

A STUDY ON IMPACT OF VIRTUAL TRAINING ON EMPLOYEES PERFORMANCE WITH REFERENCE WITH ANTO TECHNOLOGIES,CHENNAI

Submitted in partial fulfillment of the requirements for the award of

Master of Business Administration

by

**PREETHA DEVI S
39410156**



SCHOOL OF BUSINESS ADMINISTRATION

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 - 2021



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SCHOOL OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of Ms Preetha Devi .S_(39410156.) who have done the Project work entitled ,” **A Study on impact of virtual training on employees performance with reference with Anto technologies**” under my supervision from December 2020 to February 2021.

DR . J . RANI

Internal Guide

External Guide

Dr. BHUVANESWARI G.

Dean – School of Business Administration

Submitted for Viva voce Examination held on_____.

Internal Examiner

External Examiner



BONAFIDE CERTIFICATE

Date: 10th March 2021

Reg No: ASD2348965

This is to certify that the project reported here has been carried out independently by **Ms. Preetha Devi (39410156)** under the guidance by **Ms. Gayathri Shanmugam** as a project in certification course of program in Business Skills related to Data Analysis based on the concept of "**A study on impact of virtual training on employee performance**" and is her original and bonafide work.

Mr. Kamal Raj
(Managing Director of Anto
Technologies)

Ms. Gayathri Shanmugam
(Human Resource- Training
Department)

DECLARATION

I **Preetha Devi S**, (39410156) hereby declare that the Project Report entitled ,"**A Study on impact of virtual training on employees performance with reference with Anto Technologies,Chennai**" done by me under the guidance of Dr.J.Rani and Ms. Gayathri Shanmugam at ANTO Technologies,Chennai is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

PREETHA DEVI S

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. BHUVANESWARI G.**, Dean, School of Business Administration and **Dr. PALANI A.**, Head, School of Business Administration for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr.J.RANI**, Faculty, school of Business Administration for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the School of Business Administration who were helpful in many ways for the completion of the project.

PREETHA DEVI S

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ABSTRACT

Training and development play an important role in the effectiveness of organizations and to the experiences of people in work. Due to pandemic, the use of e-learning by corporate organizations as a means to deliver training to employees has grown significantly in recent times. Improvement in technology have meant that corporate learning and development departments now have more options available to them and the use of new technologies is increasingly being explored as a method of delivering training to employees virtually.

“A study on impact of virtual training on employee performance analyses actual situation of currently utilized virtual training methods in selected organization (ANTO TECHNOLOGIES) and describes implementation of virtual reality into employee training in ANTO TECHNOLOGIES , the ongoing virtual training process and the problems faced in virtual training process by the employees.

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CHAPTER-1

INTRODUCTION

1.1 INTRODUCTION TO THE STUDY:

Human Resources is the most important asset of an organization. Training and Development is considered to be most important part of an organization. Due to pandemic lockdown organizations like ANTO TECHNOLOGIES suffered to training and it helps to identify the difference between classroom training and virtual training and also it helps in analyzing provide training for employees. So organizations like ANTO TECHNOLOGIES started training their employees through virtually. A STUDY ON IMPACT OF EMPLOYEES PERFORMANCE WITH REFERENCE WITH ANTOO TECHNOLOGIES,CHENNAI will be helpful in analyzing the effectiveness of training and it helps to identify the difference between classroom training and virtual training and it also helps in analyzing the employees preference ,working in ANTO TECHNOLOGIES and attended virtual training provided in ANTO TECHNOLOGIES. And find out areas where employees facing problems in virtual training.

The study uses a questionnaire prepared for evaluating various factors which affects the effectiveness of training and the results are displayed in a table and graph format. Conclusions are arrived based on this samples.

1.2 INDUSTRY PROFILE:

Anto- Technology is a leading Training and Placements company in Chennai. ANTO TECHNOLOGIES are known for their practical approach towards training that enable employees to gain real-time exposure on competitive technologies. Training are offered by employees from MN Cs to give a real corporate exposure.

Anto- Technology have been in IT industry for nearly 10 years, providing Training, Consultancy and Development solutions in emerging technologies like Big Data, Machine Learning, Deep Learning, AI, Java, Python, Software Testing, Personality Development, Aptitude, Soft skills

Corporate Training and Video Based Training on latest Technologies on latest versions. They make sure that all sessions are very much interactive and well structured. They encourage every participant to come up with his / her own queries during & after the training sessions. They prefer practical approach rather than theoretical information to master the technical depth of the technology. They provide excellent Lab Handouts for practice including Real-time Case Studies and Projects on ALL courses. Specific DAY to DAY Course Plan will also be shared prior to training registration to ensure transparency of Training services.

Training's are focused on perfect improvement of technical skills for Freshers and working professional. Training classes are sure to help the trainee with COMPLETE PRACTICAL TRAINING and Real time methodologies.

1.3 COMPANY PROFILE:

Anto Technology is a leading Training and Placements company in Chennai. We are known for our practical approach towards trainings that enable students to gain real-time exposure on competitive technologies. Trainings are offered by employees from MNCs to give a real corporate exposure.

We at Anto Technology have been in IT industry for nearly 10 years, providing Training, Consultancy and Development solutions in emerging technologies like Big Data, Machine Learning, Deep Learning, AI, Java, Python, Software Testing, Personality Development, Aptitude, Soft skills

We undertake Classroom Training, Corporate Training and Video Based Training on latest Technologies on latest versions. We make sure that all our sessions are very much interactive and well structured. We encourage every participant to come up with his / her own queries during & after the training sessions. We prefer practical approach rather than theoretical information to master the technical depth of the technology. We provide excellent Lab Handouts for practice including Realtime Case Studies and Projects on ALL courses. Specific

DAY to DAY Course Plan will also be shared prior to training registration to ensure transparency of our Training services.

Our Trainings are focused on perfect improvement of technical skills for Freshers and working professional. Our Training classes are sure to help the trainee with COMPLETE PRACTICAL TRAINING and Realtime methodologies.

VISION:

To be a leading global technology institute that provides a transformative education to create leaders and innovators, and generates new knowledge for society and industry.

MISSION:

To create an ambience in which new ideas, research and scholarship flourish, and from which the leaders and innovators of tomorrow emerge.

To address problems faced by the trainees through the talent we nurture and the research we do.

To provide an education that transforms students through rigorous coursework and by providing an understanding of the needs of society and industry.

To collaborate with other academic and research institutes around the nation to strengthen the education and research ecosystem.

CHAPTER-2

REVIEW OF LITERATURE

A review of literature on virtual training was conducted to identify methods of effectiveness evaluation for virtual training programs.

Eduardo Salas, Scott I. Tannenbaum, Kurt Kraiger and Kimberly A. Smith-Jentsch(2019) states Organizations in the United States alone spend billions on training each year. These training and development activities allow organizations to adapt, compete, excel, innovate, produce, be safe, improve service, and reach goals

David P. Lepak and Scott A. Snell(2018) states Recognizing that not all employees possess knowledge and skills that are of equal strategic importance, we draw on the resource-based view of the firm, human capital theory, and transaction cost economics to develop a human resource architecture of four different employment modes: internal development, acquisition, contracting, and alliance.

Mark A. Youndt, Scott A. Snell, James W. Dean, Jr. and David P. Lepak(2018) states This study examines two alternative views--universal and contingency--of the human resources (HR)-performance relationship in manufacturing settings.

Eduardo Salas, Scott I. Tannenbaum, Kurt Kraiger and Kimberly A. Smith-Jentsch(2017) states Organizations in the United States alone spend billions on training each year. These training and development activities allow organizations to adapt, compete, excel, innovate, produce, be safe, improve service, and reach goals.

Philip M. Rosenzweig and Nitin Nohria(2015) states A study of human resource management practices in 249 U.S. affiliates of foreign-based multinational corporations (MNCs) shows that in general affiliate HRM practices closely follow local practices, with differences among specific practices.

M.Srimannarayana(2017) states This study analyses the profile of training professionals and presents their viewpoints on the emerging trends in training. The

information collected from 185 training professionals, by administering a questionnaire, has formed the basis for the analysis. The predominant role of these professionally qualified trainers is to manage learning programs.

Jing Guo, Qinling Huang and Xiaobin Lu(2015) states Based upon the subject librarian training practice of CALIS Phase III “Librarian Literacy Training and Qualification Certification” in the charge of Shanghai Jiao Tong University Library, this paper elaborates upon a design for a subject librarian training system concerning objectives, methods, courses, tests, organization and management mechanisms.

Dragoş Gheorghiu Theodor Barth(2015) states One may plausibly argue that if modernism ended in a series of statements on crisis – the crisis of the art-field (Foster 1995), the crisis of cultural interpretation (Marcus 1999), the crisis of political ideologies (Hobsbawm 1995) and the clash of civilisations (Huntington 1996) – we are now left to ponder on what it means to live ‘after the end’. If this is the archaeological question *par excellence* then we are living in the era of its proliferation: it coincides with the *ethos* of the ‘anthropocene’ (Demos 2017).

Harriet Harden-Davies(2014) states Proceedings of the Annual Meeting (Proceedings) is the official record of the American Society of International Law's Annual Meeting. It documents the array of presentations, addresses and discussions among scholars, practitioners, judges, government officials, and advocates from around the world who meet each year to discuss the most salient international legal issues of the day.

Andrea Hanebuth(2014) states Purpose of the exploratory study in this paper is to provide a first test of the transferability of success factors known from virtual teams to an innovative virtual research team. Investigating a real R&D cooperation with two virtual (regional & national) and one local research groups permits a comparative analysis of the influence of geographical distance.

