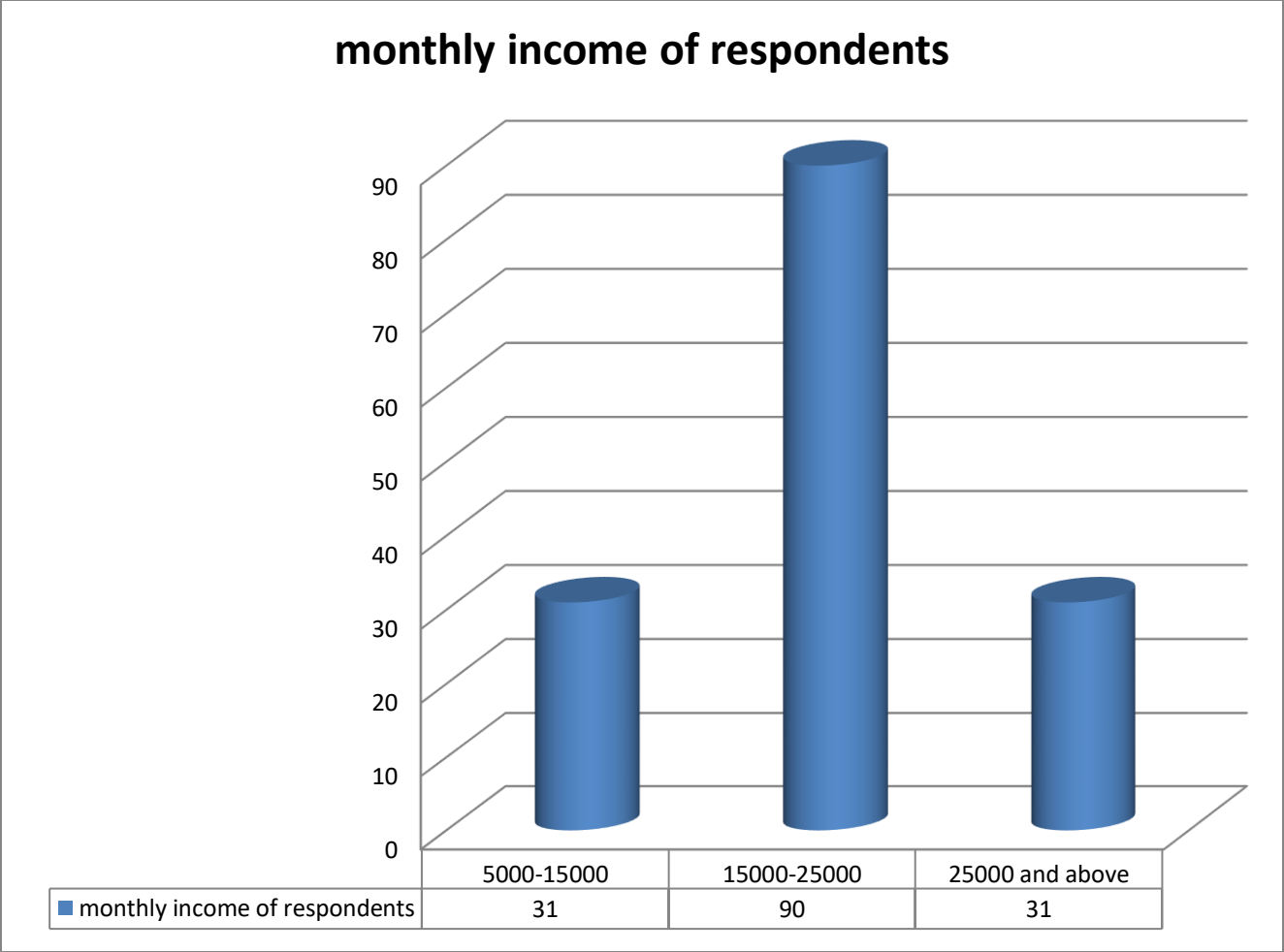


Fig 4.4 monthly incomes of respondents

4.1.5 Please tell me how long you work for the organization

Table 4.5

Opinion	No of respondents	No of respondents in %
1-5	52	34.4
5-10	86	56.3
10 and above	14	9.3
Total	152	100

Interpretation:

In the table we can observe 56.3% of the respondents are working in an organization for 5-10 years. 34.4% of the respondents are working in an organization for 1-5 years. 9.3% of the respondents are working in an organization for more than 10 years. Mostly the respondents are working in a organization is 5-10 years.



Fig 4.5 work experience of respondents

4.1.6 Please tell me How many training Programme organized by your organization in the year

Table 4.6

Opinion	No of respondents	No of respondents in %
3 times	39	25.7
2 times	92	60.5
1 times	17	11.2
None	4	2.6
Total	152	100

Interpretation:

In the above table we can observe the 60.5% of the respondents are 2 times trained by their organization in a year. 25.7% of the respondents are 3 times trained by the organization in a year. 11.2% of the respondents are only one time they are trained by the organization in a year and 2.6% of the respondents are not a single time trained by the organization in a single year. Mostly the 92 respondents says 2 times they are trained by the organization in a year.

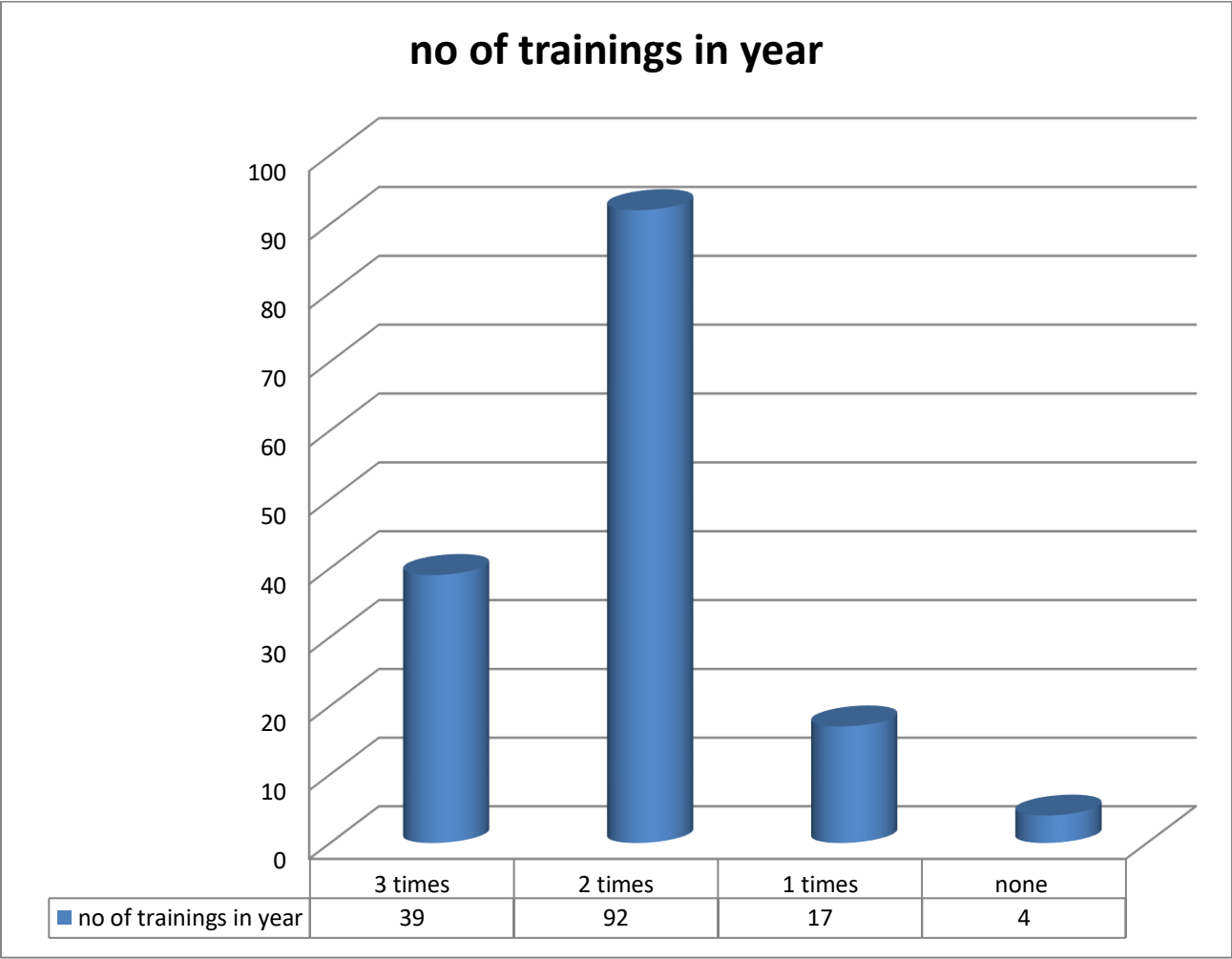


Fig 4.6 no of trainings in a year

4.1.7 Please tell me How many training Programme you have attended in organization

Table 4.7

Opinion	No of respondents	No of respondents in %
Once in a year	82	53.9
Twice in a year	62	40.8
More than two times in a year	8	5.3
Total	152	100

