

**A STUDY ON IMPACT OF INDUCTION TRAINING PROGRAM TOWARDS EMPOWERING
EMPLOYEE**

Submitted in partial fulfillment of the requirements for the award of

Master of Business Administration

by

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Register No: 39410208



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 SRIVATHSAN.K(39410208) who has done the Project work entitled "**A study on impact of induction training program towards empowering employee**" under my supervision from January 2021 to March 2021.

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DECLARATION

I **SRIVATHSAN.K ,39410208** here by declare that the Project Report entitled “**A study on impact of Induction training program towards empoweringemployee**” done by me under the guidance of Dr.NITHYA.S, at SATHYABAMA INSTITUTE OF SCIENCE ANDTECHNOLOGY,CHENNAI is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

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TABLE OF CONTENT

CHAPTER NO.	TITLE	PAGE NO
	ABSTRACT	i
	LIST OF TABLES	ii-iii
	LIST OF CHARTS	iv-v
1	INTRODUCTION	
	1.1 Introduction	1
	1.2 Industry Profile	2
	1.3 Company Profile	2
	1.4 Need for the Study	3
	1.5 Scope and Significance of Study	3
	1.6 Objectives of the Study	3
	1.7 Limitations of the Study	4
2	REVIEW OF LITERATURE	5-12
3	RESEARCH METHODOLOGY	
	3.1 Research Design	13
	3.2 Sampling Technique	13
	3.3 Sources of Data	13
	3.4 Structure of Questionnaire	13
	3.5 Sample Size	13
	3.6 Period of Study	13
	3.7 Hypothesis/ Analytical Tools	14
4	DATA ANALYSIS AND INTERPRETATION	
	4.1 Percentage analysis	15-31
	4.2 Anova	32-33
	4.3 Correlation	34
	4.4 T-test	35

5	FINDINGS, SUGGESTIONS AND CONCLUSION	
	5.1 Findings of the Study	36
	5.2 Suggestions	37
	5.3 Conclusion	37
	REFERENCES	38-39
	APPENDIX – I (Questionnaire)	40-43
	APPENDIX – II (Article)	44-51

ABSTRACT

This study explores the role played by induction training on the performance of new employees at work place. This research focuses on reviewing the findings of previous studies conducted by various researchers with the aim to identify impact of staff induction. The design was explanatory case study using qualitative data collected through interviews from both employees and management personnel. The study reached the conclusion that further investigations need to be conducted regarding Research to better comprehend this complex field of induction training. There should be a continuous follow-up to get feedback from the trainees. There should be sufficient time allocation to orientation training to allow the program to cover all aspects. The study analysed the factors that influences the effectiveness of induction training program and the impact of induction training program towards middle and lower level employees using factoranalysis.

LIST OF TABLE

TABLE NO	PARTICULARS	PAGE NO
4.1.1	Age of the Respondents	15
4.1.2	Gender of the Respondents	16
4.1.3	Experience of the Respondents	17
4.1.4	Response according to Training Relevant	18
4.1.5	Response according to Information on Employee Benefit	19
4.1.6	Response according to Information on understand format	20
4.1.7	Response according to first month expectations	21
4.1.8	Response according to sufficient time for hr orientation meeting	22
4.1.9	Response according to Person presenting able to answer questions	23
4.1.10	Response according to Understanding job, responsibilities and performance	24
4.1.11	Response according to Job performance as a result of attendance	25
4.1.12	Response according to Induction programme	26
4.1.13	Response according to level of satisfaction with induction training	28
4.1.14	Response according to training session influence performance	29
4.1.15	Response according to induction training helps to adopt internal environment	30
4.1.16	Response according to awareness for career growth	31

4.1.17	ANOVA for age in regards with Job responsibilities & performance standard	32
4.1.18	ANOVA for Experience in regards with Satisfied with the training provided	33
4.1.19	Correlation	34
4.1.20 & 4.1.21	T - test for Gender in regards with Induction training awareness on career growth	35

LIST OF CHARTS

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4.1.10	Response according to Understanding job, responsibilities and performance	24
4.1.11	Response according to Job performance as a result of attendance	25
4.1.12	Response according to Induction programme	27
4.1.13	Response according to level of satisfaction with induction training	28
4.1.14	Response according to training session influence performance	29
4.1.15	Response according to induction training helps to adopt internal environment	30
4.1.16	Response according to awareness for career growth	31

4.1.17	Anova for age in regards with Job responsibilities & performance standard	32
4.1.18	Anova for Experience in regards with Satisfied with the training provided	33
4.1.19	Correlation	34
4.1.20 & 4.1.21	T - test for Gender in regards with Induction training awareness on career growth	35

CHAPTER - 1

INTRODUCTION

1.1 INTRODUCTION ABOUT THE STUDY

Employee induction is an effective and efficient means of outlining workplace policies and procedures to new starters, for providing specific information new employees need to know to do their job, and for setting expectations within the larger context of company goals, objectives and the business operation as a whole.

The main purpose of an induction is to integrate your new hires into the company and show them the systems, procedures, culture, values and the organisation itself. It also helps them ease into a new environment at a time when many new employees will make a call in those early days on whether to stay or leave.