Dominick Fazarro and Rochell McWhorter(2013) states Greening of computing processes is an environmental strategy gaining momentum in the 21st century as evidenced by increased virtual communications. Because of the rising cost of fuel to

travel to meetings and conferences, corporations are adopting sophisticated technologies that provide a "personal" experience for geographically disbursed colleagues to interact in real time.

MATTHEW J. GRAWITCH DAVID W. BALLARD(2012) states Management gurus and employee relations advocates have long recognized that employees are the essential building blocks of any organization, although each group tends to take a slightly different approach to leveraging those key resources.

Xiangyun Luo(2011) states Under the background of "all-for-one" tourism, it is worth studying whether the tourism commodity industry can and how to take the path of coastal cluster. China's marine tourism alone ushered in unprecedented diversified development.

Brian A. Jackson states Based on the evaluation and analysis of the diamond model for the development of traditional industrial clusters, this paper constructs an evaluation model of coastal tourism commodity industrial clusters that taking "consumption demand and market development" as an essential element, and makes an example analysis.

David P. Lepak and Scott A. Snell(2010) states Recognizing that not all employees possess knowledge and skills that are of equal strategic importance, we draw on the resource-based view of the firm, human capital theory, and transaction cost economics to develop a human resource architecture of four different employment modes: internal development, acquisition, contracting, and alliance.

Mark A. Youndt, Scott A. Snell, James W. Dean, Jr. and David P. Lepak,"This study examines two alternative views--universal and contingency--of the human resources (HR)-performance relationship in manufacturing settings. Results from a survey of 97 plants primarily support a contingency approach to human resource management (HRM).

Eduardo Salas, Scott I. Tannenbaum, Kurt Kraiger and Kimberly A. Smith-Jentsch(2010) states Organizations in the United States alone spend billions on training each year. These training and development activities allow organizations to adapt, compete, excel, innovate, produce, be safe, improve service, and reach goals. Training

has successfully been used to reduce errors in such high-risk settings as emergency rooms, aviation, and the military. However, training is also important in more conventional organizations.

Mark A. Youndt and Scott A. Snell(2010) states This study introduces intellectual capital into the strategic human resource management literature in an effort to start to fill in the "black box" between human resource (HR) activities and organizational performance. Results from a multi-industry survey of 208 organizations indicate that different HR activities are related to three distinct forms of intellectual capital — human, social, and organizational — which, in turn, are related to organizational performance.

Philip M. Rosenzweig and Nitin Nohria(2009) states A study of human resource management practices in 249 U.S. affiliates of foreign-based multinational corporations (MNCs) shows that in general affiliate HRM practices closely follow local practices, with differences among specific practices.

PAUL BATTAGLIO, P. EDWARD FRENCH and DOUG GOODMAN(2009) states Human capital continues to be a guiding force in the effort to tap the potential of employees for organizational excellence. This is especially true of public organizations that are eager to attract the right persons for the right jobs in an increasingly competitive labor market.

Marianne J. Koch and Rita Gunther McGrath(2008) states Despite the consistency with which the theoretical and normative connections between human resource management practices and firm-level performance outcomes are made, empirical studies that link the two are sparse.

Carl F. Fey and Ingmar Björkman(2008) states This study investigates the relationship between human resource management (HRM) and the performance of 101 foreign-owned subsidiaries in Russia. The study's results provide support for the assertion that investments in HRM practices can substantially assist a firm in improving performance. Further, different HRM practices for managerial and non-managerial employees are found to be significantly related to firm performance.

Tesfa-Yesus Mehary, Pulapa Subba Rao, Y. Pardhasaradhi and Henock Tesfay(2008) states Eritrea is a newly born African country. The findings of the study indicate that the small and medium sized industrial units in Eritrea have not yet designed organisational structure and jobs. But the units confirm the characteristics of organic structure.

Upasna A Agarwal and Sumi Jha(2007) states The growing potential of Small and Medium size Enterprises (SMEs)as nurseries for entrepreneurship, employment and innovation is well recognized. Efficiently managed human resource practices significantly contribute to organizational performance.

Paula Caligiuri(2007) states Minbaeva, Pedersen, Bjorkman, Fey and Park's (2003) award-winning article highlights the importance of human resource management (HRM) practices for enhancing employees' ability and motivation to transfer knowledge - practices that, in turn, affect knowledge transfer to subsidiaries within multinational corporations (MNCs).

Padmakali Mishra and Gopa Bhardwaj(2006) states The present study was undertaken to examine the nature of HRD climate as perceived by three hierarchical levels of managers in a large private sector organisation. A group of 107 managers belonging to senior, middle, and lower levels served as sample for the study.

Dan R. Dalton(2005) states Organizational Behavior aims to report and review the growing research in the industrial/organizational psychology and organizational behavior fields throughout the world. The journal is focused on research and theory in all the topics associated with occupational/organizational behavior.

M. Srimannarayana(2005) states This study analyses the profile of training professionals and presents their viewpoints on the emerging trends in training. The information collected from 185 training professionals, by administering a questionnaire, has formed the basis for the analysis. The predominant role of these professionally qualified trainers is to manage learning programs.

Gordon Betcherman(2005) states The aim of the journal is to stimulate research and discussion of public policy problems in Canada. It is directed at a wide readership including decision makers and advisers in business organizations and governments, and policy researchers in private institutions and universities. Because of the interdisciplinary nature of many public policy issues, the contents of each volume aim to be representative of various disciplines involved in public policy issues.

MANUEL LONDON,THOMAS DIAMANTE(2004) states Employee development is a driver of economic growth. Employees and organizations are part of what the Danish economist B. A. Lundvall called the *learning economy*, in which knowledge is the critical resource and the most important process is learning (Lundvall & Johnson, 1994).

MATTHEW J. GRAWITCH

DAVID W. BALLARD(2003) states Management gurus and employee relations advocates have long recognized that employees are the essential building blocks of any organization, although each group tends to take a slightly different approach to leveraging those key resources.

CHAPTER-3

RESEARCH METHODOLOGY

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, 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 aim and objectives.

3.1 STATEMENT OF THE PROBLEM:

Here are some of the problems faced by employees in virtual training provided by ANTO Technologies are listed below.

- Scheduling timing:

Scheduling training timing is one of the most difficult challenges a human resource departments are facing.

- Human Connection :

Some employees are feeling that online training is boring ,so it is hard for the human resource department to train their employees.

- Access to technology and content
- Employees facing technical difficulties.

3.2 OBJECTIVES OF THE STUDY:

- I. To asses the effectiveness of training at ANTO TECHNOLOGIES
- II. To analyse whether employees are satisfied with various training programs implemented by the organisation.
- III. Identify whether employees need further training.

3.3 RESEARCH DESIGN :

A research design is the arrangement of conditions for collections and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. This project is based on descriptive research design.

3.4 SAMPLE DESIGN:

Sample design is finite. The population involved in this project is employees of ANTO-TECHNOLOGIES.

3.5 SOURCES OF DATA:

Both primary and secondary data shall be used to satisfy the objectives of the study.

- ❖ PRIMARY DATA: Primary data will be collected through questionnaire.
- ❖ SECONDARY DATA: Secondary data will be collected from external sources like websites, journals etc.

3.6 AREA OF THE STUDY:

This research is to be conducted in Chennai (ANTO-TECH).

3.7 SAMPLE SIZE:

The sample size for the project is 109.

3.8 STRUCTURE OF QUESTIONNAIRE:

Questionnaire can be classified as both quantitative and qualitative method depending on the nature of the questions. Specifically, answers obtained through closed-ended questions with multiple choice answers options are analyzed using quantitative questions.

3.8.1 LIKERT SCALE QUESTIONS:

Likert scale questions are the 'do you agree or disagree' questions you often see in survey.

3.8.2 MULTIPLE CHOICE QUESTIONS:

A multiple choice questions are the question type where the respondents is asked to choose one or more items from a limited list of choices.

3.8.3 STATISTICAL TOOLS:

Statistical tools are involved in carrying out a study include planning, designing, collecting data, analyzing, drawing meaningful interpretation and reporting of the research findings.

3.8.4 PERCENTAGE ANALYSIS:

Percentage analysis refers to a special kind of ratio. It is used for making comparison between two or more series of data. Percentage analysis is used to describe relationships, it is expressed as,

Percentage = (No of respondents / Total no of respondents) x 100

CHAPTER-4

DATA ANALYSIS AND INTERPRETATIONS

4.1 PERCENTAGE ANALYSIS:

TABLE NO 4.1.1

TABLE SHOWING AGE OF THE RESPONDENTS:

AGE	NO OF RESPONDENTS	PERCENTAGE (%)
20-25	54	49.1%
25-30	41	37.3%
30-35	13	11.8%
35 Above	2	1.8%

SOURCE: Primary data

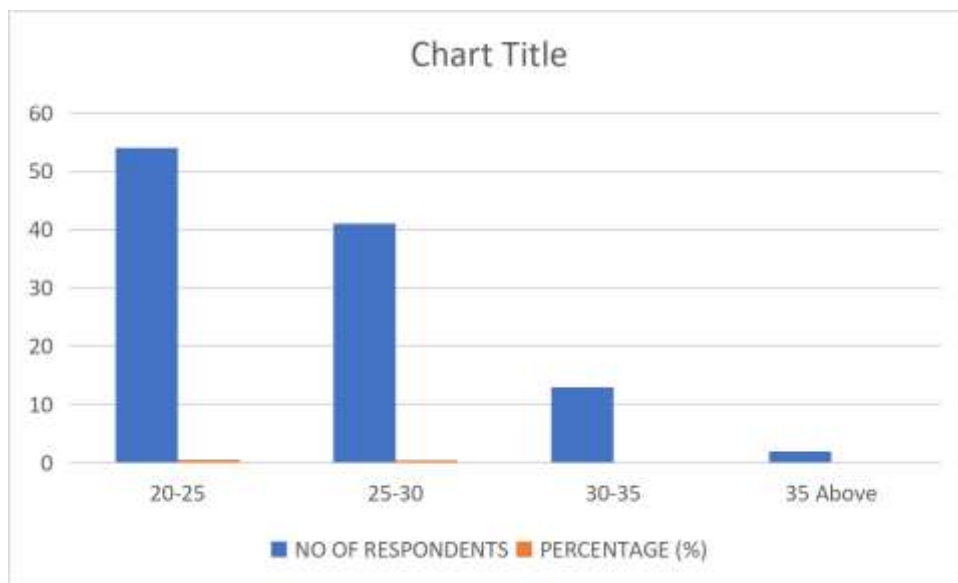


CHART NO 4.1.1

CHART SHOWS AGE OF THE RESPONDENTS.