Interpretation:

In the above table we can observe the 53.9% of the respondents are attended the training Programme once in a year in the organization. 40.8% of the respondents are attended the training Programme twice in a year in the organization and the 5.3% of the respondents are attended the training Programme more than two times in a year. Mostly the 82 respondents says they are all attended the training Programme once in a year.

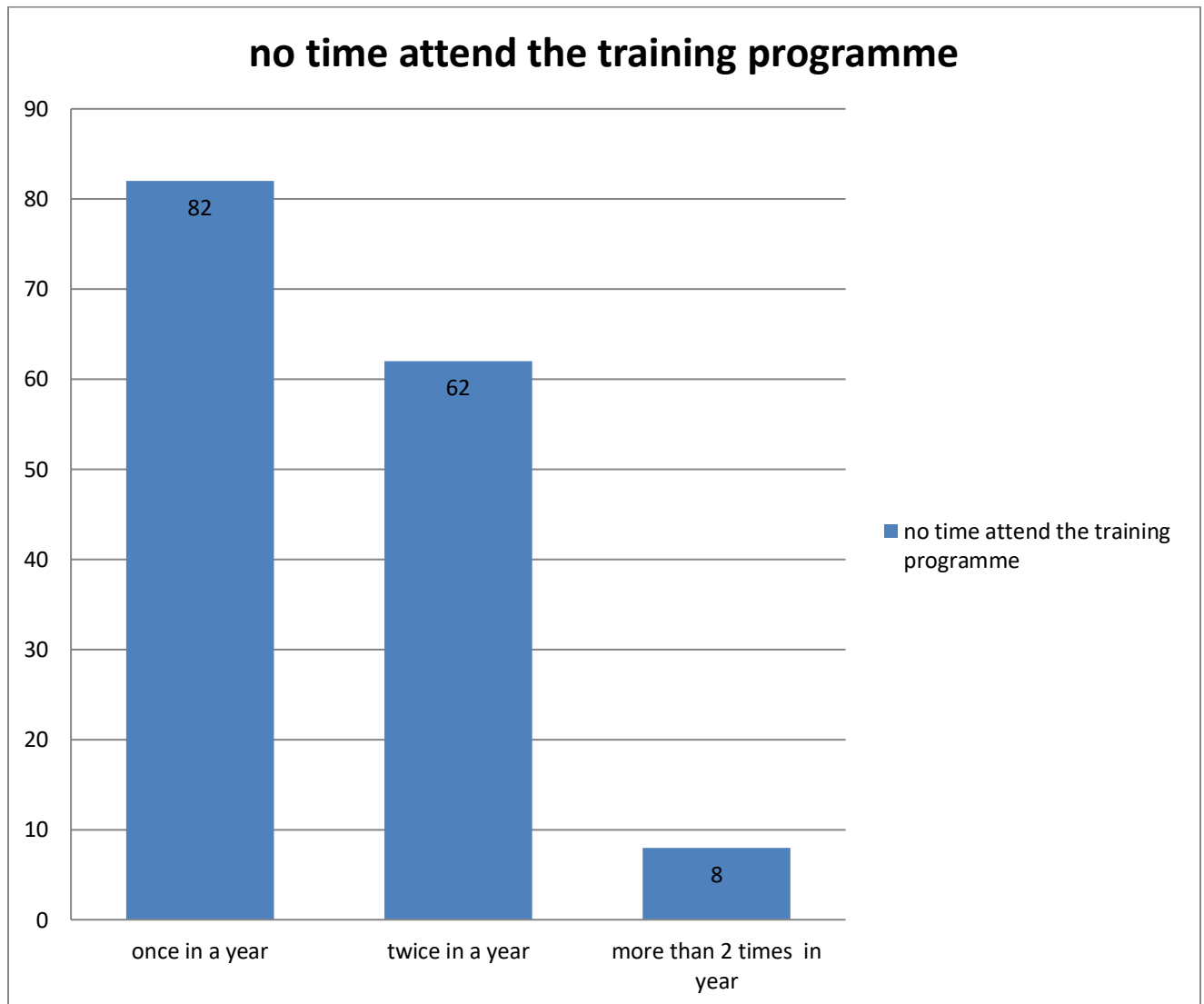


Fig 4.7 no of times attended the training Programme

4.1.8 Please tell me which methods of training followed by your organization

Table 4.8

Opinion	No of respondents	No of respondents in %
On the job methods	51	33.6
Off the job methods	83	54.6
Both methods	18	11.8
Total	152	100

Interpretation:

In the above table we can observe the 54.6% of the respondents are says they are trained by the organization in the off the job method. 33.6% of the respondents are says they are trained by the organization in the on the job method and 11.8% of the respondents says they are trained by the organization in the both the on and off the job methods. Mostly the 83 respondents are says they are trained by the off the job method.

