

**A STUDY ON EMPLOYEES ATTITUDE TOWARDS TRAINING AND
DEVELOPMENT PROGRAMMES IN APPASAMY ASSOCIATES PVT
LIMITED AT CHENNAI**

Submitted in partial fulfilment of the requirements for the award of
Master of Business Administration

BY
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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 – 600119

MAY 2022



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **VENKATESH.N 40410187** who carried out the project entitled "**A STUDY ON EMPLOYEES ATTITUDE TOWARDS TRAINING AND DEVELOPMENT PROGRAMMES IN APPASAMY ASSOCIATES PVT LIMITED AT CHENNAI** " under my supervision from January 2022 to March 2022.

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Dean – School of Management Studies

Submitted for Viva voce Examination held on _____

Internal Examiner

External Examiner

DECLARATION

I **VENKATESH.N (40410187)** hereby declare that the Project Report entitled “**A STUDY ON EMPLOYEES ATTITUDE TOWARDS TRAINING AND DEVELOPMENT PROGRAMMES IN APPASAMY ASSOCIATES PVT LIMITED AT CHENNAI** ” done by me under the guidance of **DR.S.UMAMAHESHWARI** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

VENKATESH.N

ACKNOWLEDGEMENT

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.

I convey my sincere thanks to **Dr. G. BHUVANESWARI, Dean - School of Management Studies** and **DR. A. PALANI, Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

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VENKATESH.N

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ABSTRACT

In competitive global business climate, Private companies believe that human resources are their main asset and their employees drive them forward and help them in achieving their organizational objectives in this technological world. Based on this idea, companies invest a lot of money in the training and development programme for their employees to change their attitude in to optimistic and to empower their knowledge, technical skills and behavioural pattern. Most of the **APPASAMY ASSOCIATES PVT LIMITED** companies believe that improved skills will help employees to improve their individual performance and it leads to increase the company productivity and enhance share holders value. Therefore IT companies spend billions of rupees every year for employee training and development activities. So a research was conducted for studying employees attitude towards training and development programmes in **APPASAMY ASSOCIATES PVT LIMITED** sector at Chennai in Tamil Nadu India. The primary aim of the study is to investigate the perceived level of impact of training and development programme attended by the Private employees through training evaluation model and to measure the employees work related attitude towards the training and development in Private company through job satisfaction, job involvement and organizational commitment that influences employees attitudes towards training new line.

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CHAPTER:1

1.1 INTRODUCTION

The researcher undertook an extensive literature survey before the formulation of research problem. The earlier studies, which are relevant to the present study, were carefully reviewed. The researcher devoted sufficient time for this work. This indeed helped to have a better understanding of the perspectives of the research problem. By reviewing various theoretical works and empirical studies, the researcher was able to identify the research gaps in order to fill in those gaps of information in his work. In this regard, an attempt was made to review various theoretical and empirical studies to facilitate the present study. This chapter discusses about the employees' attitude towards training and development programmes conducted over the years and presents the review of the related studies conducted in India and abroad in the field of employees' attitude towards training and development and its correlates. It contains a parsimonious list of empirical research conducted in this field. The scholar is presenting the review of literature in chronological order from the latest to the oldest under year wise subheadings.

The success of any training programme largely depends upon the people who are identified for training. On one side, training could be of a greater value when employees acquire technical skills, knowledge and abilities to improve their individual job performance and sustain company's competitive edge. On the other side of the coin, companies opined that it would be a great waste of capital investment, if the technical knowledge and skills acquired during training are not directly applied in the job performance and / or maintained over time to convert into higher productivity and better organizational performance to align with main objectives of the business.

Over the years, Indian Appasamy Associates pvt limited service sector market offerings have evolved from application development and maintenance, to emerge as full service players providing testing services, infrastructure services, consulting and system integration. The coming of a new decade heralds, a strategic shift for Appasamy Associates pvt limited services companies from ‘one factory, one customer’ model to ‘one factory, and all customers’ model’. With the centralization, this strategy model offers best world class services for its growing customer needs and reduced capital expenditure level. So that, there is a need to create best trained professionals who are better able to go for a technology in a specific domain area. With the upcoming of various new technologies, it has become further challenging for the Private companies to offer effective, updated, latest technical knowledge and skill for its employees.

The proposed study was designed to assess the effects of job involvement and workers commitment on organizational performance in Middle East countries. Findings of the study reveal significant positive relationship between job involvements, employee’s commitment and organizational productivity. The study concludes clearly indicate that organizations with high job involvement and employees’ commitment are performing well than organizations with little job involvement and low employees’ commitment.

1.2 OBJECTIVES OF THE STUDY

1. To examine the influence of demographic variables towards impact of training and development.
2. To examine the association between demographic variables and work related attitude of employees.
3. To measure the impact of training and development on job satisfaction, organizational commitment and job involvement.
4. To identify the key factors envisage organizational commitment and job satisfaction.

1.3 SCOPE OF THE STUDY

The study was conducted for employees working in **APPASAMY ASSOCIATES PVT LIMITED** companies in Chennai particularly selecting the top **APPASAMY ASSOCIATES PVT LIMITED** companies, which come under the top 100 companies for the past five years in ranked. The researcher has taken up this study to assess the impact of training and development programme attended by the employees of selected **APPASAMY ASSOCIATES PVT LIMITED** Companies in Chennai.