INTERPRETATION:

From the above table, out of 110 respondents, 49.1% of the respondents of employees are 20-25 years of age, 37.3% of the respondents of employees are 25-30 years of age, 11.8% of the respondents of employees are 30-35 years of age, 1.8% of the respondents of employees are 35 above of age.

TABLE NO.4.1.2

TABLE SHOWING EMPLOYEE DIVISION OF WORK

DIVISIONS	NO OF RESPONDENTS	PERCENTAGE (%)
Research and Development	38	35.2%
Sales and marketing	17	15.7%
Staffing and recruitment	24	22.2%
Finance and budgeting	27	25%
Others	2	0.9%

Source: primary data

Which division do you work?
108 responses

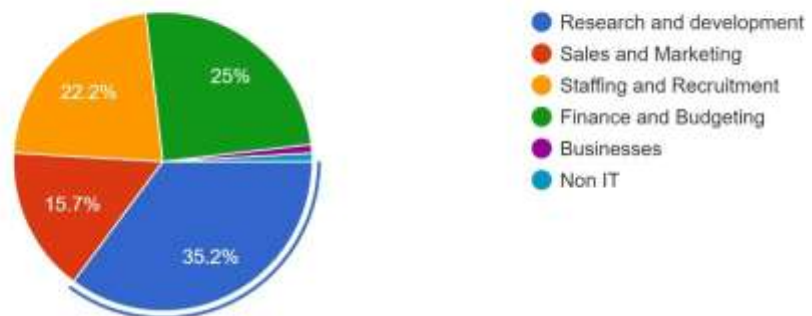


CHART NO 4.1.2

INTERPRETATION:

From the above table ,out of 110 respondents ,35.2% of the respondents are in research and development division, 15.7% of the respondents are in sales and marketing division,22.2% of the respondents are in staffing and recruitment division,25% of the respondents are in finance and budgeting division,0.9% of the respondents are in others.

TABLE NO 4.1.3

TABLE SHOWS EMPLOYEES WORKING PERIOD IN ANTO TECH:

YEARS	NO OF RESPONDENTS	PERCENTAGE
Less than 1 year	34	31.8%
1-2 YEARS	35	32.7%
3-4 YEARS	36	33.6%
5-10 YEARS	2	1.9%
10+YEARS	0	0

SOURCE: Primary data

How long do you worked at (Anto technologies):
107 responses

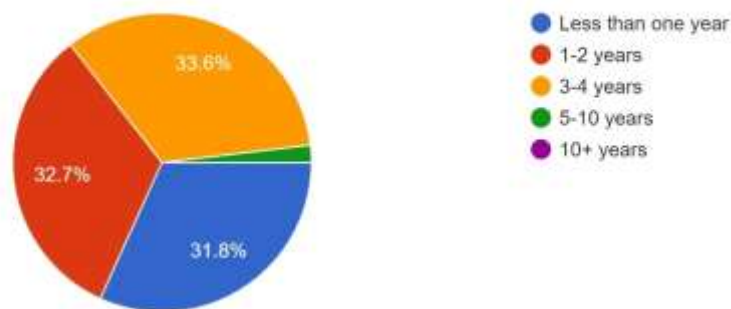


CHART NO 4.1.3

INTERPRETATION:

From the above table, out of 107 respondents ,31.8% of the respondents are Less than one years,32.7% of the respondents are 1-2 years,33.6% of the respondents are 3-4 years,1.9% of the respondents are 5-10 years.

TABLE NO 4.1.4

TABLE SHOWS EMPLOYEES RESPONDENTS:

Employees respondents	No of respondents	Percentage
Yes	103	93.6%
No	6	15.5%
Traditional techniques	1	0.9%

Source: Primary data

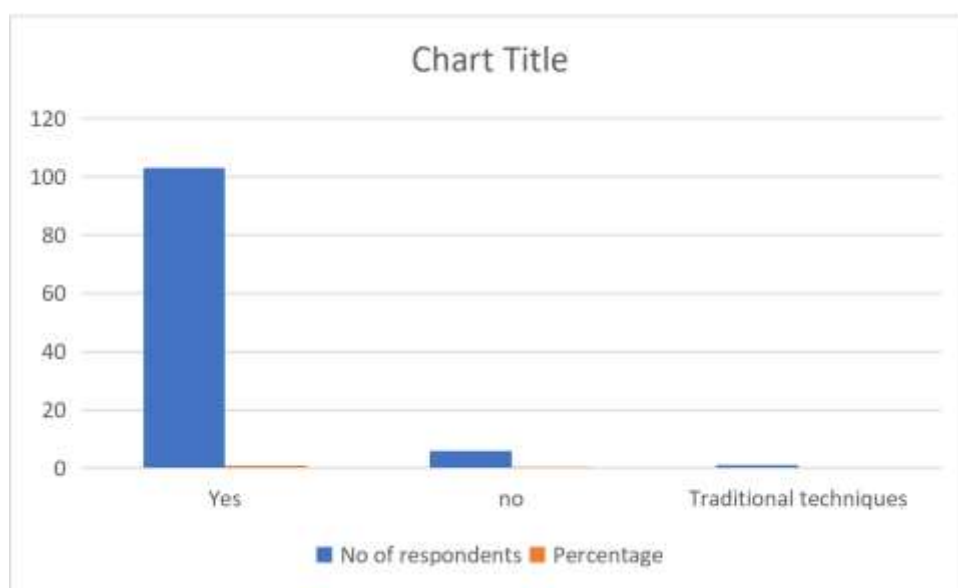


CHART NO 4.1.4

INTERPRETATION:

From the above table ,out of 110 respondents , 93.6% of the respondents said yes, 15.5% of the respondents said no.0.9% of the respondent said traditional techniques.

TABLE NO 4.1.5

TABLE SHOWS EMPLOYEES RESPONDENTS:

EMPLOYEE RESPONDENTS	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	31	28.2%
Agree	19	17.3%
Neutral	25	22.7%
Disagree	24	21.8%
Strongly disagree	11	10%

SOURCE: Primary data

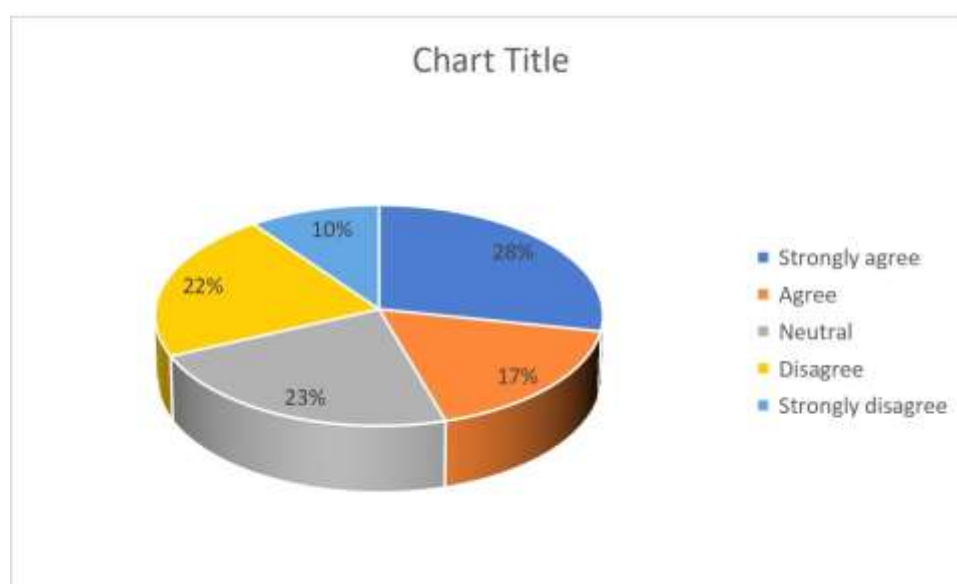


CHART NO 4.1.5

INTERPRETATION:

From the above table, out of 109 respondents, 92.7% of the respondents said yes, 7.3% of the respondents said no.

TABLE NO 4.1.6

TABLE SHOWS NUMBER OF TRAINING PROGRAMS CONDUCTED IN A YEAR:

NO OF POGRAMMS	NO OF RESPONDENTS	PERCENTAGE
2	24	22.4%
2-3	51	47.7%
3-4	22	20.6%
MORE THAN 5	10	9.3%

SOURCE: Primary data

How many training programs are conducted in a year?