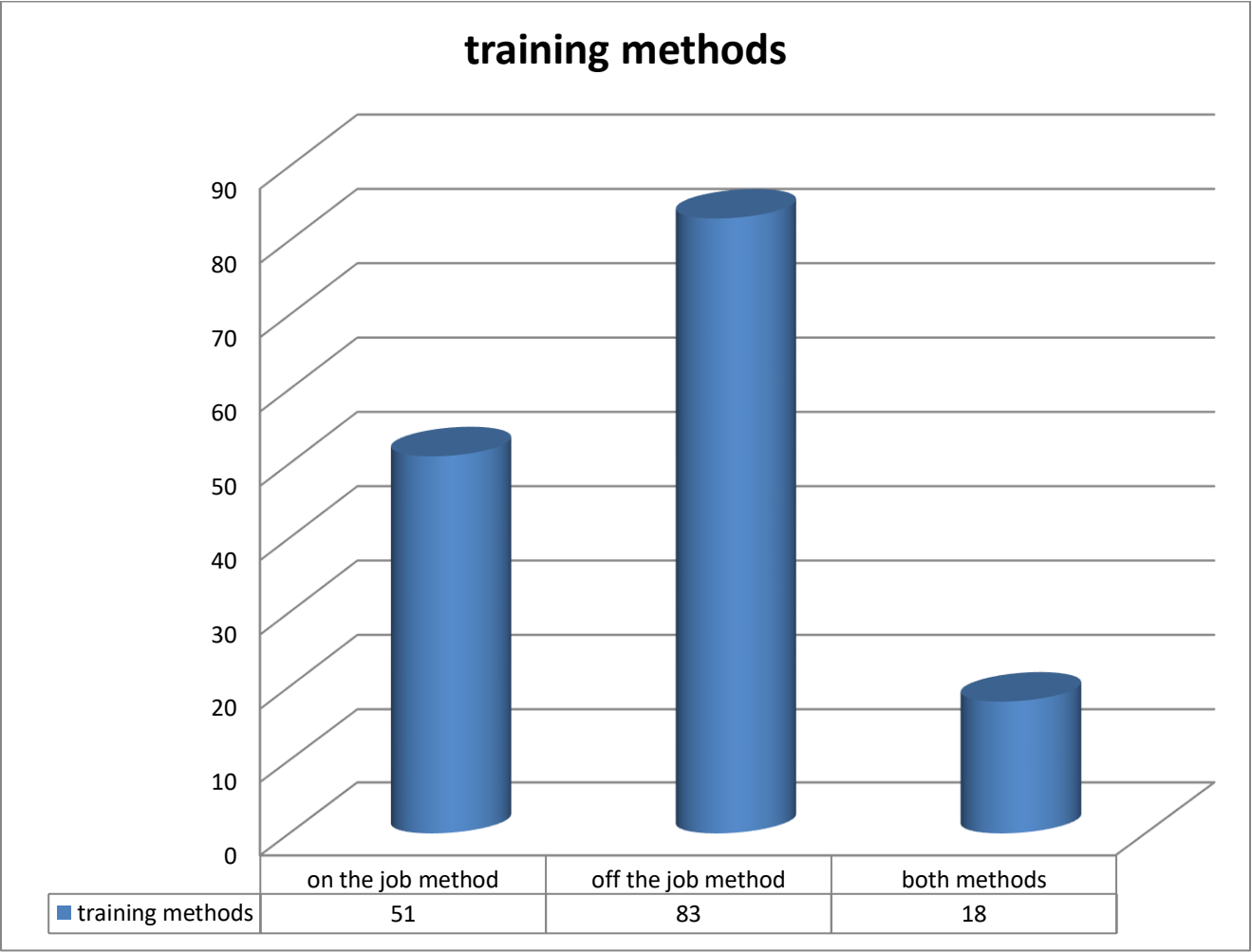


Fig 4.8 training methods

4.1.9 Please mention the Duration of the training Programme in your organization

Table 4.9

Opinion	No of respondents	No of respondents in %
1-3 days	50	33.1
4-7 days	88	57.6
7-10 days	14	9.3
Total	152	100

Interpretation:

In the above table we can observe the 57.6% of the respondents are says their training Programme duration in the organization is 4-7 days. 33.1% of the respondents are says their training Programme duration in the organization is 1-3 days and the 9.3% of the respondents are says their training Programme duration in the organization is 7-10 days. Mostly the 88 respondents are says their training Programme duration in the organization is 4-7 days.

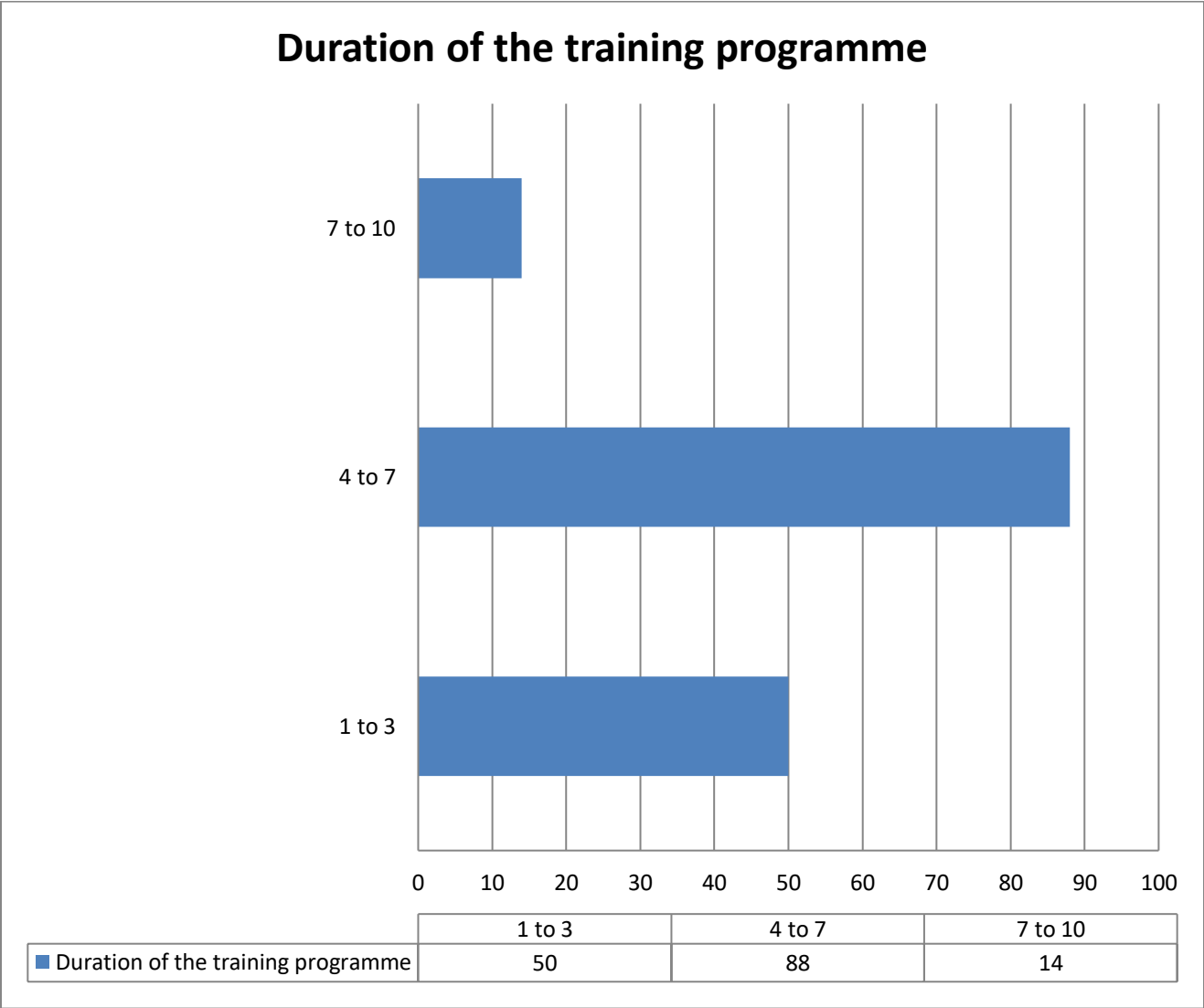


Fig 4.9 Duration of the training Programme

4.1.10 Please tell me who conduct the training Programme in your organization

Table 4.10

Opinion	No of respondents	No of respondents in %
Supervisor	37	24.5
HR department	90	59.6
Other trainer expert	25	15.9
Total	152	100

Interpretation:

In the above table mentioned the 24.5% of the respondents are tells they are all trained by the supervisor.59.6% of the respondents are tells they are all trained by the HR department.15.9% of the respondents are tells they are all trained by other trainer expert who are all appointed by the organization. Mostly the employers have been trained by the HR department in the organization.