CHAPTER:2

2.1 REVIEW OF LITERATURE

- ❖ Tiwari, U (2014), mentioned that training is equipping the employees with required skill to perform their job. Development is the growth of employees at every level of management by planned and organized process. The main aim of training and development is the best possible utilization of employees' 11 capabilities. The present study an attempt has been made to study the impact of training and development programmes on employees' efficiency of the Madhya Pradesh Electricity Board (MPSEB). The study showed the impact of training and development programme on employees' efficiency, which appended to be good in MPSEB. The average mean score and percentage score of the overall 20 items has been computed at 3.62 (65.5%)
- ❖ Gilkar, NA & Darzi, JA (2013), the authors define job involvement concerns the degrees to which employees identify themselves with their job. It may be influenced by the level of satisfaction of one's needs- intrinsic or extrinsic. The concept of participative management is considered as a mechanism where workers have a say in decision- making process of an organization. As a sequel to job involvement and participative management, job satisfaction increases productivity through bringing high quality motivation and through increasing working capabilities at the time of implementation. (Miller & Monge, 1986). The contextual analysis of the aforesaid three constructs is highlighted in the triangular framework in this paper.
- ❖ Dizgah, MR et al (2012), aim to study the job satisfaction and job performance in Guilan public sector. The method is correlative and population size is according to budgeting and planning statistic annals of 2009 include 6863 individuals. Sample size is 323 and selected by available non-probable samples. Data were collected by questionnaire and Cronbach's alpha coefficient was used. Results show that there is a meaningful relationship between job satisfaction Inrole performance and innovative job performance and findings are in accordance with previous researches.

- ❖ Bhatia, A et al (2012), the study was explored to find the impact of job involvement on organizational effectiveness is descriptive in nature. It is undertaken to find out the relationship between impacts of job involvement on organizational effectiveness and to find out what additional features are needed to bring organizational effectiveness. The data is collected from 80 employees using Simple random sampling technique in and around Hoshiarpur. The collected data is analyzed by using Exploratory Factor Analysis with the help of statistical software PASW 18.0. The results of present study imply that job involvement is the crucial element for organizational effectiveness. This study revealed that the job involvement has a direct relationship with organizational effectiveness by way of their working style, approach towards the attainment of organizational goal, quality improvement, acquisition of new talent and skills etc. This study is very much helpful to the top management for taking strategic directions and forming the organizational policies. Future studies could expand the conceptual circumference, the scope to the specific industry sectors, and the target audience.

- ❖ Noah, Y & Steve, M (2012), carried out a research to investigate the relationship between work environment and job attitude of employees in a service-oriented work organization in Ilorin, capital city of Kwara state, Nigeria. Method involved the use of questionnaire to collect first hand data from one hundred and twenty respondents from the work organization. Four hypotheses were tested using chi-square statistical method. The findings revealed that there is a significant relationship between work environment and respondents' attitude to job. Specifically, the work environment was found to be socially and physically challenging, thereby leading to some negative behaviours on the part of the workers such as absenteeism, low commitment and apathy. The study concludes that in view of the importance of work environmental factors to positive job attitude, programmes such as the introduction of financial incentives, closer communication and positive leadership style should be embarked upon by management in work organizations.

- ❖ QasimSaleem et al (2011), found that training and development builds a team of highly effective and efficient way for achieving organizational objectives. Employees who are trained regularly are well motivated, well mannered and have enhanced confidence and self-esteem. Training and development prepare and enhance employee's knowledge and skills to enable them so that they adapt new technology, the changes that are happening inside the organization and the working environment. Training and development also creates a pool of employees and chances for promotion or to replace employees who have left the organization. Training and development enhances job satisfaction and productivity for organizations because the employees know what is expected of them as they are also equipped with the knowledge and tools to perform their jobs efficiently. Cross-training in which on-job and off-job trainings and multitasking of employees allows them to perform tasks other than what is relegated to them and gives them a sense of importance in the organization and feelings of security.

- ❖ Ahmadi, F (2011), the aim of this paper is to determining factors which they have impact on work motivation. In current study author have examine the effect of individual attributes, job characteristics, and organizational variables on three aspects of work motivation: job satisfaction, organizational commitment, and job involvement. The results indicated that managers have varying degrees of influence over these different aspects of work motivation, with greatest influence over job satisfaction and least influence over job involvement.

CHAPTER:3

3.1 RESEARCH METHODOLOGY

The study is descriptive in nature. It attempts to describe the, impact of training and development programme and employees' work related attitude such as organizational commitment, job satisfaction and job involvement. The stratified random sampling technique has been used to select the employees from the Appasamy associates Company for the study.

SOURCE OF DATA

Primary data: The questionnaire Method have been used as a tool for a data collection in this research.