107 responses

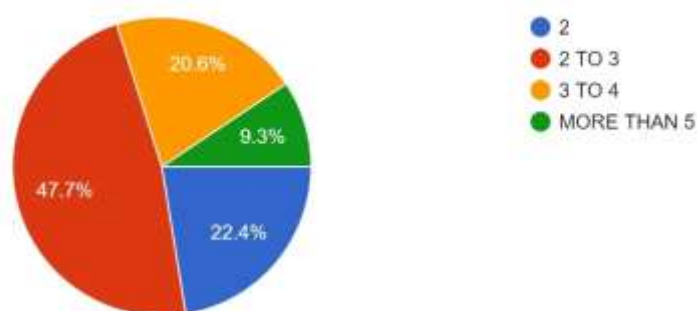


CHART NO 4.1.6

INTERPRETATION:

From the above table, out of 107 respondents, 22.4% of the respondents attended 2 programs in a year, 47.7% of the respondents attended 2-3 programs in a year, 20.6% of the respondents attended 3-4 programs in a year, 9.3% of the respondents attended more than 5 programs in a year.

TABLE NO 4.1.7

TABLE SHOWS NUMBER OF TRAINING SESSIONS ATTENDED BY THE EMPLOYEES:

NUMBER OF SESSIONS	NO OF RESPONDENTS	PERCENTAGE
2	28	26.7%
2-3	46	43.8%
3-4	24	22.9%
MORE THAN 5	7	6.7%

SOURCE:Primary data

How many training sessions have you attended?
105 responses

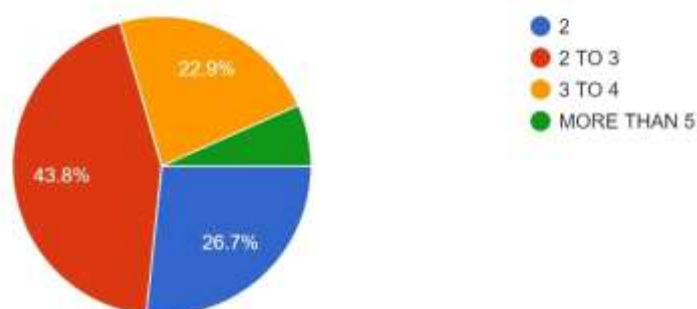


CHART NO 4.1.7

INTERPRETATION:

From the above table, out of 105 respondents ,26.7% of the respondents attended 2 sessions, 43.8% of the respondents attended 2-3 sessions, 22.9% of the respondents attended 3-4 sessions,6.7% of the respondents attended more than 5 sessions.

TABLE NO 4.1.8

TABLE SHOWS EMPLOYEES RESPONDENTS :

EMPLOESS RESPONDENTS	NO OF RESPONDENTS	PERCENTAGE
YES	102	94.4%
NO	5	4.6%
NEUTRAL	1	0.9%

SOURCE: Primary data

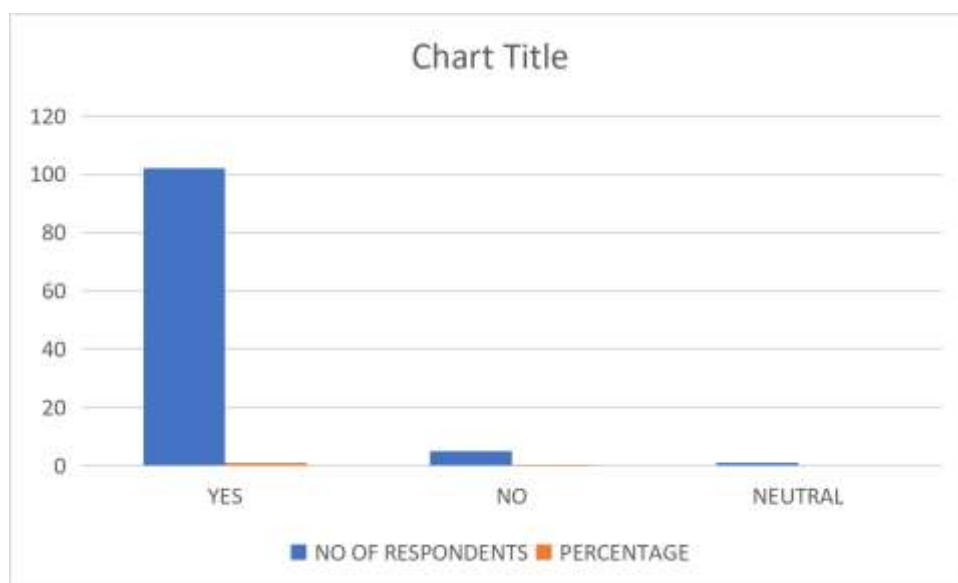


CHART NO 4.1.8

INTERPRETATION:

From the above table, out of 108 respondents ,94.4% of the respondents said yes, 4.6% of the respondents said no, 0.9% of the respondent said neutral.

TABLE NO 4.1.9

TABLE SHOWS SATISFACTION LEVEL OF EMPLOYEES DURING VIRTUAL TRAINING:

SATISFACTION LEVEL	NO OF RESPONDENTS	PERCENTAGE
SATISFIED	89	81.7%
NOT SATISFIED	4	3.7%
AVERAGE	16	14.7%

SOURCE: Primary data

Are you satisfied with the information provided by the trainer during the training session?
109 responses

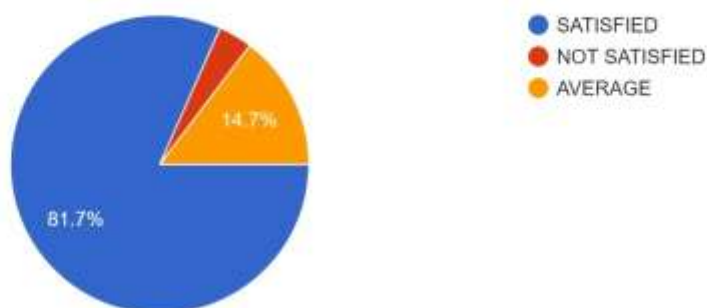


CHART NO 4.1.9

INTERPRETATION:

From the above table, out of 109 respondents ,81,7% of the respondents are satisfied, 3.7% of the respondents are not satisfied, 14.7% of the respondents are said average.

TABLE NO 4.1.10

TABLE SHOWS THE TRAINING CONCEPTS CONDUCTED IN ANTO TECH:

CONCEPTS	NO OF RESPONDENTS	PERCENTAGE
ONLY THEORY	47	43.1%
ONLY PRACTICAL	11	10.1%
BOTH THEORY AND PRACTICAL	51	46.8%

SOURCE: Primary data

Will the training sessions involve only theory concepts or even practical ?

109 responses

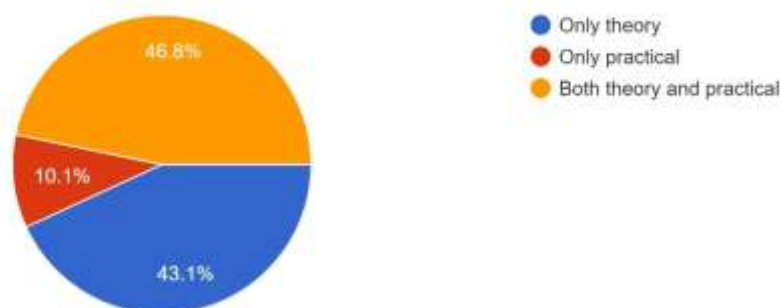


CHART NO 4.1.10

INTERPRETATION:

From the above table, out of 109 respondents, 43.1% of the respondents said only theory, 10.1% of the respondents said only practical, 46.8% of the respondents said both theory and practical.

TABLE NO 4.1.11

TABLE SHOWS THE DOUBTS CLEARED IN THE TRAINING:

EMPLOYEES RESPONDENTS	NO OF RESPONDENTS	PERCENTAGE
YES	101	92.7%
NO	8	7.3%

SOURCE: Primary data

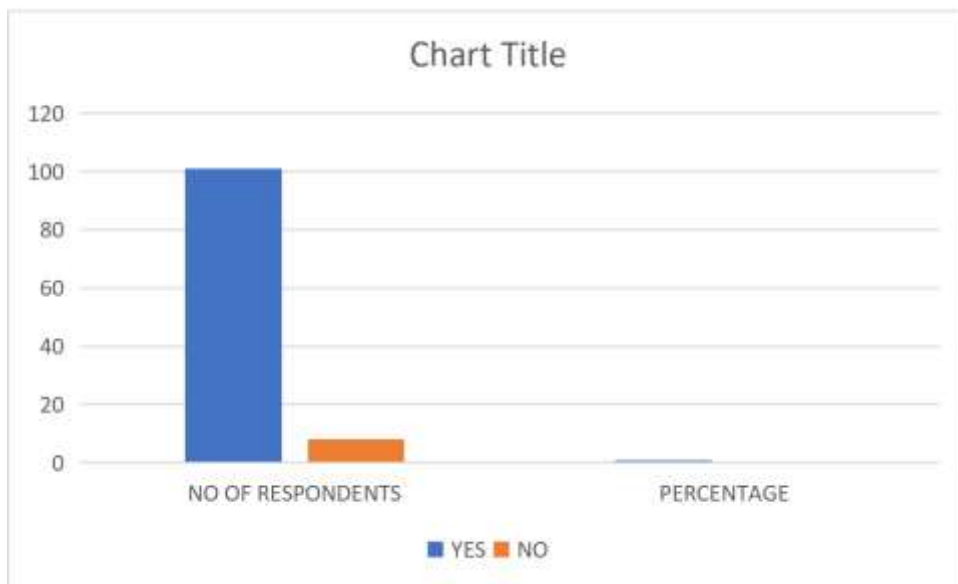


CHART NO 4.1.11

INTERPRETATION:

From the above table, out of 109 respondents, 92.7% of the respondents said yes, 7.3% of the respondents said no.