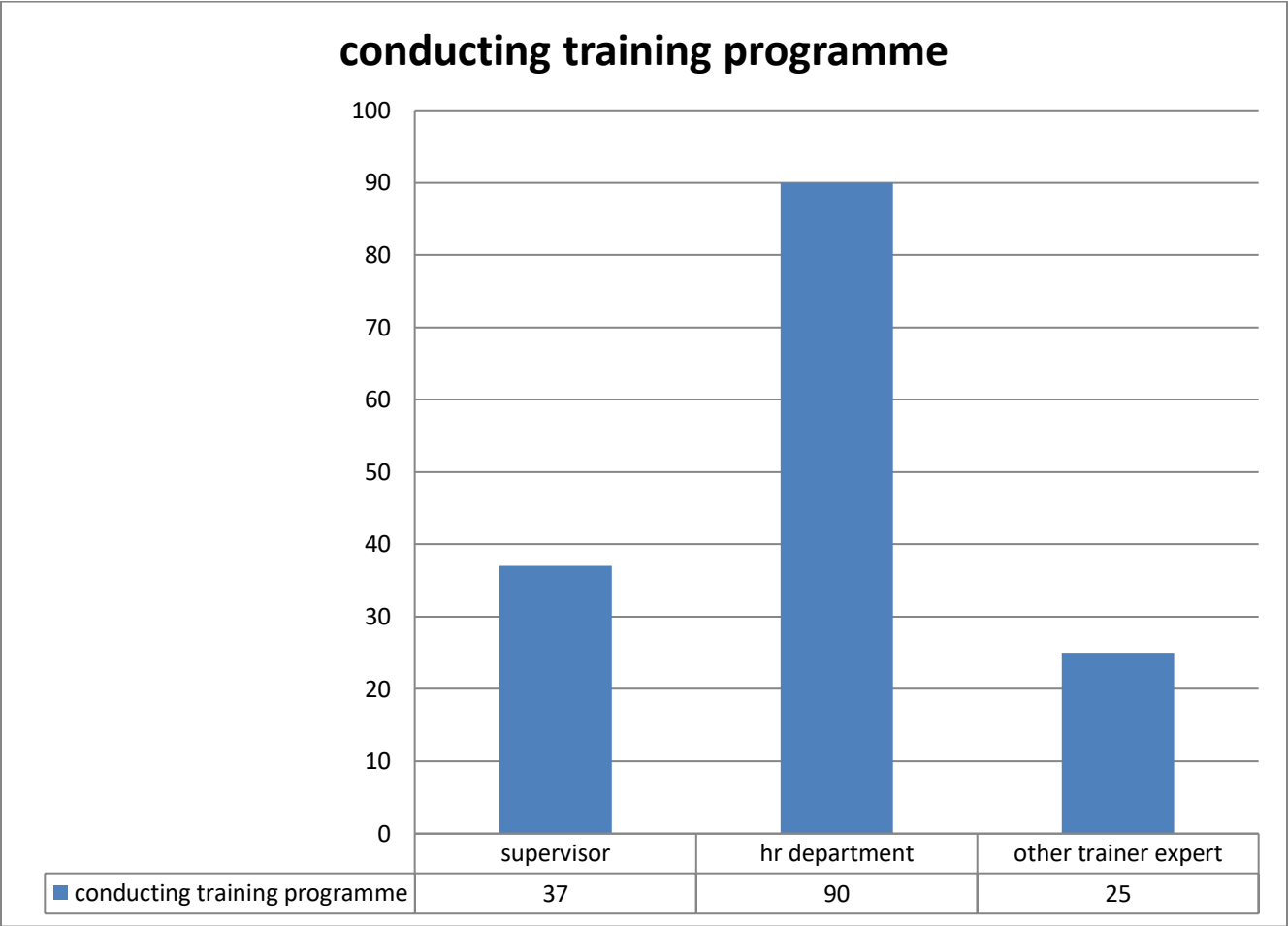


Fig 4.10 conducting training Programme

4.1.11 Do you agree that training and development Programme are conducted as per the schedule

Table 4.11

Opinion	No of respondents	No of respondents in %
Strongly agree	30	19.2
Agree	78	51.7
Neutral	40	26.5
Disagree	4	2.6
Strongly disagree	0	0
Total	152	100

Interpretation:

In the above table we can observe the 51.7% of the respondents are agree that the training and development Programme are conducted as per the schedule. 26.5% of the respondents are neutral that the training and development Programme are conducted as per the schedule. 19.2% of the respondents are strongly agree that the training and development Programme are conducted as per the schedule. 2.6% of the respondents are disagree that the training and development Programme are conducted as per the schedule and the 0% or none of them says that they are strongly disagree that the training and development Programme are conducted as per the schedule. Mostly the 78 respondents are agree that the training and development Programme are conducted as per the schedule.



Fig 4.11 you agree that training development Programme

4.1.12 Does the trainer is experienced in the session and does he given the sufficient /correct information

Table 4.12

Opinion	No of respondents	No of respondent in %
Yes	126	82.8
No	26	17.2
Total	152	100

Interpretation:

In the above table we can observe the 82.8% of the respondents are says yes for the trainer is experienced in the session and does he given the sufficient /correct information and the 17.2% of the respondents are says no for the trainer is experienced in the session and does he given the sufficient /correct information. Mostly the 126 respondents are says yes for the trainer is experienced in the session and does he given the sufficient /correct information.

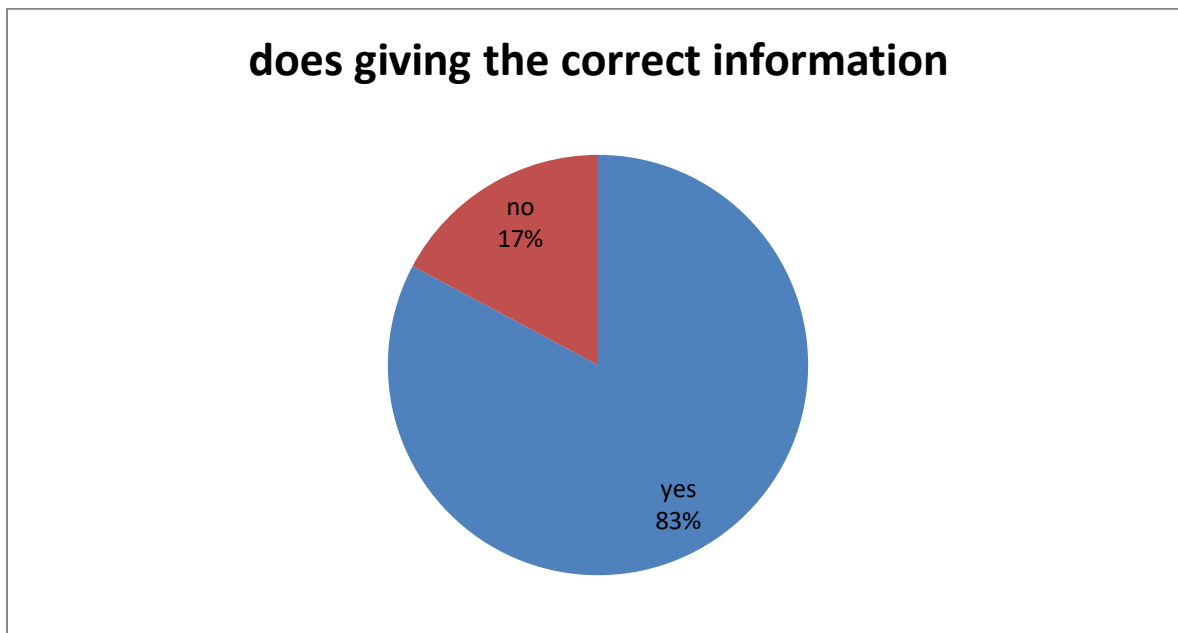


Fig 4.12 does giving the correct information

4.1.13 Do you agree that the candidates are selected for training as per the training need analysis

Table 4.13

Opinion	No of respondents	No of respondents in %
Strongly agree	19	12.5
Agree	80	52.6
Neutral	48	31.6
Disagree	5	3.3
Strongly disagree	0	0
Total	152	100

Interpretation:

In the above table we can observe the 52.6% of respondents are agree that the candidates are selected for training as per the training need analysis. 31.6% of the respondents are neutral that the candidates are selected for training as per the training need analysis. 12.5% of respondents are strongly agree that the candidates are selected for training as per the training need analysis. 3.3% of the respondents are disagree that the candidates are selected for training as per the training need analysis and finally the none of them are chosen the strongly disagree. Mostly the 80 respondents are agree that the candidates are selected for training as per the training need analysis.