Secondary data: Secondary data means data that are already available they refer to data which has already been collected and analysed by someone else. The secondary data for the study was collected from book website magazines and other sources

3.2HYPOTHESES OF THE STUDY

- H1: There is no association between the demographic variables and the impact of training and development programmes.
- H2: There is no association between demographic variables and work related attitude of employees towards training and development programme in APPASAMY ASSOCIATES PVT LIMITED AT CHENNAI.
- H3: There is no association between level of job involvement and level of job satisfaction.
- H4: There is no significant difference between mean ranks towards factors affecting impact of training and development programmes.

3.2.1 HYPOTHESIS ANALYSIS TOOLS OUTPUT

CHI SQUARE

The CHI-SQUARE test is the widely used non-parametric statistical test that describe the magnitude of discrepancy between the observed data and the data expected to be obtained with a specific hypothesis.

HYPOTHESIS

H1: There is no association between the demographic variables and the impact of training and development programmes.

H2: There is no association between demographic variables and work related attitude of employees towards training and development programme in APPASAMY ASSOCIATES PVT LIMITED AT CHENNAI.

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender* Department	100	100.0%	0	0.0%	100	100.0%

Gender * Department Crosstabulation

Count

		Department				Total
		Technical	Non Technical	HR	Student	
Gender	Male	44	54	0	0	100
	Female	58	42	1	1	100
Total		100	100	1	1	100

Chi-Square Tests			
	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	2.021a	3	.568
Likelihood Ratio	2.793	3	.425
Linear-by-Linear Association	.939	1	.333
N of Valid Cases	100		

a. 4 cells (50.0%) have expected count less than 5. The minimum expected count is .49.

INFERENCE

Since p value (0.333) is greater than 0.05 We accept the null hypothesis and reject the chi-square Test the cases with valid data in the specified range(s) for all variables in the each table. Hence there is no significant difference between Gender. Indicate your level of agreement with each of the following statement Department.

ANOVA

The ANOVA test is the widely used non-parametric statistical test that describes the magnitude of discrepancy between the observed data and the data expected to be obtained with a specific hypothesis.

ANOVA					
Monthly_Income_level_	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.300	3	.100	.245	.864
Within Groups	16.678	41	.407		
Total	16.978	44			

Multiple Comparisons

Dependent Variable: Monthly_Income_level_

Tukey HSD

(I)	(J)	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
training_mostimportant_toyourdevelopment_over_nexttwoyears_	training_mostimportant_toyourdevelopment_over_nexttwoyears_				Lower Bound	Upper Bound
Technical training,	Soft skills training	-.212	.253	.836	-.89	.47
	Time management training	-.167	.480	.985	-1.45	1.12
	Leadership training	-.078	.226	.985	-.68	.53
Soft skills training	Technical training,	.212	.253	.836	-.47	.89
	Time management training	.045	.490	1.000	-1.27	1.36
	Leadership training	.134	.247	.948	-.53	.79
Time management training	Technical training,	.167	.480	.985	-1.12	1.45
	Soft skills training	-.045	.490	1.000	-1.36	1.27
	Leadership training	.088	.477	.998	-1.19	1.36
Leadership training	Technical training,	.078	.226	.985	-.53	.68
	Soft skills training	-.134	.247	.948	-.79	.53
	Time management training	-.088	.477	.998	-1.36	1.19

Monthly_Income_level_

Tukey HSD^{a,b}

training_mostimportant_toyourdevelopment_over_nexttwoyears_	N	Subset for alpha = 0.05
		1
Technical training,	15	1.33
Leadership training	17	1.41
Time management training	2	1.50
Soft skills training	11	1.55
Sig.		.944

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 5.583.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

INFERENCE

Since p value (0.944) is greater than 0.05 We accept the and reject the chi-square Test the cases with valid data in the specified range(s) for all variables in the each table .Hence there is no significant difference between Gender Indicate your level of agreement with each of the following statement Department.

CHAPTER:4

4.1 PERCENTAGE DATA ANALYSIS

TABLE NO:4.1.1

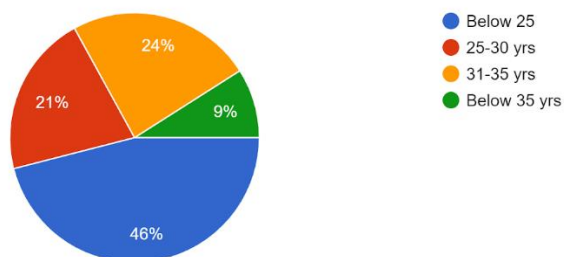
AGE OF THE RESPONDENTS:

S.NO	AGE	NO.OF.RESPONDENTS	PERCENTAGE
1.	Below 25	46	46%
2.	25-30	21	21%
3.	31-35	24	24%
4.	Above 35	9	9%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.1

Age
100 responses



INFERENCE

From the above table it is interpreted that the number of respondents Below 25 age of respondents are 46%, between 25-30 age of respondents are 21%, between 31-35 age of respondents 24%, between Above35 age of respondents are 9%

TABLE NO:4.1.2

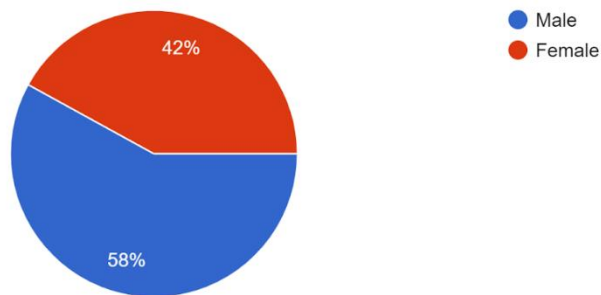
Gender of the Respondents:

S.NO	Gender	No. of Respondents	Percentage
1.	Male	58	58%
2.	Female	42	42%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.2

Gender
100 responses



INFERENCE

From the above table it is interpreted that the number of Male respondents is 58% and Female respondents is 42%

TABLE NO:4.1.3

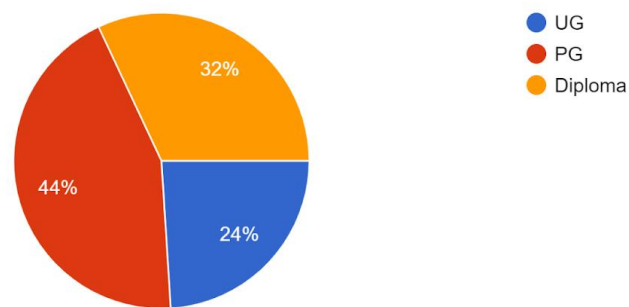
Educational Qualification of the respondents:

S.NO	Qualification	No. of Respondents	Percentage
1.	UG	24	24%
2.	PG	44	44%
3.	Diploma	32	32%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.3

Educational Qualification
100 responses



INFERENCE

From the above table it is interpreted that the number of UG respondents is 24% and PG respondents is 44% and Diploma 32%.

TABLE NO:4.1.4

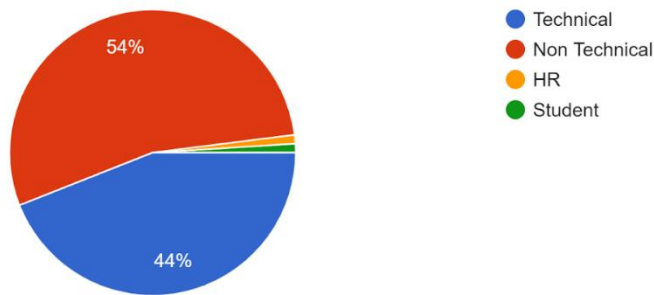
Department of the Respondents:

S.NO	Options	No. of Respondents	Percentage
1.	Technical	54	54%
2.	Non Technical	44	44%
3.	Others	2	2%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.4

Department
100 responses



INFERENCE

From the above table it is interpreted that the number of Technical respondents is 54% and Non Technical respondents is 44% and Others 2%

TABLE NO:4.1.5

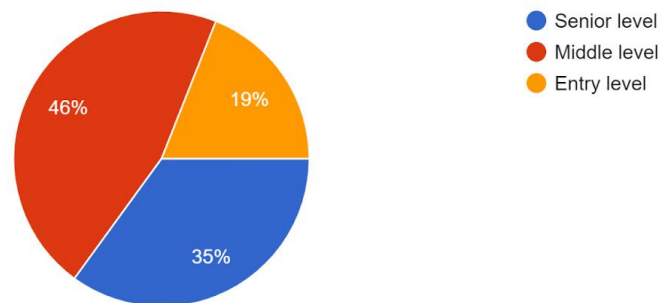
Designation of the Respondents:

S.NO	Options	No. of Respondents	Percentage
1.	Senior level	35	35%
2.	Middle level	46	46%
3.	Entry level	19	19%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.5

Designation
100 responses



INFERENCE

From the above table it is interpreted that the number of Senior level respondents is 35% and Middle level respondents is 46% and Entry level 19%

TABLE NO:4.1.6

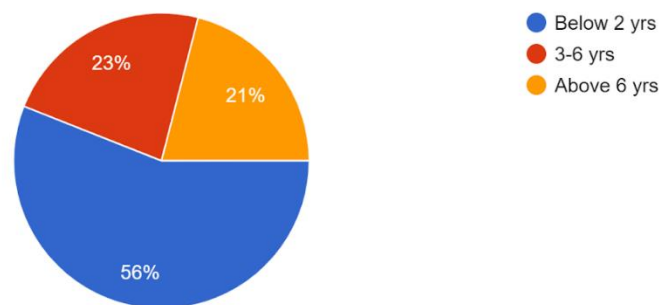
Experience of the Respondents:

S.NO	Options	No. of Respondents	Percentage
1.	Below 2yrs	56	56%
2.	3-6yrs	23	23%
3.	Above 6yrs	21	21%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.6

Experience
100 responses



INFERENCE

From the above table it is interpreted that the number of Below 2yrs respondents is 55% and 3-6yrs respondents is 23% and Above 6yrs 21%

TABLE NO:4.1.7

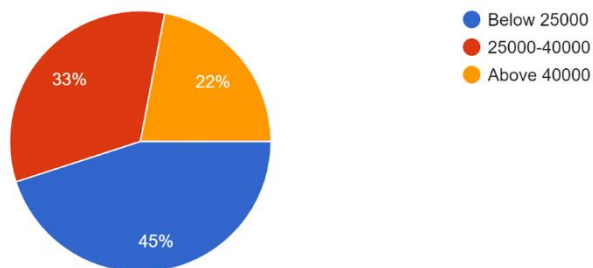
Monthly Income level of the Respondents:

S.NO	Options	No. of Respondents	Percentage
1.	Below 25000	45	45%
2.	25000-40000	33	33%
3.	Above 40000	22	22%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.7

Monthly Income level
100 responses



INFERENCE

From the above table it is interpreted that the number of Below 25000 respondents is 45% and 25000-40000 respondents is 33% and Above 40000 22%

TABLE NO:4.1.8

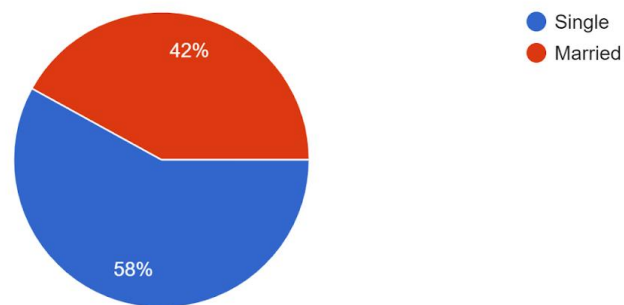
Marital Status of the Respondents:

S.NO	Optics	No. of Respondents	Percentage
1.	Single	58	58%
2.	Married	42	42%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.8

Marital Status
100 responses



INFERENCE

From the above table it is interpreted that the number of Single respondents is 58% and Married respondents is 42%

TABLE NO:4.1.9

How many training programmes had attended by you in this organization?:

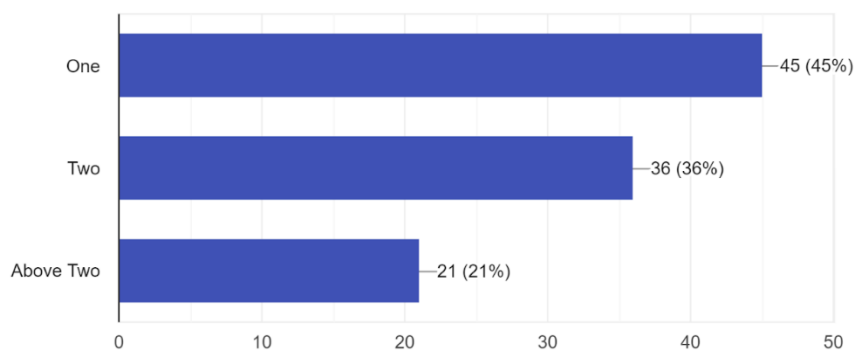
S.NO	Options	No. of Respondents	Percentage
1.	One	45	45%
2.	Two	32	32%
3.	Above Two	21	21%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.9

How many training programmes had attended by you in this organization?

100 responses



INFERENCE

From the above table it is interpreted that the number of One respondents is 45% and Two respondents is 32% and Above Two 21%

TABLE NO:4.1.10

Please indicate the training areas which are most important to your development over the next two years?

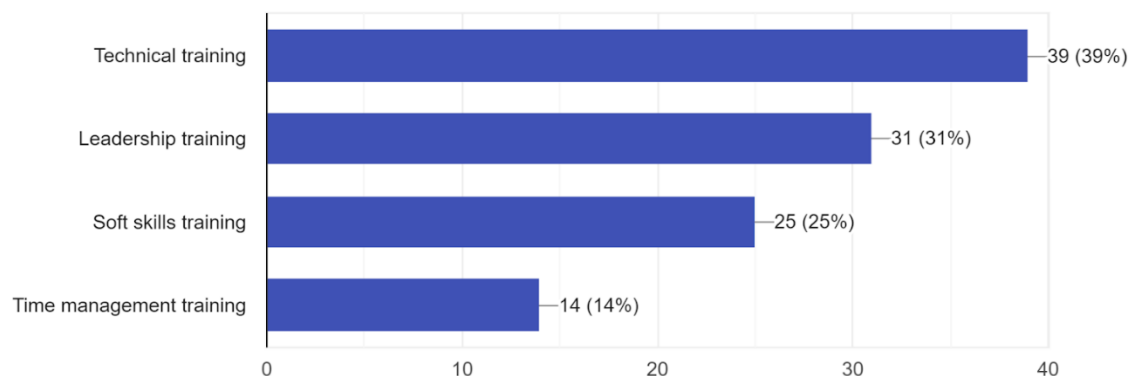
S.NO	Options	No. of Respondents	Percentage
1.	Technical	39	39%
2.	Leadership	31	31%
3.	Soft skills	25	25%
4.	Time Management	14	14%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.10

Please indicate the training areas which are most important to your development over the next two years?