TABLE NO 4.1.12

TABLE SHOWS HOW DOES THE ORGANISATION ASSESS THE IMPACT OF TRAINING:

IMPACTS	NO OF RESPONDENTS	PERCENTAGE
PERFORMANCE	91	83.5%
FEEDBACK	18	16.5%

SOURCE: Primary data

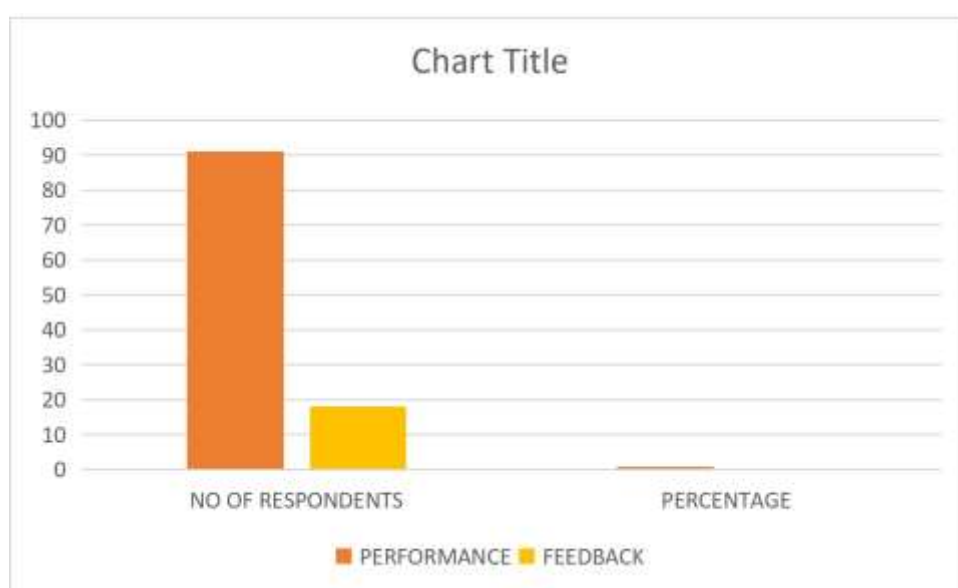


CHART NO 4.1.12

INTERPRETATION:

From the above table, out of 109 respondents , 83.5% of the respondents said performance, 16.5% of the respondents said feedback.

TABLE NO 4.1.13

TABLE SHOWS TRAINING PROCESS PERIOD:

NO OF MONTHS	NO OF RESPONDENTS	PERCENTAGE
LESS THAN 1 MONTH	40	37%
1-2 MONTHS	36	33.3%
2-4 MONTHS	28	25.9%
MORE THAN 4 MONTHS	4	3.7%

SOURCE: Primary data

How long will it take to implement the trained process?

108 responses

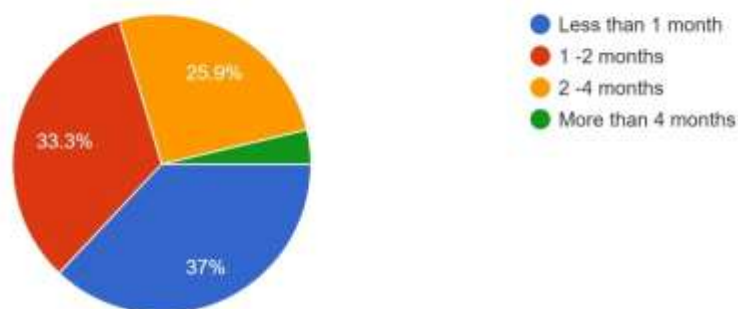


CHART NO 4.1.13

INTERPRETATION:

From the above table, out of 108 respondents ,37% of the respondents said less than 1 month, 33.3% of the respondents said 1-2 months, 25.9% of the respondents said 2-4 months, 3.7% of the respondents said more than 4 months.

TABLE NO 4.1.14

TABLE SHOWS TYPE OF TRAINING PROVIDED IN ANTO TECH:

TYPES	NO OF RESPONDENTS	PERCENTAGE
ON THE JOB	81	74.3%
OFF THE JOB	4	3.7%
TECHNICAL	19	17.4%
NON TECHNICAL	4	3.7%

SOURCE: Primary data

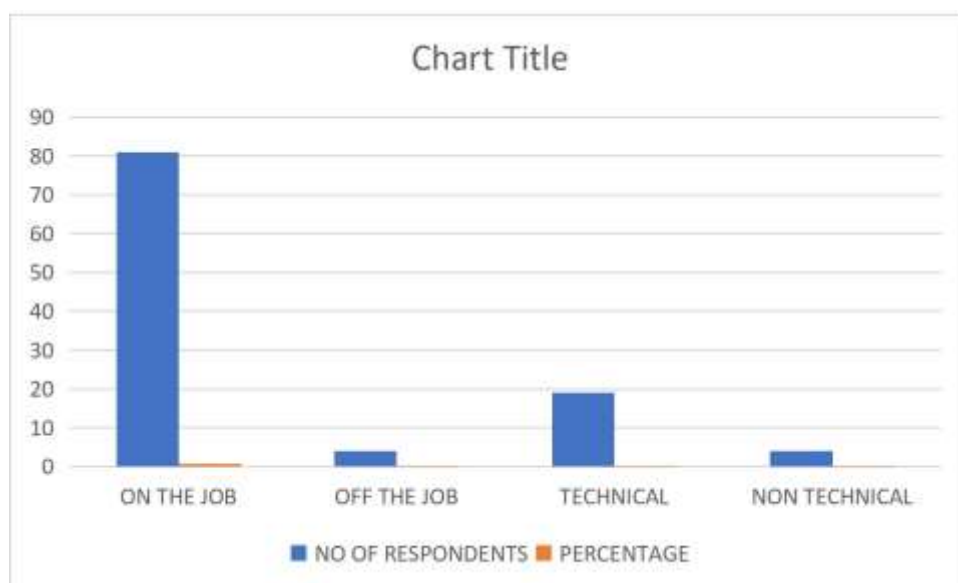


CHART NO 4.1.14

INTERPRETATION:

From the above table, out of 109 respondents, 74.3% of the respondents said on the job, 3.7% of the respondents said off the job, 17.4% of the respondents said technical, 3.7% of the respondents said nontechnical.

TABLE NO 4.1.15

TABLE SHOWS THE EMPLOYEES FEEDBACK:

EMPLOYEE FEEDBACK	NO OF RESPONDENTS	PERCENTAGE
unacceptable	5	4.6%
acceptable	33	30.6%
Good	43	39.8%
Very good	23	21.3%
Out standings	4	3.7%

SOURCE:Primary data

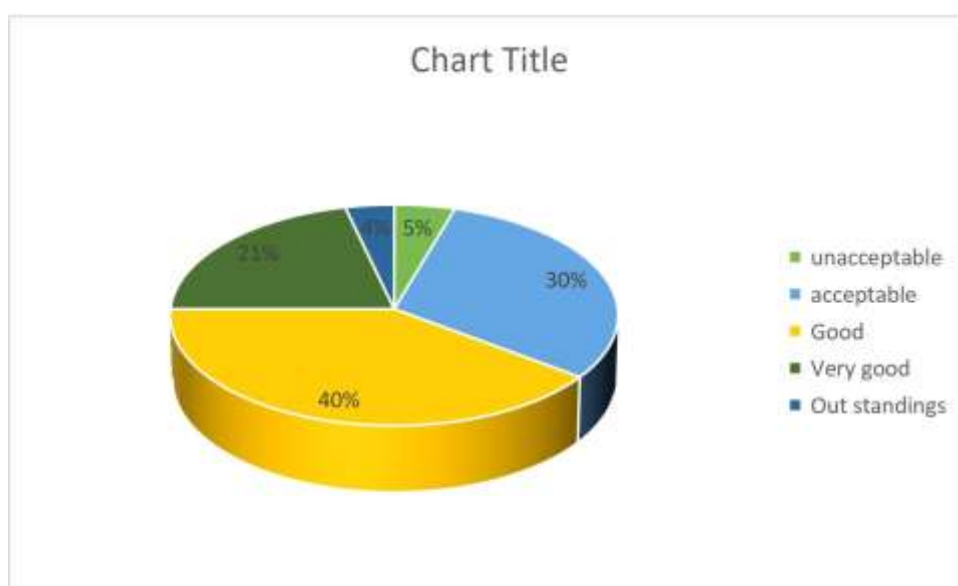


CHART NO 4.1.15

INTERPRETATION:

From the above table, out of 107 respondents, 98.1% of the respondents said yes, 1.9% of the respondents said no.

TABLE NO 4.1.16

TABLE SHOWS THE SKILLS THAT THE TRAINER SHOULD POSSESS:

SKILLS	NO OF RESPONDENTS	PERCENTAGE
SHOULD POSSESS ONLY TECHNICAL SKILLS	44	40.4%
PEOPLE SKILLS OR SOFT SKILLS ARE MORE IMPORTANT THAN TECHNICAL	38	34.9%
GENERALISTS MAKES BETTER PERSONNEL MANAGERS THAN SPECIALIST	20	18.3%
FOND OF TALKING TO PEOPLE	7	6.4%

SOURCE: Primary data

What are the skills that the trainer should possess to make the training effective?