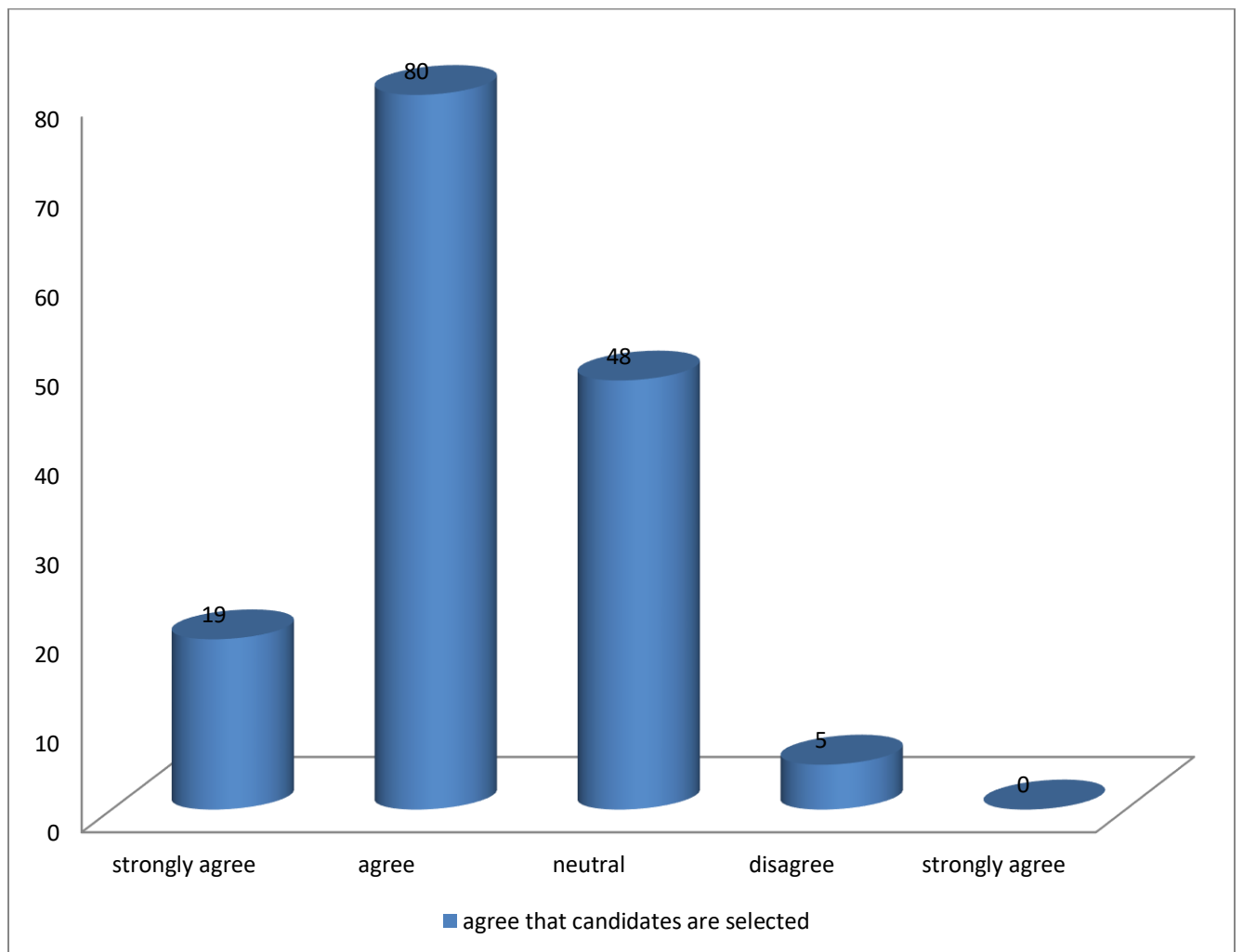


Fig 4.13 agree that candidates are selected

4.1.14 please tell us whether contents covered during training session was relevant to you

Table 4.14

Opinion	No of respondents	No of respondents in %
Yes	130	86.1
No	22	13.9
Total	152	100

Interpretation:

In the above table we can observe the 86.1% of the respondents are says yes for the question asked whether contents covered during training session was relevant to you. 13.9% of the respondents are says NO for the questions asked whether contents covered during training session was relevant to you. Mostly 130 respondents are says YES for the question asked whether contents covered during training session was relevant to you.

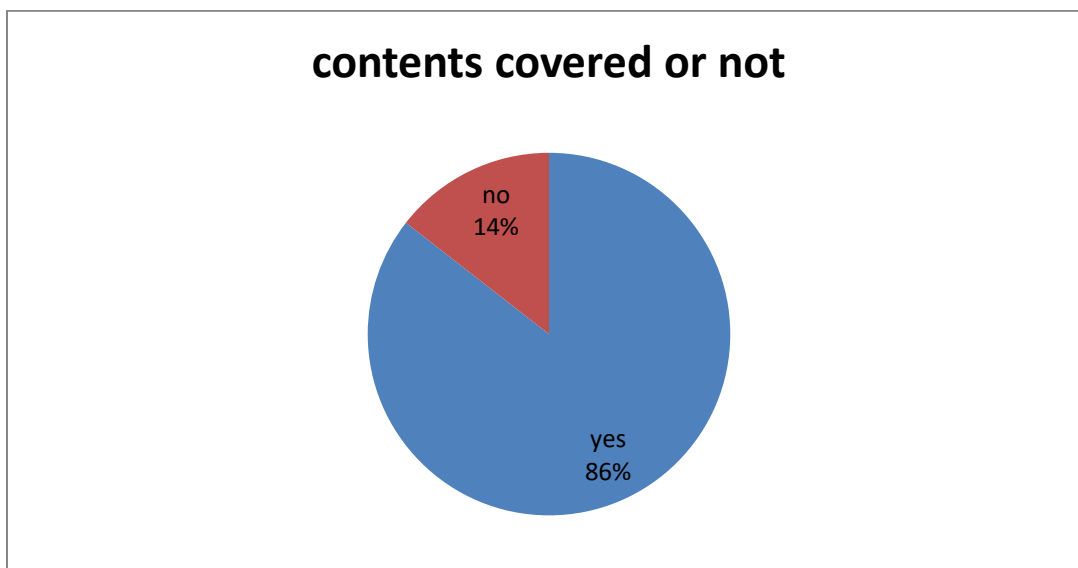


Fig 4.14 contents covered or not

4.1.15 please tell me How do you rate the trainer for his preparation, communication and body languages during the training Programme

Table 4.15

Opinion	No of respondent	No of respondents in %
Excellent	39	25.8
Very good	85	56.3
Good	28	17.9
Poor	0	0
Total	152	100

Interpretation:

In the above table we can observe the 56.3% of the respondents are rate the trainer for his preparation, communication and body languages during the training Programme was very good. 25.8% of the respondents are rate the trainer for his preparation, communication and body languages during the training Programme was excellent. 17.9% of the respondents are rate the trainer for his preparation, communication and body languages during the training Programme was good and the finally no one is rate the trainer for his preparation, communication and body languages during the training Programme was poor. Mostly the 85 respondents are rate the trainer for his preparation, communication and body languages during the training Programme was very good.



Fig 4.15 Rating for trainer

4.1.16 please tell me when do you get communicated about the training Programme

Table 4.16

Opinion	No of respondents	No of respondents in %
Well in advance	80	52.6
Previous day	68	44.7
On the day of training	4	2.6
Total	152	100

Interpretation:

In the above table we can observe the 52.6% of the respondents are known well in advance for communicated about the training Programme. 44.7% of the respondents are known in previous day for communicated about the training Programme and the 2.6% of the respondents are known on the day of training for communicated about the training Programme. Mostly the 80 respondents are known well in advance for communicated about the training Programme.