100 responses



INFERENCE

From the above table it is interpreted that the number of Technical respondents is 39% and Leadership respondents is 31% and Soft skills 25% and Time management respondents 14%

TABLE NO:4.1.11

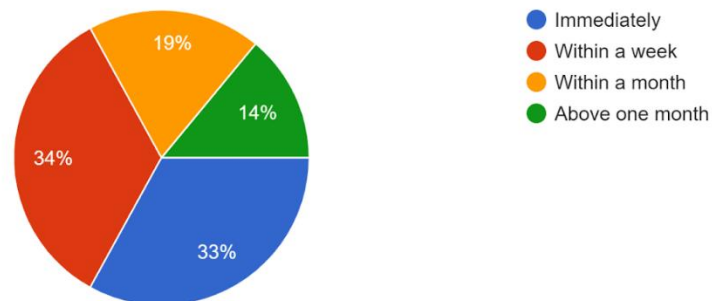
After returning from training, how long will take to use the skills / knowledge you learned?

S.NO	Options	No. of Respondents	Percentage
1.	Immediately	33	33%
2.	Within a week	34	34%
3.	Within a month	19	19%
4.	Above one month	14	14%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.11

After returning from training, how long will take to use the skills / knowledge you learned?
100 responses



INFERENCE

From the above table it is interpreted that the number of Immediately respondents is 33% and Within a week respondents is 34% and Within a month 19% and Above one month respondents 14%

TABLE NO:4.1.12

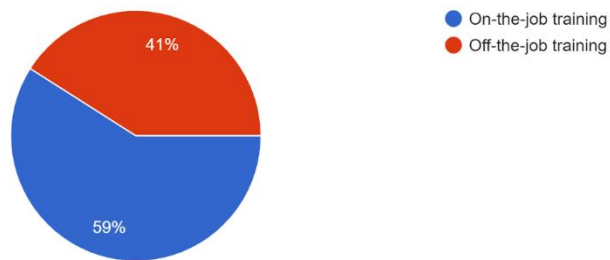
What methods were used for the training?

S.NO	Optics	No. of Respondents	Percentage
1.	On- the -job	59	59%
2.	Off- the- job	41	41%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.12

What methods were used for the training?
100 responses



INFERENCE

From the above table it is interpreted that the number of On-the-job respondents is 59% and Off-the-job respondents is 41% .

TABLE NO:4.1.13

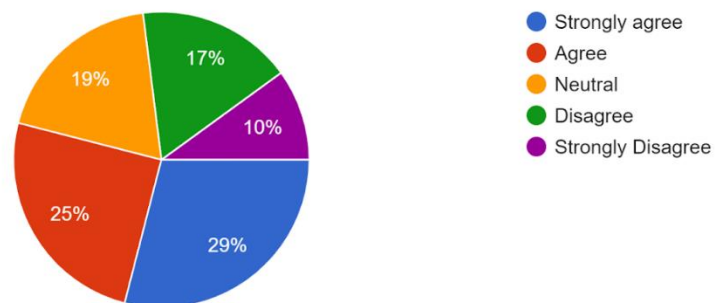
The training sessions conducted in your organization is useful

S.NO	Options	No. of Respondents	Percentage
1.	Strongly agree	29	29%
2.	Agree	25	25%
3.	Neutral	19	19%
4.	Disagree	17	17%
5.	Strongly Disagree	10	10
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.13

The training sessions conducted in your organization is useful
100 responses



INFERENCE

From the above table it is interpreted that the number of Strongly agree respondents is 29% and Agree respondents is 25% and Neutral 19% and Disagree respondents 17% and Strongly Disagree 10%.

TABLE NO:4.1.14

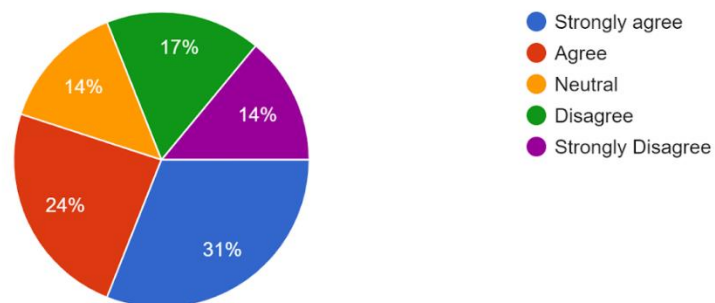
Your organization consider training as a part of organization strategy.?

S.NO	Options	No. of Respondents	Percentage
1.	Strongly agree	31	31%
2.	Agree	24	24%
3.	Neutral	14	14%
4.	Disagree	17	17%
5.	Strongly Disagree	14	10
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.14

Your organization consider training as a part of organization strategy.
100 responses



INFERENCE

From the above table it is interpreted that the number of Strongly agree respondents is 31% and Agree respondents is 24% and Neutral 14% and Disagree respondents 17% and Strongly Disagree 10%.

TABLE NO:4.1.15

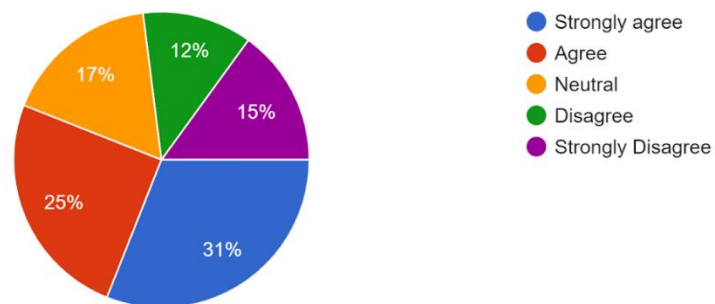
Employees are given appraisal in order to motivate them to attend the training.