109 responses

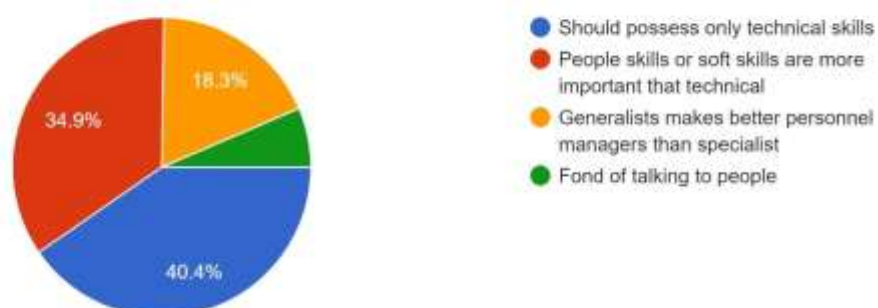


CHART NO 4.1.16

INTERPRETATION:

From the above table, out of 109 respondents, 40.4% of the respondents said option A, 34.9% of the respondents said option B, 18.3% of the respondents said option C, 6.4% of the respondents said option D.

TABLE NO 4.1.17

TABLE SHOWS THE TYPES OF TRAINING:

TYPES OF TRAINING	NO OF RESPONDENTS	PERCENTAGE
TECHNICAL TRAINING	69	65.1%
TECHNICAL SKILLS	16	15.1%
MANAGEMENT TRAINING	14	13.2%
PRESENTATION SKILLS	7	6.6%

SOURCE: Primary data

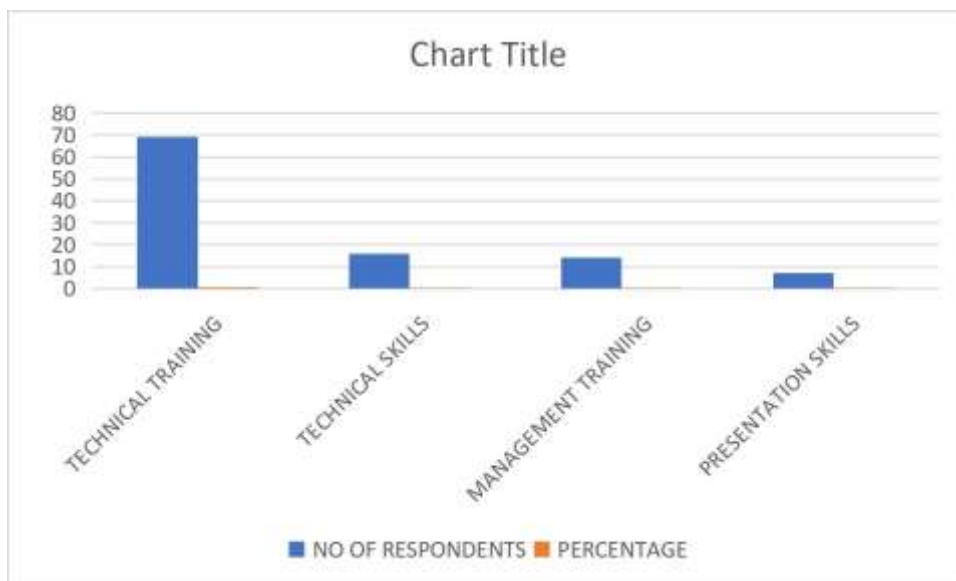


CHART NO 4.1.17

INTERPRETATION:

From the above table, out of 106 respondents, 67.1% of the respondents said technical training, 15.1% of the respondents said technical skills, 13.2% of the

respondents said management training, 6.6% of the respondents said presentation skills.

TABLE NO 4.1.18

TABLE SHOWS EMPLOYEES FEEDBACK:

FEEDBACK	NO OF RESPONDENTS	PERCENTAGE
YES	108	99.1%
NO	1	0.9%

SOURCE: Primary dat

Do you think training and development program increase the efficiency in employees?

109 responses

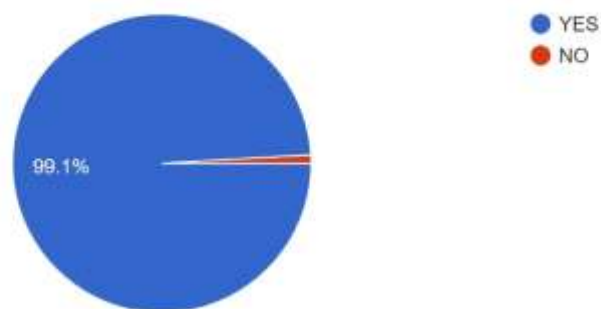


CHART NO 4.1.18

INTERPRETATION:

From the above table, out of 109 respondents, 99.1% of the respondents said yes, 0.9% of the respondents said no.

TABLE NO 4.1.19

TABLE SHOWS EMPLOYEES FEEDBACK:

FEEDBACK	NO OF RESPONDENTS	PERCENTAGE
YES	104	95.4%
NO	5	4.6%

SOURCE: Primary data

Was there any enhancement in you, pay or promotion after each training program?
109 responses

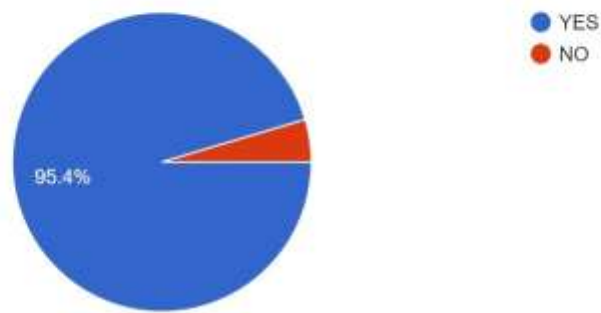


CHART NO 4.1.19

INTERPRETATION:

From the above table, out of 109 respondents, 95.4% of the respondents said yes, 4.6% of the respondents said no.

TABLE NO 4.1.20

TABLE SHOWS THE CONDITION THAT HAS TO BE IMPROVED:

CONDITIONS	NO OF RESPONDENTS	PERCENTAGE
REDESIGNING THE JOB	72	67.9%
REMOVE INTERFERENCE	12	11.3%
RE-ORGANIZING	7	6.6%
UPGRADE THE INFORMATION,THE MATERIALS GIVEN DURING TRAINING	15	14.2%

SOURCE: Primary data

What are the conditions that have to be improved during the training sessions?
106 responses

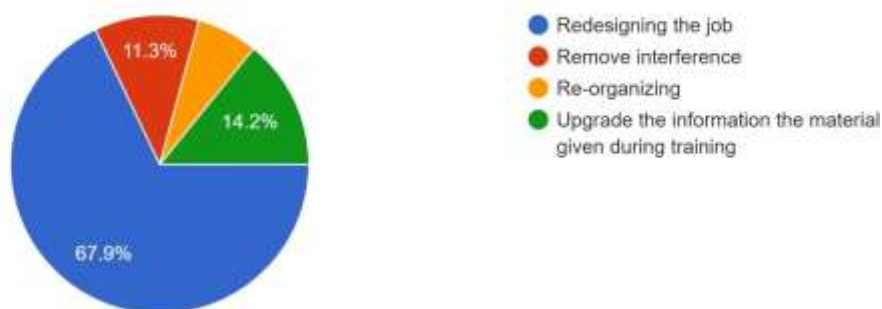


CHART NO 4.1.20

INTERPRETATION:

From the above respondents, out of 106 respondents, 67.9% of the employees said option A, 11.3% of the employees said option B, 6.6% of the employees said option C, 14.2% of the employees said option D.

TABLE NO 4.1.21

TABLE SHOWS EMPLOYEES FEEDBACK:

GENDER	NO OF RESPONDENTS	PERCENTAGE
Male	63	57.3%
Female	47	42.7%

SOURCE: Primary data

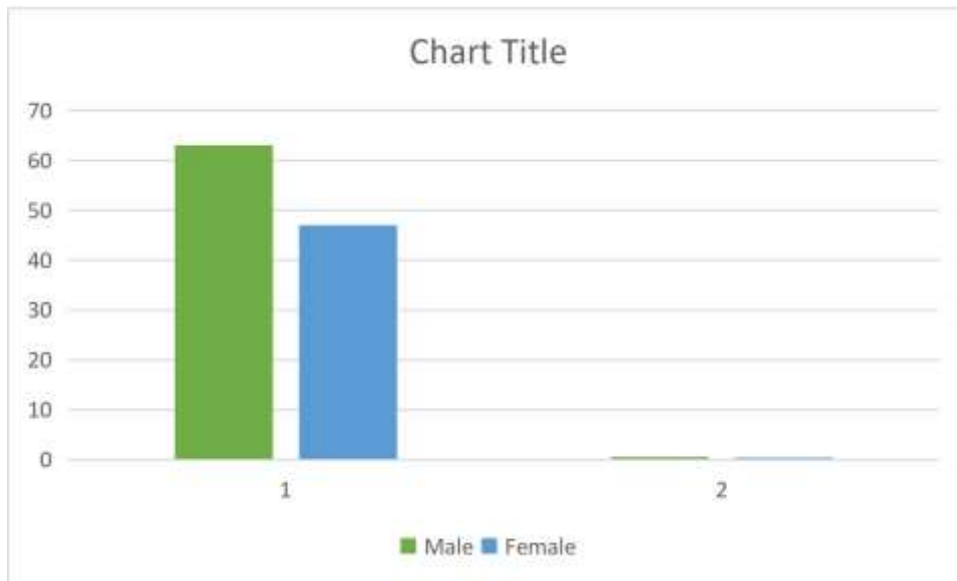


CHART NO 4.1.21

INTERPRETATION:

From the above table, out of 109 respondents, 84.4% of the respondents said yes, 3.7% of the employees said no, 11.9% of the employees said sometimes

TABLE NO 4.1.22

TABLE SHOWS GENERAL COMPLAINTS ABOUT THE TRAINING SESSIONS:

GENERAL COMPLAINTS	NO OF RESPONDENTS	PERCENTAGE
TAKES TOO MUCH TIME OF EMPLOYEES	74	68.5%
TOO MANY GAPS BETWEEN EMPLOYEES	14	13%
TRAININGG SESSIONS ARE UNPLANNED	16	14.8%
BORING AND NOT USEFUL	3	2.8%
NO COMPLAINTS ABOUT THE TRAINING SESSIONS	1	0.9%

SOURCE: PRIMARY DATA

What are the general complaints about the training session?