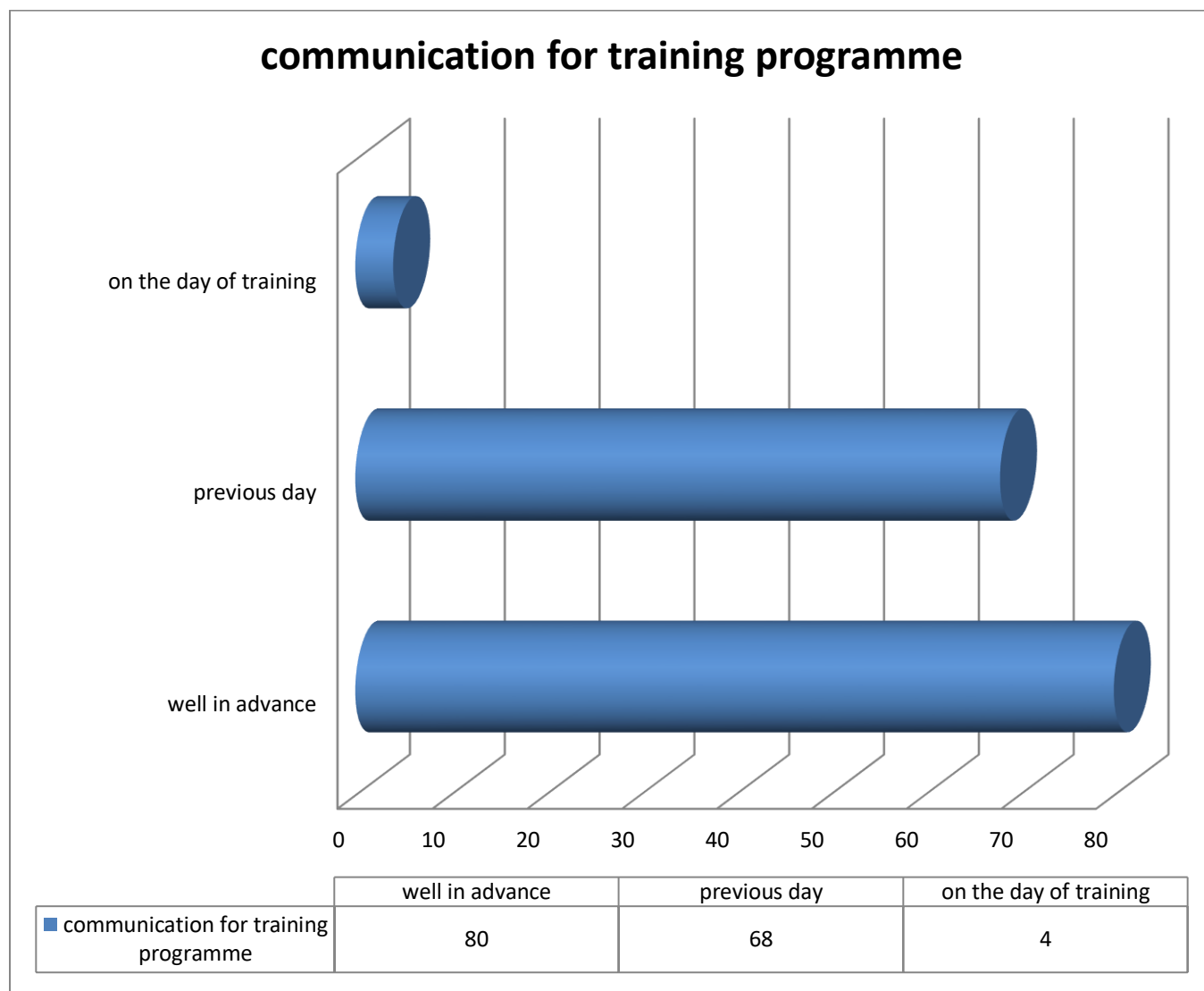


Fig 4.16 Communication for training Programme

4.1.17 please give a Rate what extant to training has helped you in improving

Table 4.17

Opinion	No of respondents	No of respondents in %
Increasing the productivity	19	12.5
Get the promotion	88	57.9
Comfortable on the job	39	25.7
Completing the job on the time	6	3.9
Total	152	100

Interpretation:

In the above table we can observe the 57.9% of the respondents are says the training Programme is helping them for to get the promotion in the job. 25.7% of the respondents are says the training Programme are help them for comfortable on the job. 12.5% of the respondents are says the training Programme are help them for increasing the productivity and the 3.9% of the respondents are says the training Programme are help them for completing the job on the time. Mostly the 88 respondents are says the training Programme are help them for to get the promotion in the job.

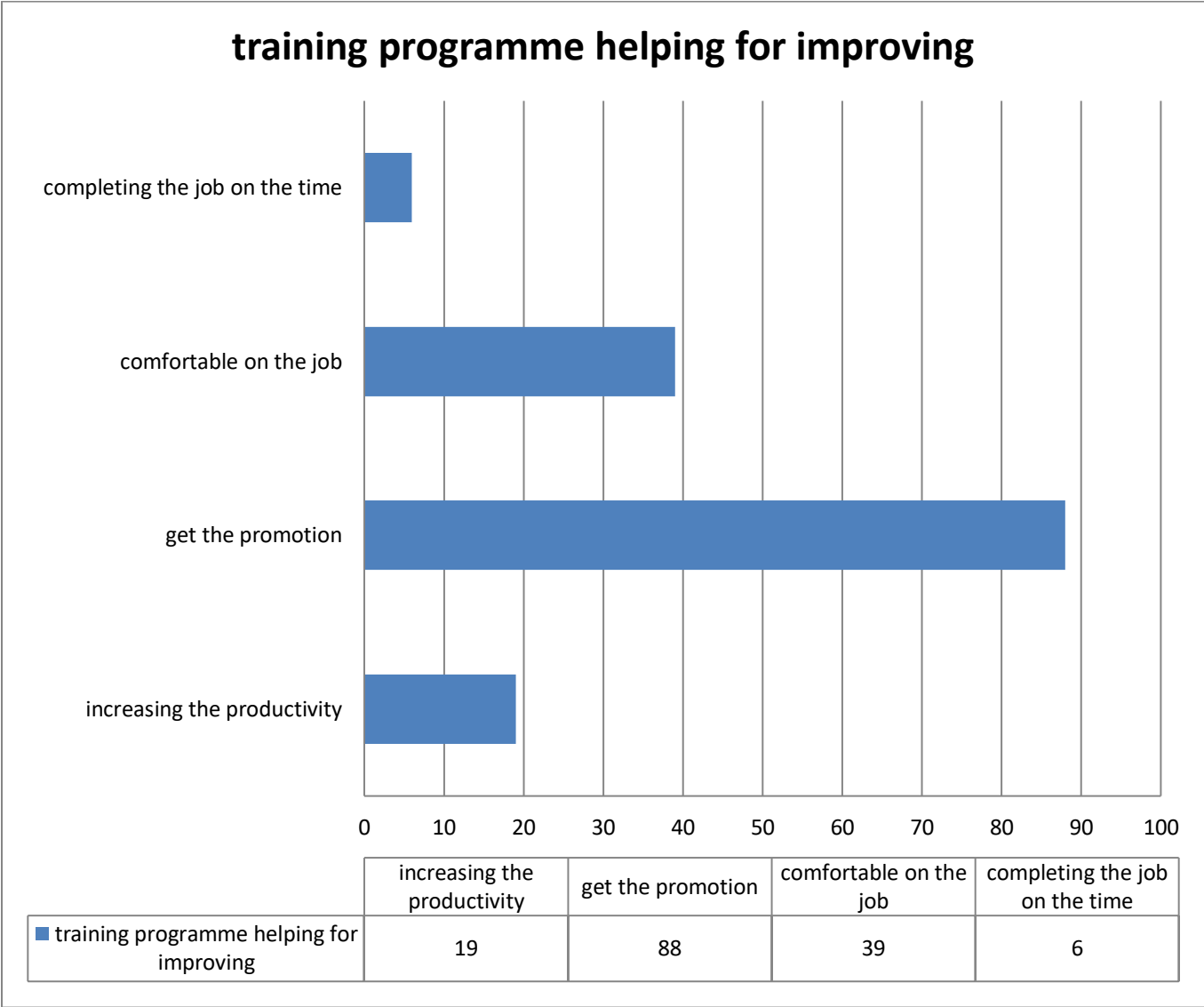


Fig 4.17 Training Programme helping for improving

4.1.18 please mention Are you getting the chance to ask doing the training session

Table 4.18

Opinion	No of respondents	No of respondents in %
Yes	109	71.7
No	43	28.3
Total	152	100

Interpretation:

In the above table we can observe the 71.7% of the respondents are says YES for asking the question to them they getting the chance to ask doing the training session in the organization and the 28.3% of the respondents are says NO for asking the question to them they getting the chance to ask doing the training session in the organization.