S.NO	Options	No. of Respondents	Percentage
1.	Strongly agree	31	31%
2.	Agree	25	25%
3.	Neutral	17	17%
4.	Disagree	12	12%
5.	Strongly Disagree	15	15%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.15

Employees are given appraisal in order to motivate them to attend the training.
100 responses



INFERENCE

From the above table it is interpreted that the number of Strongly agree respondents is 31% and Agree respondents is 25% and Neutral 17% and Disagree respondents 12% and Strongly Disagree 15%.

TABLE NO:4.1.16

How well the workplace of the training is physically organized?

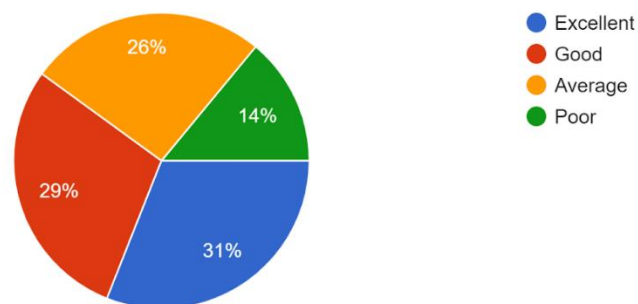
S.NO	Options	No. of Respondents	Percentage
1.	Excellent	31	31%
2.	Good	29	29%
3.	Average	29	29%
4.	Poor	14	14%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.16

How well the workplace of the training is physically organized?

100 responses



INFERENCE

From the above table it is interpreted that the number of Excellent respondents is 31% and Good respondents is 29% and Average respondents is 26% and Poor respondents 14% .

TABLE NO:4.1.17

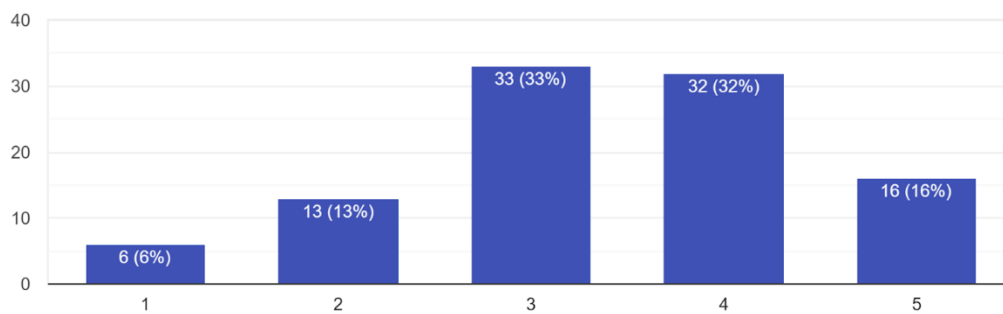
Rate your training session

S.NO	Rate	No. of Respondents	Percentage
1.	1	6	6%
2.	2	13	13%
3.	3	33	33%
4.	4	32	32%
5.	5	16	16%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.17

Rate your training session
100 responses



INFERENCE

From the above table it is interpreted that the number of respondents is 6% and respondents is 13% and respondents is 33% and respondents 32% and rate is 16% .

TABLE NO:4.1.18

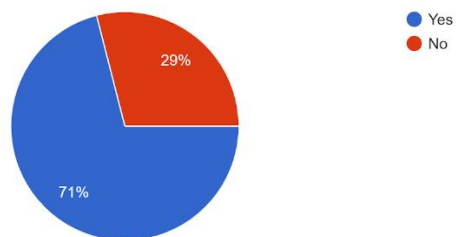
Do you need any additional training programmes?

S.NO	Optics	No. of Respondents	Percentage
1.	Yes	71	71%
2.	No	29	29%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.18

Do you need any additional training programmes?
100 responses



INFERENCE

From the above table it is interpreted that the number of Yes respondents is 71% and No respondents is 29% .

TABLE NO:4.1.19

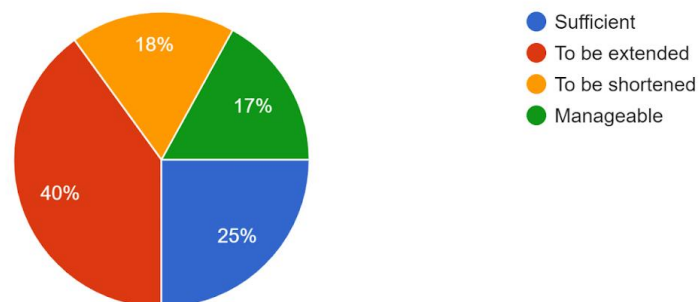
The time duration given for the training period?

S.NO	Options	No. of Respondents	Percentage
1.	Sufficient	25	25%
2.	To be extended	40	40%
3.	To be shortened	18	18%
4.	Manageable	17	17%
TOTAL		100	100

SOURCE: Primary Data

CHART NO :4.1.19

The time duration given for the training period?
100 responses



INFERENCE

From the above table it is interpreted that the number of Sufficient respondents is 25% and Good respondents is 29% and Average respondents is 26% and Poor respondents 14% .