108 responses

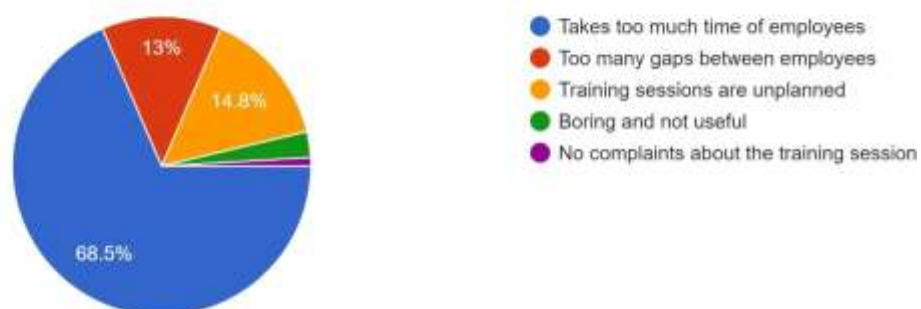


CHART NO 4.1.22

INTERPRETATION:

From the above table, out of 109 respondents, 68.5% of the respondents said option A, 13% of the respondents said option B, 14.8% of the respondents said option C, 2.8% of the respondents said option D, 0.9% of the respondents said option E.

TABLE 4.1.23

TABLE SHOWS THE EMPLOYEES PREFERENCE:

PREFERENCE	NO OF RESPONDENTS	PERCENTAGE
VIRTUAL TRAINING	79	71.8%
CLASSROOM TRAINING	31	28.2%

SOURCE: PRIMARY DATA

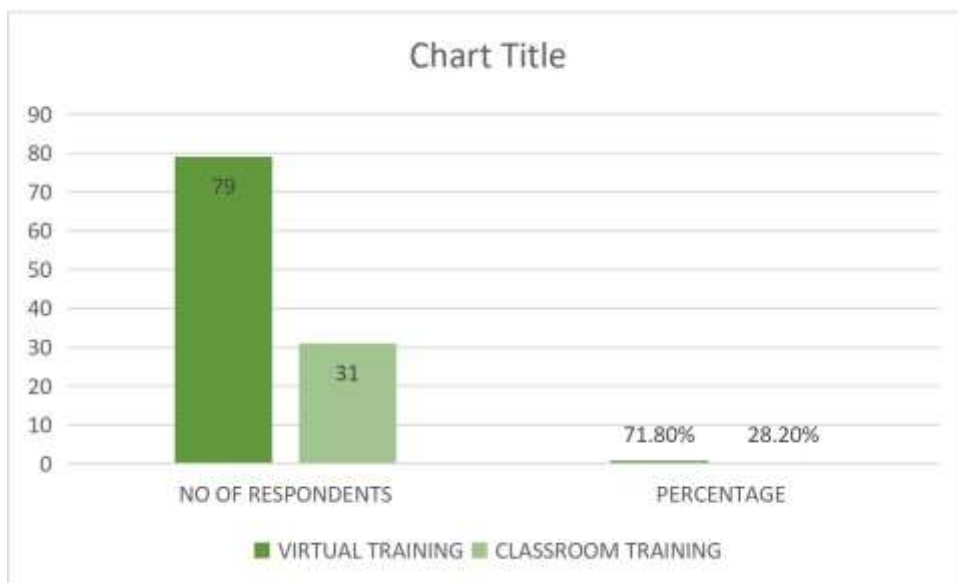


CHART NO 4.1.23

INTERPRETATION:

From the above table, out of 110 respondents, 71.8% of the employees prefer virtual training, 28.2% of the employees prefer classroom training.

4.2 CHI-SQUARE TEST:

Chi square for 2,8

The table showing the relationship between work period and the training sessions.

Null hypothesis(H0): There is no significant relationship between working period and the training sessions.

Alternative Hypothesis(H1): There is a significant relationship between work period and the training sessions.

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
How long do you worked at (Anto technologies): * Are you satisfied with the information provided by the trainer during the training session?	110	100.0%	0	0.0%	110	100.0%

How long do you worked at (Anto technologies): * Are you satisfied with the information provided by the trainer during the training session?

Crosstabulation

Count

		Are you satisfied with the information provided by the trainer during the training session?				Total
		1	AVERAGE	NOT SATISFIED	SATISFIED	
How long do you worked at (Anto technologies):	1	0	1	0	2	3
	1-2 years	1	3	2	29	35
	3-4 years	0	6	2	28	36
	5-10 years	0	0	0	2	2
	Less than one year	0	6	0	28	34
Total		1	16	4	89	110

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.789 ^a	12	.871
Likelihood Ratio	8.465	12	.748
Linear-by-Linear Association	.016	1	.899
N of Valid Cases	110		

a. 15 cells (75.0%) have expected count less than 5. The minimum expected count is .02.

INTERPRETATION:

Since p value is greater than 0.05, we accept the Null hypothesis and reject the Alternative hypothesis. Therefore, there is no significant relationship between training sessions and the working period.

Correlation:

The table showing the relationship between Was there any enhancement in you, pay or promotion after each training program And Does your trainer clear your doubts regarding the topic.

Null Hypothesis (H0) – There is no significant correlation between Was there any enhancement in you, pay or promotion after each training program And Does your trainer clear your doubts regarding the topic.

Alternative Hypothesis (H1) - There is significant correlation between Was there any enhancement in you, pay or promotion after each training program And Does your trainer clear your doubts regarding the topic.

Correlations			
		Was there any enhancement in you, pay or promotion after each training program?	Does your trainer clear your doubts regarding the topic?
Was there any enhancement in you, pay or promotion after each training program?	Pearson Correlation	1	.653**
	Sig. (2-tailed)		.000
	N	110	110
Does your trainer clear your doubts regarding the topic?	Pearson Correlation	.653**	1
	Sig. (2-tailed)	.000	
	N	110	110

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Primary data.

INTERPRETATION:

Pearson Correlation value is 0.653. So, it is positive correlation. Hence there is positive correlation between Was there any enhancement in you, pay or promotion after each training program And Does your trainer clear your doubts regarding the topic.

CHAPTER- 5

FINDINGS AND SUGGESTIONS

5.1 FINDINGS:

- ❖ Majority(49.1%), So most of the employees age who attended the virtual training are around 20-25.
- ❖ Majority(35.2%), So most of the employees are belongs to research and development division.
- ❖ Majority(32.7%) , So most of the employees working period is 1-2 years.
- ❖ Majority(93.6%), So most of the employees said the organization conducted frequent basis programs.
- ❖ Majority(92.7%) ,So most of the employees have attended the virtual training.
- ❖ Majority(47.7%), So most of the employees attended 2-3 training programs in a year.
- ❖ Majority(43.8%) , So most of the employees have attended 2 to 3 training sessions in a year.
- ❖ Majority(94.4%), So most of employees agreed that the training sessions helped in improving skills.
- ❖ Majority(81.7%), So most of employees satisfied with the information provided in the training.
- ❖ Majority(46.8%),So the training session is based on both theory and practical.
- ❖ Majority(92.7%),So most of the doubts have been cleared during training sessions.
- ❖ Majority(83.5%), So the organization assess the impact of training.
- ❖ Majority(33.3%),So it will take 1-2 months to implement the trained process.
- ❖ Majority(74.3%),So it shows, the organization providing on the job training.
- ❖ Majority(98.1%), So most of the employees are utilizing the training skills and knowledge.

- ❖ Majority(40.4%), So trainer should possess technical skills to make training effective.
- ❖ Majority(67.1%),So technical skills training is being imparted for new recruitment.
- ❖ Majority(99.1%), So the training and development programs increase the efficiency in employees.
- ❖ Majority(95.4%),So there is an enhancement in employees after training program.
- ❖ Majority(67.9%),So redesigning is the condition that have to be improved during training session.
- ❖ Majority(84.4%),So the career growth is based on various training programs.
- ❖ Majority(68.5%), So the general complain about the training session is it takes too much time of employees.
- ❖ Majority(71.8%),So most of the employees prefer virtual training.

Chi square findings:

Since p value is greater than 0.05,we accept the Null hypothesis and rejects the Alternative hypothesis. Therefore, there is no significant relationship between training sessions and the working period.

Correlation findings:

Pearson Correlation value is 0.653. So, it is positive correlation. Hence there is positive correlation between Was there any enhancement in you, pay or promotion after each training program And Does your trainer clear your doubts regarding the topic.

5.2 SUGGESTIONS:

Many employees felt need for training in the areas of latest technical developments.

The organization has to concentrate more on employees who are not satisfied with the present training methods; they have to be counseled to know their reasons for not being satisfied. So that effectiveness can be achieved.

The identification of the training needs should be done in view of fast changing technologies, management practices.

A standard measures before and after each training program on level of knowledge ,skills , attitudes and behaviour will help to measure its effectiveness more accurately.

The company has to ask its employees to suggest types of trainings which they think is more helpful in achieving organizational goals.

Train the employees in all areas like personality development, technical training ,and standard operating procedures with that they can handle multi tasks and balance their pressures. Employees performance level should be considered for selecting employees for training programs.