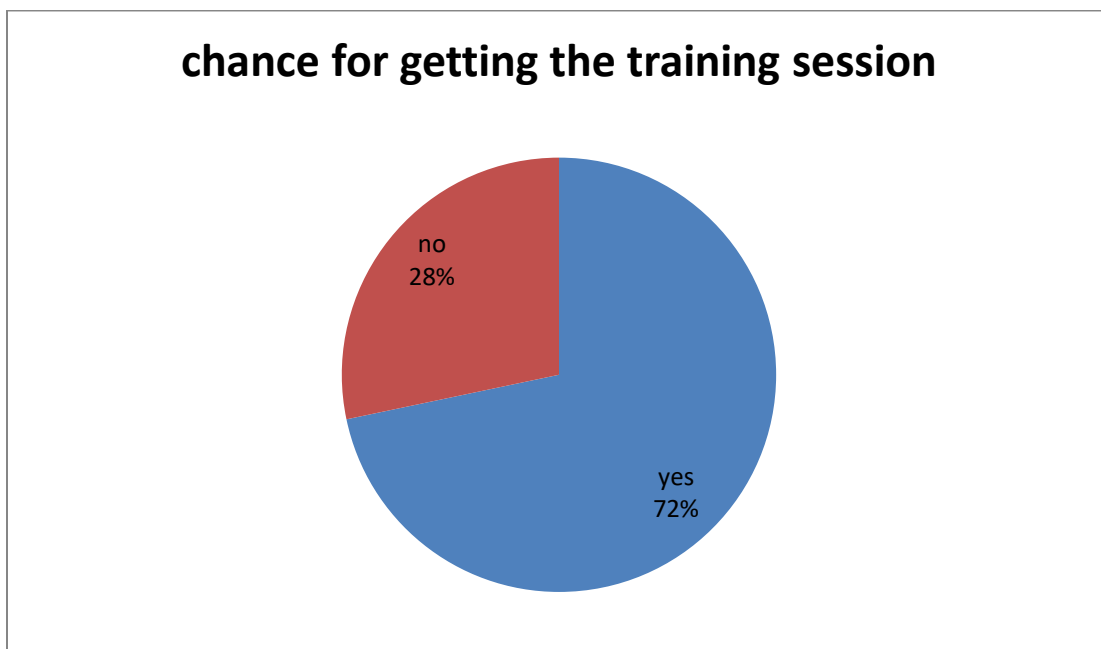


Fig 4.18 Chance for getting the training session

4.1.19 please tell me whether the training methods provide during the training session was helpful

Table 4.19

Opinion	No of respondents	No of respondents in %
Strongly agree	19	12.5
Agree	79	52
Neutral	50	32.9
Disagree	3	2
Strongly disagree	1	0.7
Total	152	100

Interpretation:

In the above table we can observe the 52% of the respondents are rate the training methods provide during the training session was helpful as AGREE. 32.9% of the respondents are rate the training methods provide during the training session was helpful as NEUTRAL. 12.5% of the respondents are rate the training methods provide during the training session was helpful as STRONGLY AGREE. 2% of the respondents are rate the training methods provide during the training session was helpful as DISAGREE and the 0.7% of the respondents are rate the training methods provide during the training session was helpful as STRONGLY DISAGREE. Mostly the 79 respondents are rate the training methods provide during the training session was helpful as AGREE.

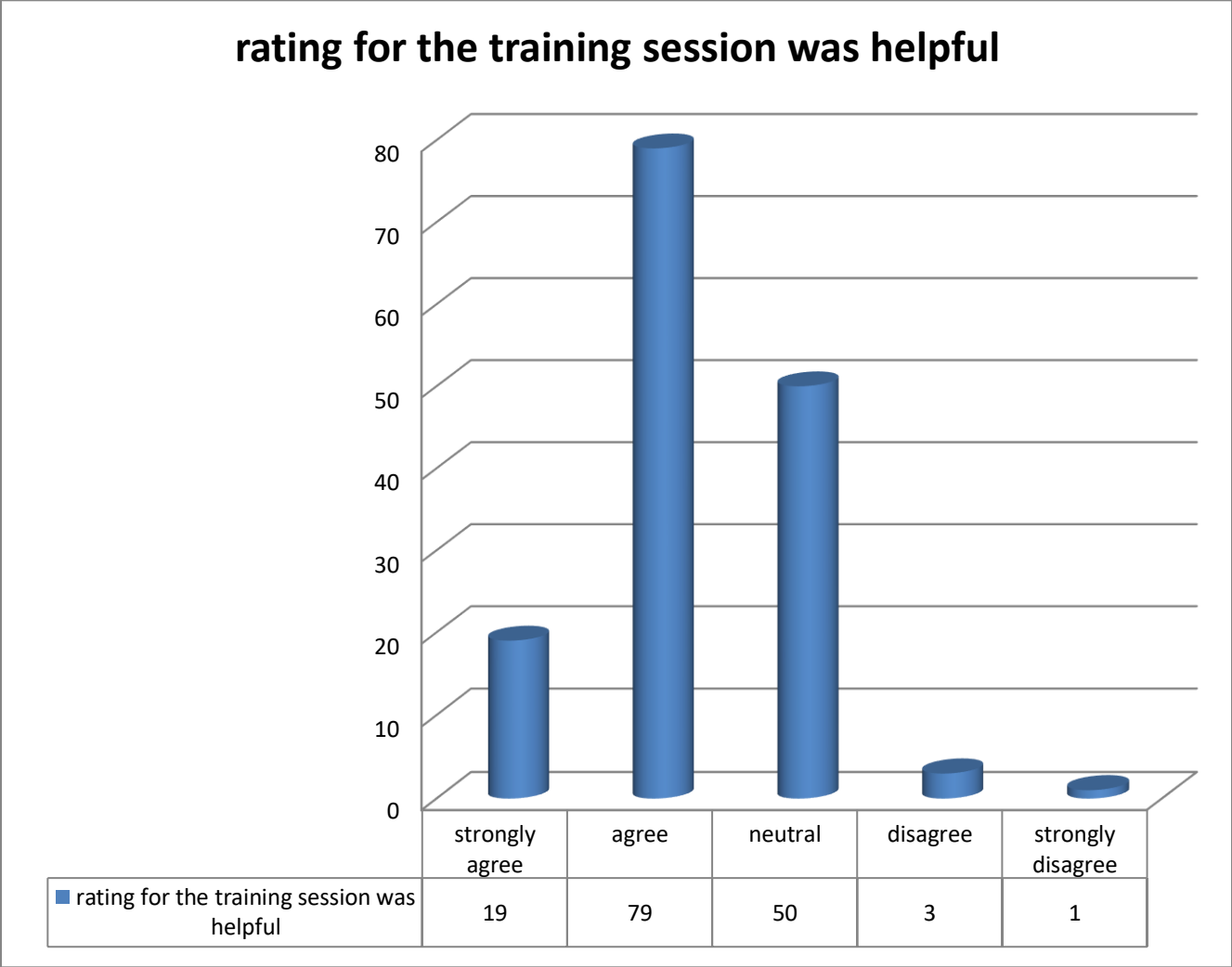


Fig 4.19 Rating for the training session was helpful

4.1.20 does they Will take any feedback after completion your training Programme

Table 4.20

Opinion	No of respondents	No of respondents in %
Yes	137	90.1
No	15	9.9
Total	152	100

Interpretation:

In the above table we can observe the 90.1% of the respondents are says YES for they will take the feedback after the completing the training Programme and the 9.9% of the respondents are says NO for they will take the feedback after the completing the training Programme.

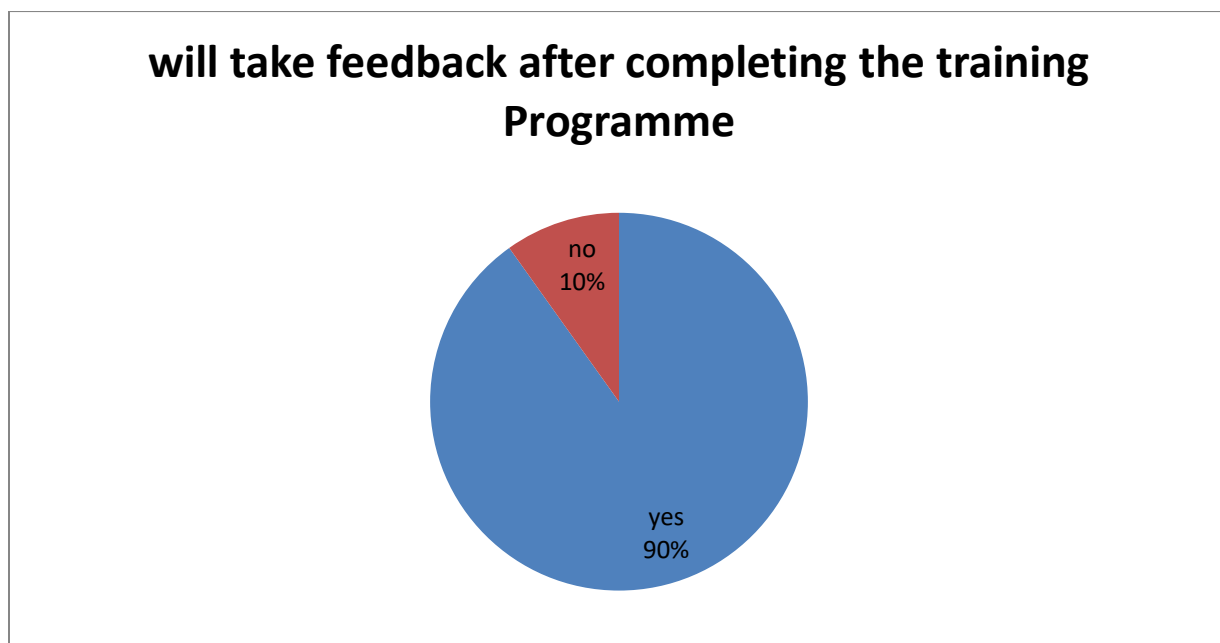


Fig 4.20 Will take the feedback after completing the training Programme

4.2 chi-square for the question age of the respondents and how long you have been working for an organization