CHAPTER:5

5.1 Findings:

- Majority (46%) of the respondents are age between Below 25 yrs.
- Majority (58%) of the respondents are Male.
- Majority (44%) of the respondents are PG.
- Majority (54%) of the respondents are Technical.
- Majority (46%) of the respondents are Middle level.
- Majority (56%) of the respondents are Below 2yrs.
- Majority (45%) of the respondents are Below 25000.
- Majority (58%) of the respondents are single.
- Majority (45%) of the respondents are One.
- Majority (39%) of the respondents are Technical.
- Majority (33%) of the respondents are Immediately.
- Majority (59%) of the respondents are On-the-job.
- Majority (29%) of the respondents are Strongly agree.
- Majority (31%) of the respondents are Strongly agree.
- Majority (31%) of the respondents are Strongly agree.
- Majority (31%) of the respondents are Excellent.
- Majority (33%) of the respondents are Rate 3.
- Majority (71%) of the respondents are Yes.
- Majority (40%) of the respondents are To be extended.

5.2 Suggestions:

1. Employees who value training programs are the ones you want because it means they are always seeking ways to improve themselves and learn new skills in this rapidly changing world. If you're looking to attract and retain the very best, it's worth it to invest in training and development
2. Start with the goal in mind. Whether it's increasing your sales numbers, improving employee retention or decreasing human resources complaints, you've got to know what you want to accomplish. It's OK to even have several goals you want to accomplish at the same time. What's important is to have them clearly in mind when designing your program.
3. Some of the best training and development talent may already be in your organization. Let your managers know that developing employees is part of their job, but also be aware of what non-managers have to teach their colleagues. Give employees a chance to shine by sharing what they've learned, especially if they've just completed a big project or passed a major milestone.
4. Employees will likely have a pretty good idea of where their skills deficits might lie. And, if they have a hand in shaping training and development programs, they'll have a much better attitude about participating. You won't be able to please everyone, but you might be surprised at the creative and thoughtful ideas you get if you just ask.
5. Training and development programs are a great time to foster the kind of company-wide camaraderie and understanding that doesn't happen when people are sitting in their respective cubicles. It can also broaden employee skill sets and make the company function better as a cohesive whole.

5.3 Conclusion:

Training and development is the tonic of the employees who need to enhance their performance and potential that will in turn enhance organizational effectiveness. This study examines the evaluation framework of impact of training and development and employees work related attitude towards training and development in the APPASAMY ASSOCIATES PVT LIMITED AT CHENNAI .The findings also reveal that the impact of training and development programme has positive relationship with the level of job satisfaction, organizational commitment and job involvement of the employees. The most salient feature of training and development is the better organizational performance of employees. The most important issues in the APPASAMY ASSOCIATES PVT LIMITED AT CHENNAI are employee turnover and attrition. Employee retention to a large extent depends on job satisfaction and organizational commitment. When employees are happy with their jobs, they are committed to stay with the organization and are unwilling to exit from their current job. Increased commitment will also increase their efficiency.

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QUESTIONNAIRE

1.Name of the respondent

2.Age

- Below 25 yrs
- 25-30 yrs
- 31-35 yrs
- Above 35 yrs

3. Gender

- Male
- Female

4. Department

- Technical
- Non Technical

5. Designation

- Senior level
- Middle level
- Entry level

6. Educational Qualification

- UG
- PG
- Diploma
- others

7. Experience

- Below 3 years
- 4 - 6 years
- Above 6 years

8. Monthly Income level

- Upto Rs.25000
- Rs.25001-50000
- Above Rs.50000

9. Marital Status

- Single
- Married

10. Please indicate the training areas which are most important to your development over the next two years?

- Technical training
- Leadership training
- Soft skills training
- Time management training

11. After returning from training, how long will take to use the skills / knowledge you learned?

- Immediately
- Within a week
- Within a month
- Above one month

12. What methods were used for the training?

- On-the-job training
- Off-the-job training

13. Your organisation considers training as a part of organisation strategy.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

14. Enough practice is given for us during training session?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

15. The training sessions conducted in your organisation are useful.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

16. Employees are given appraisal in order to motivate them to attend the training.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

17.How well the workplace of the training is physically organized?

- Excellent
- Good
- Average
- Bad

18. Do you need any additional training programmes?

- Yes
- No

19.The time duration given for the training period?

- Sufficient
- To be extended
- To be shortened
- Manageable

20.Do you like to recommend any new additional training programmes?

- Yes
- No

21. How many training programmes had attended by you in this organization?

- One
- Two
- Above Two

22.Reaction to training programme

	SA	A	N	DA	SDA
Actual training given and the real working environment are entirely different					
Timing of training session is convenient					
I am attending the training programme regularly					
There is a feedback mechanism in connection with the training programme					
Trainee and trainer interactive session are good					

23. Please rate the following aspects of the training class?

	EXCELLENT	GOOD	FAIR	POOR	N/A
Did this class meet your expectations?					
The length appropriate?					
Did the class begin on time?					
The equipment working properly					
How would you rate the manuals?					

24.Give your suggestion

25.Rate your training session