When a new team member starts working in an organisation, it is vital to get them to become productive and efficient as quickly as possible. Staff induction training or “on-boarding”, forms a pivotal part in this process.

Research shows that providing new staff and employees with a thorough introduction to the company, leads to significantly improved long-term staff retention.

Consequently, in order to be effective, an Induction Programme should include an introduction to the organisation, its values, culture, people and acceptable working practices.

1.2 INDUSTRY PROFILE

From soles to souls, shoes contribute a great deal to our human experience.

Whether a pair of bouncy new sneakers, or a pair of bright red pumps, shoes can make anyone smile and can elevate any outfit to the next level. Knowing just how important proper footwear is and inspired by the success accredited to the industry now-a-days, youth across country have taken to filling gap between high-priced Mochi and Jimmy Choo with gusto. Armed with a degree from CFTI, Agra, with specialisation in leather footwear industry, worked with best domestic brands and encouraged by friends and well wishers, Meera Samadhiya decided to launch her own footwear company in 2013. Driven by passion, she struck gold and quickly became the blue eyed vendor across Agra. This phenomenal rise of entrepreneurship across footwear industry gives an insight to its transformation into a highly specialised industry from the traditional labor intensive sector. Implementation of the central sector scheme 'Indian Footwear, Leather & Accessories Development Programme' (IFLADP) has been instrumental in fuelling the leather and footwear industry; hence, opening up vistas of opportunities for its development and promotion on global platform. Being a chic style statement in today's ultra fashion-conscious world, everything from flats, sandals and stilettos to boots and sportswear rule the roost.

1.3 COMPANY PROFILE

"BBK Shoes Private Limited " is working in this industry for several years and these years of efforts come in an outstanding way that we are gratifying the huge clients' base. Our association is a Private Limited based venture. We have settled our main head office at Ranipet, Tamil Nadu. Since 1996, BBK SHOES are matching up with the never ending necessities of the customers, our company is a leading manufacturer of School Shoes, Leather Shoes and many more. All the products under the keen supervision of our ardent professional and follow the entire quality norms and offer the hygiene packaging standards.

1.3 SERVICE PROFILE

1.Synthetic shoes

2.Sports shoes

3.School shoes

4.Leather shoes

5.Leather wallet

6.Off road shoes

1.4 NEED FOR STUDY

The main purpose of induction training is to integrate new employees into the company and make them understand the systems and procedures followed by the organisation. Induction training helps new employees settle down quickly in the new work environment, and gives them a sense of belonging.

1.5 SCOPE OF THE STUDY

To enable all staff to become effective and efficient in their role as quickly as possible, it is essential that staff new to the organisation, or the role, receive a timely induction. This then forms the basis from which they can perform their duties effectively and begin to make a contribution to the organisation.

1.6 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To study the impact of induction training.

SECONDARY OBJECTIVE

- To study about the importance of staff induction training.
- To find the relationship between training satisfaction and job performance.
- To investigate the factor influencing induction training.

1.7 LIMITATIONS OF THE STUDY

1. Only 130 employees are chosen which is a small number to represent the whole of the population.
2. Some respondents might have not answered the question correctly because of the busy schedule. They tend to hurry up the survey, which inhibits proper collection of data.
3. The employees hesitate disclosing the true fact in order to secure their job.
4. There is no measure to check out whether the information provided by employee is correct or not.

CHAPTER - 2

REVIEW OF LITERATURE

• a **Hutchings, K., J. Zhu, Cherrie, K. Cooper, Brian, Zhang, Yiming, Shao, Sijun(2009)** A critical human asset advancement (HRD) suggestion of the People's republic of Albania from claiming China's (PRC). Quickly Extending economy need been the rise of an incredulous deficiency about ash neckline labourers(GCW). However 'grey-collar' need been regularly utilised in the West to describe an Agincourt number inside the. Workforce, in china it alludes all the should people who need aid not white or blue neckline specialists yet all the specialists. The. Lack of GCW obliges those PRC's investment What's more developmental practicality Furthermore need been distinguished Previously,.National What's more commonplace administration activities to build preparing and improvement from claiming workers inside these. Fields. The development of a lack from claiming GCW On china need started reflection over those. Meanings of the issue for legislature strategy Also organisational act. The issue. Mostly effects from disappointments about China's higher training approach on create additional vocational. Preparing Throughout the move will a market economy emphasising advancement for information. Labourers as opposed graduates starting with 'ivory towers' who best need to a chance to be whiteneckline.

• **Dr. Shefali Verma ,Rita Goyal(2011)**

Those preparing and improvement work assumes a further improved part Also holds a greater amount. Importance, as it bargains with information about specialists. Representatives would endowed distinctive parts and. Responsibilities in the LIC. Preparing empowers them with do these parts Furthermore responsibilities. Proficiently What's more likewise take new things, which will get ready them on consume higher responsibilities. Later on. Those preparing and improvement capacity assumes A further improved part Also holds that's only the tip of the iceberg. Importance, Concerning illustration it bargains for information about labourers. Representatives would endowed separate parts What's more. Responsibilities in the LIC. Preparation empowers them with do these parts Also responsibilities. Proficiently and likewise figure out new things, which will get ready them to consume higher responsibilities. Later on. Cor ought detract necessary steps to such an approach that. Representatives ought feel preparing is key should improve the benefit What's more client fulfilment. Will meet those display tests to India.