Table 4.21

		please tell me How long you work for the organisation Crosstabulation				
		please tell me How long you work for the organisation				
			1-5 years	10 years and above	5-10 years	Total
Age of the respondents	Count	100	0	0	0	100
	% within Age of the respondents	100.0%	0.0%	0.0%	0.0%	100.0%
	15-20	Count	0	4	0	3
	% within Age of the respondents	0.0%	57.1%	0.0%	42.9%	100.0%
	21-30	Count	0	48	11	73
	% within Age of the respondents	0.0%	36.4%	8.3%	55.3%	100.0%
	31 and above	Count	0	0	3	9
	% within Age of the respondents	0.0%	0.0%	25.0%	75.0%	100.0%
Total		Count	100	52	14	85
		% within Age of the respondents	39.8%	20.7%	5.6%	33.9%

Table 4.22

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	268.108 ^a	9	.000
Likelihood Ratio	351.349	9	.000
N of Valid Cases	251		

a. 8 cells (50.0%) have expected count less than 5. The minimum expected count is .39.

4.23 ANOVA for the question for how many times training Programme organized the organization

Table 4.24

Descriptives

Please tell me how many times training programme organised by your organization in the year

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
supervisor	37	1.78	.584	.096	1.59	1.98	1	3
HR Department	90	1.94	.676	.071	1.80	2.09	1	4
other trainer experts	24	1.88	.741	.151	1.56	2.19	1	3
Total	151	1.89	.665	.054	1.79	2.00	1	4

Table 4.25

ANOVA

Please tell me how many times training programme organised by your organization in the year

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.687	2	.344	.775	.463
Within Groups	65.617	148	.443		
Total	66.305	150			

CHAPTER-5

FINDINGS, SUGGESTIONS AND CONCLUSION

Based on the analysis and discussion on primary data in the previous chapter.

Finding, Suggestions, and Conclusion of the study in logical manner.

5.1 FINDINGS

From the questionnaire, the following points are found and noted

- Majority (87.5%) of the respondents of my questionnaire belong to the age group of 21-30.
- Majority (77%) of the respondents of my questionnaire are male.
- Majority (52%) of the respondents of my questionnaire are unmarried.
- Majority (58.6%) of the respondent's monthly income is 15000-25000.
- Majority (56.3%) of the respondents are working in the organization for 5-10 years.
- Majority (60.5%) of the respondents are getting 2 training programme in a year.
- Majority (53.9%) of the respondents attending the training Programme once in a year.
- Majority (54.6%) of the respondents are getting training in the off the job method.
- Majority (57.6%) of the respondents are 4-7 days duration for the training Programme.
- Majority (59.6%) of the respondents are says the training Programme is conducted by the HR department members in the organization.
- Majority (51.7%) of the respondents AGREE the training and development Programme are conducted as per the schedule.
- Majority (82.8%) of the respondents of my questionnaire says YES for does they getting the correct information from the trainer.
- Majority (52.6%) of the respondents are agreeing for the candidates are selected for the training as per the training needs analysis.

- Majority (86.1%) of the respondents are says YES for the contents covered during the training session was relevant to them.
- Majority (56.3%) of the respondents are rating very good for the trainer preparation, communication and body languages during the training Programme.
- Majority (52.6%) of the respondents are known about the training Programme well in advance.
- Majority (57.9%) of the respondents are tells the training Programme helps them to improve to get promotion in their job.
- Majority (71.7%) of the respondents are says YES for the questionnaire are you getting the chance to ask doing the training session.
- Majority (52%) of the respondents are agreeing the training methods providing during the training session was helpful.
- Majority (90.1%) of the respondents of my questionnaire says YES for the question which I ask did they get any feedback after completing the training Programme.

5.2 Suggestion

- Proper care should be taken when the trainers are selected.
- To make training more interactive and active, try to use more visual and audio.
- Training should aim at improving the skills of the employees and so that training should be practically given by imparting it on the job.
- New development programs should be used.
- External and internal training programs should be connected with each other.

5.3 CONCLUSION

- Top management feels that training is the essential part of the organization, since it is the key for the attitudinal change and the behavioral and their work in the employees. It should be imparted at least one to every employee.

- Both managers and workers feel that the training should be imparted by both external and internal faculty.
- Technical and behavioral training, both are important for the development of the organization. Training and development programs are increasing the output of organization.
- Finally to make any training program successful the cooperation of the management and the employees are essential.

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WEBSITES

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- <https://resources.workable.com/hr-intern-job-description>

APPENDIX

A study on effectiveness of training and development at manufacturing company

QUESTIONNAIRE:

1. Age of the respondents
 - a. 15-20
 - b. 21-30
 - c. 31 and above
2. Gender of the respondents
 - a. male
 - b. female
3. Marital status of the respondents
 - a. married
 - b. unmarried
4. Monthly income of the respondents
 - a. 5000-15000
 - b. 15000-25000
 - c. 25000 and above
5. Please tell me how long you work for the organization
 - a. 1-5 years
 - b. 5-10 years
 - c. 10 years and above
6. Please tell me how many training Programme organized by your organization in the year
 - a. 3 times
 - b. 2 times
 - c. 1 times
 - d. None
7. Please tell me how many training Programme you have attended in organization\
 - a. Once in a year
 - b. Twice in a year
 - c. More than two times in a year
8. Please tell me which methods of training followed by your organization

- a. On the job method
 - b. Off the job method
 - c. Both the job methods
9. Please mention the duration of the training Programme in your organization
- a. 1-3 days
 - b. 4-7 days
 - c. 7-10 days
10. Please tell me who conduct the training Programme in your organization
- a. Supervisor
 - b. HR department
 - c. Other trainer expert
11. Do you agree that training and development Programme are per the schedule
- a. Strongly agree
 - b. Agree
 - c. neutral
 - d. Disagree
 - e. Strongly disagree
12. Does the trainer is experienced in the session does he given sufficient/ correct information
- A. YES
 - b. NO
13. Do you agree that the candidates are selected for the training as per the training need analysis
- a. Strongly agree
 - b. Agree
 - c. neutral
 - d. Disagree
 - e. Strongly disagree
14. Please tell us whether contents covered during training session was relevant to you
- a. YES
 - b. NO
15. Please tell me how do you rate the trainer for his preparation, communication and body languages during the training Programme
- a. Excellent
 - b. Very good
 - c. Good
 - d. poor
16. Please tell me when do get communicated about the training Programme

- a. Well in advance
 - b. Previous day
 - c. On the day of training
17. Please give a rate what extant to training has helped you in improving
- a. Increasing the productivity
 - b. Get the promotion
 - c. Comfortable on the job
 - d. Completing the work with in time
18. Please mention are you getting the chance to ask doing the training session
- a. YES
 - b. NO
19. Do you agree whether the training methods providing during the training session was helpful
- a. Strongly agree
 - b. Agree
 - c. neutral
 - d. Disagree
 - e. Strongly dis agree
20. Does they will take any feedback after completion your training Programme
- a. YES
 - b. NO