CONCLUSION:

The virtual training and development program adopted in ANTO TECHNOLOGIES mainly concentrated on areas like quality aspects , job oriented trainings, technical skills and knowledge.

Most of the respondents rated as good and excellent towards the overall quality and effectiveness of the virtual training and development programs and satisfied with the present virtual training methods.

The company also has to concentrate on small percentage of respondents who are not satisfied with virtual training and development programs and satisfied with the present virtual training methods.

Finally the virtual training and development programs provided by ANTO-TECHNOLOGIES are found to be effective, credible and commendable, which can be improved further.

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APPENDIX-1(QUESTIONNAIRE)

A Study on impact of virtual training on employee performance with reference with Anto technologies,Chennai

NAME:

AGE:

1. Which division do you work?

- a) Research and development
- b) Sales and Marketing
- c) Staffing and Recruitment
- d) Finance and Budgeting

2. How long do you worked at (Anto technologies):

- a) Less than one year
- b) 1-2 years
- c) 3-4 years
- d) 5-10 years
- e) 10+ years

3. your organization conducting virtual training programs on frequent basis.

- (a) Strongly Agree
- (b) Agree
- (c) Neutral
- (d) Disagree
- (e) Strongly Disagree

4. Gender

- (a) Male
- (b) Female

5. How many training programs are conducted in a year?

- A) 2
- B) 2 TO 3
- C) 3 TO 4
- D) MORE THAN 5

6. How many training sessions have you attended?

- A) 2
- B) 2 TO 3
- C) 3 TO 4
- D) MORE THAN 5

7. The training session have helped you to improve your work efficiency.

- (a) Strongly Agree
- (b) Agree
- (c) Neutral
- (d) Disagree
- (e) Strongly Disagree

8. Are you satisfied with the information provided by the trainer during the training session?

- A) Satisfied
- B) Not satisfied
- C) Average

9. Will the training sessions involve only theory concepts or even practical?

- A) Only theory
- B) Only practical
- C) Both theory and practical

10. The trainer clear all the doubts regarding the topic.

- (a) Strongly Agree
- (b) Agree
- (c) Neutral
- (d) Disagree
- (e) Strongly Disagree

11. How does the organization assess the impact of training?

- A) Performance
- B) Feed back

12. How long will it take to implement the trained process?

- A) Less than 1 month B) 1 -2 months
- C) 2 -4 months D) More than 4 months

13. Which type of training is provided by ANTO Technologies to its employees?

- A) On the job B) Off the job
- C) Technical D) Nontechnical

14. The training content meet your expectations.

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

15. What are the skills that the trainer should possess to make the training effective?

- Should possess only technical skills
- People skills or soft skills are more important than technical
- Generalists makes better personnel managers than specialist
- Fond of talking to people

16. What type of training is being imparted for new recruitment in your organization?

- A) Technical training B) Technical skills
- C) Management training D) Presentation skills

17. Training and development programs increase the efficiency in employees?

- (a)Strongly Agree
- (b)Agree
- (c)Neutral
- (d)Disagree
- (e)Strongly Disagree

18. Enhancement in you, after each training programs(pay or promotion).

- (a)Strongly Agree
- (b)Agree
- (c)Neutral
- (d)Disagree
- (e)Strongly Disagree

19. What are the conditions that have to be improved during the training sessions?

- A) Redesigning the job
- B) Remove interference
- C) Re-organizing
- D) Upgrade the information the material given during training

20. How would you rate the quality of the training?

- A) Unacceptable
- B) Acceptable
- C) Good
- D) Very good
- E) Outstanding

21. What are the general complaints about the training session?

- A) Takes too much time of employees
- B) Too many gaps between employees
- C) Training sessions are unplanned
- D) Boring and not useful

22. Which training do you prefer the most?

- a) Virtual training
- b) Classroom training

ARTICLE

A STUDY ON IMPACT OF VIRTUAL TRAINING ON EMPLOYEE PERFORMANCE WITH REFERENCE WITH ANTO TECHNOLOGIES,CHENNAI

ABSTRACT:

“A study on impact of virtual training on employee performance analyses actual situation of currently utilized virtual training methods in selected organization (ANTO TECHNOLOGIES) and describes implementation of virtual reality into employee training in ANTO TECHNOLOGIES , the ongoing virtual training process and the problems faced in virtual training process by the employees.

INTRODUCTION:

Due to pandemic lockdown organizations like ANTO TECHNOLOGIES suffered to training and it helps to identify the difference between classroom training and virtual training and also it helps in analyzing provide training for employees. So organizations like ANTO TECHNOLOGIES started training their employees through virtually. A STUDY ON IMPACT OF EMPLOYEES PERFORMANCE WITH REFERENCE WITH ANTOO TECHNOLOGIES,CHENNAI will be helpful in analyzing the effectiveness of training and it helps to identify the difference between classroom training and virtual training and it also helps in analyzing the employees preference ,working in ANTO TECHNOLOGIES and attended virtual training provided in ANTO TECHNOLOGIES. And find out areas where employees facing problems in virtual training.

STATEMENT OF THE PROBLEM:

Scheduling training timing is one of the most difficult challenges a human resource departments are facing.

- Human Connection :

Some employees are feeling that online training is boring ,so it is hard for the human resource department to train their employees.

- Access to technology and content
- Employees facing technical difficulties.

OBLECTIVES OF THE STUDY:

To asses the effectiveness of training at ANTO TECHNOLOGIES.

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,surveys, and critical analysis.

PERCENTAGE ANALYSIS:

Age of the respondents.

AGE	NO OF RESPONDENTS	PERCENTAGE (%)
20-25	54	49.1%
25-30	41	37.3%
30-35	13	11.8%
35 Above	2	1.8%

SOURCE: Primary data

Gender of the Respondents.

EMPLOYEE RESPONDENTS	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	31	28.2%
Agree	19	17.3%
Neutral	25	22.7%
Disagree	24	21.8%
Strongly disagree	11	10%

SOURCE: Primary data

Respondents ask for training content expectations.

EMPLOYEE FEEDBACK	NO OF RESPONDENTS	PERCENTAGE
unacceptable	5	4.6%
acceptable	33	30.6%
Good	43	39.8%
Very good	23	21.3%
Out standings	4	3.7%

SOURCE:Primary data

Respondents ask for gender.

GENDER	NO OF RESPONDENTS	PERCENTAGE
Male	63	57.3%
Female	47	42.7%

SOURCE: Primary data

Chi square:

The table showing the relationship between work period and the training sessions.

Null hypothesis(H0): There is no significant relationship between working period and the training sessions.

Alternative Hypothesis(H1): There is a significant relationship between work period and the training sessions.

How long do you worked at (Anto technologies): * Are you satisfied with the information provided by the trainer during the training session?

Crosstabulation

Count

		Are you satisfied with the information provided by the trainer during the training session?				Total
		1	AVERAGE	NOT SATISFIED	SATISFIED	
How long do you worked at (Anto technologies):	1	0	1	0	2	3
	1-2 years	1	3	2	29	35
	3-4 years	0	6	2	28	36
	5-10 years	0	0	0	2	2
	Less than one year	0	6	0	28	34
Total		1	16	4	89	110

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.789 ^a	12	.871
Likelihood Ratio	8.465	12	.748
Linear-by-Linear Association	.016	1	.899
N of Valid Cases	110		

a. 15 cells (75.0%) have expected count less than 5. The minimum expected count is .02.

SOURCE: Primary data

INTERPRETATION:

Since p value is greater than 0.05, we accept the Null hypothesis and reject the Alternative hypothesis. Therefore, there is no significant relationship between training sessions and the working period.

FINDINGS:

- ❖ Majority(99.1%), So the training and development programs increase the efficiency in employees.
- ❖ Majority(95.4%),So there is an enhancement in employees after training program.
- ❖ Majority(67.9%),So redesigning is the condition that have to be improved during training session.
- ❖ Majority(84.4%),So the career growth is based on various training programs.
- ❖ Majority(68.5%), So the general complain about the training session is it takes too much time of employees.
- ❖ Majority(71.8%),So most of the employees prefer virtual training.

SUGGESTONS:

A standard measures before and after each training program on level of knowledge ,skills , attitudes and behaviour will help to measure its effectiveness more accurately.

The company has to ask its employees to suggest types of trainings which they think is more helpful in achieving organizational goals.

Train the employees in all areas like personality development, technical training ,and standard operating procedures with that they can handle multi tasks and balance their pressures.Employees performance level should be considered for selecting employees for training programs.

SUMMARY:

In the first chapter ,Introduction about ANTO TECHNOLOGIES and Introduction about the study have been described and the visions and missions of the company were described.

In the second chapter, The review of literature were discussed. The literature which

have been said about training provided to the employees in the organizations and also about the development of employees, skills and improvement of employees work performance.

In the third chapter, The research problem was described and sample size, data collections and analysis methods were defined

In the fourth chapter, The data collected through questionnaire was analyzed using percentage methods and chi-square methods, tabulated and displayed in by graphical form by using tables and charts

In the fifth and sixth chapter, the findings of the study , suggestions for improving the study further are included. The chapter ends with a conclusion to the study

CONCLUSION:

The virtual training and development program adopted in ANTO TECHNOLOGIES mainly concentrated on areas like quality aspects , job oriented trainings, technical skills and knowledge.

Most of the respondents rated as good and excellent towards the overall quality and effectiveness of the virtual training and development programs and satisfied with the present virtual training methods.

The company also has to concentrate on small percentage of respondents who are not satisfied with virtual training and development programs and satisfied with the present virtual training methods.

Finally the virtual training and development programs provided by ANTO-TECHNOLOGIES are found to be effective, credible and commendable, which can be improved further.

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