• **Rodica Dragomiroiu, Ion Iulian Hurloiu, Gabriel Mihai (2014)**

Those the vast majority effective associations of the future will vary relying upon their capacity should sway the consideration. About all workers done making choices to procure new information Also create Taking in possibility in the least levels of the Association.

Entry with preparing and training best some parts of the association offered route of the idea off. Taking in association the place preparing and instruction are seen starting with the viewpoint of the entire association What's more its. Capacities of know parts Also every last bit incidents influencing worker turnover. Every last bit these exercises prompted those formation from claiming. New values, both to those association Furthermore its clients. Associations might figure out recently Eventually Tom's perusing preparing and instructing each Worker. However, dependably keep in mind that. Individual Taking in doesn't assurance authoritative learning, Bethat just a chance to be aware, that without authoritative. Learning, distinctive effects can't attain a large amount. Aptitudes associations Also its workers will gain quicker over its. Contenders might make their main aggressive advantage constant. The beginning stage of the idea of information oversaw economy in the association lies in the force that hails from. Knowledge, Be that as from the return What's more exchange will workers in the least levels inside the association.

Preparing and. Training of representatives makes A collaboration impact. Toward offering information between representatives What's more joining together they're. Distinct learning director cam-wood get will realise a greater amount qualitative over those straightforward whole of cash of learning accessible on. Representatives. Gathering about knowledge, preparing and training about representatives will be the support of each up to date association Improvement.

• **Odunayo Paul Salau¹ , Hezekiah Olubusayo Falola James Olalekan Akinbode (2014)**

Attitudes, as stated by Kenrick, Neuberg & Cialdini (2005) would positive position or unfavourable assessments. About specific person, people, objects, occasions or thoughts. It will be deserving with restore that it is just when staffs need. Been provided for fitting incitement something like the association structure, the thing that the association remained for, authoritative. Objectives Also authoritative ethics that chiefs might anticipate certain from claiming positive position staff disposition. For instance, a. New representative that doesn't think that consuming in the office Throughout authority hours may be bad, can't make faulted to Consuming in the office or Indeed in front about guests.

Induction/orientation need turned a standout amongst the essential sorts for authoritative

preparation programmes. (Klein & Weaver, 2000). A few investigations need shown that A large number modern associations receive different. Method for acclimatising Furthermore presenting workers will their employments and earth (Wesson &Gogus, 2005).

Mostly, the incitement hails clinched alongside two types. The main may be the formal preparation programmesand the second will be casual incitement which is often conveyed out Eventually Tom's perusing the specialists What's more managers/supervisors alternately A mix ofboth.

• **Kavita Rani, Diksha Garg(2014)**

The cycle of monetary advancement in India has pivoted viably on the improvement of banking framework. The Indian financial industry is consistently going through a cycle of change since nineties, because of the presentation of Liberalisation, Privatisationand Globalisation.Present examination paper is of elucidating type and dependent on essential information gathered through survey filled by the bank representatives. The current paper disclosed a few ideas to upgrade preparing and improvement systems, and to adapt up to the current difficulties in the wake of extreme rivalry.Todevelop an integratedand proactive training and development strategy there is requirement of coherent corporate culture rather than ad-hoc programs. In a service orientedindustry such as banking, people are among the most important assets and a bank must efficiently manage its employees during every phase of employment in this competitivearena

• **Atif Salman,NawazAhmad,FaiqMatin(2014)**

This examination is an endeavourto explore the components of representatives' maintenance in the financial area of Karachi and discover its effect on the exhibition of Banks. Worker's maintenance is major and indispensable issue looking by the financial business in Karachi due to the deficiency of gifted work, monetary development as entire and representative turnover.Numerousfactors are compelled to the workers to choose whether they will hold in the current organisation or leave the organisation, such security of work, pay alongside different advantages, advancement of profession and hands on preparing and exceptional award/acknowledgment for unique execution as organisationsare gotten serious so they need to hold their representatives for longer period.This examination shows that there is a solid connection between Employees inspiration and Employees maintenance among staff of banking area in Karachi Pakistan, while workers preparing and representatives improvement has feeble relationship with representatives maintenance. The two factors are not foreseeing the maintenance of

financial area. There is a potential possibility that some different variables can power to build up importance relationship with maintenance. The inspiration factor is contributing a great deal in the maintenance of bank worker for a more extended period however just this factor can't do everything and banks need to invest more amounts of energy in preparing and improvement.

- **Mohammed Raja Abulraheem Salah (2016)**

The victory or disappointment about present day business associations relies on the nature for their human assets. Great prepared and Exceedingly formed workers would be recognised Likewise corner stone for such victory. Subsequently the Motivation behind those ponder might have been should explore the association the middle of preparation , development, preparing and. Improvement Furthermore workers execution Also profit for chosen Jordanian Private division. Transportation organisations placed in the southern locale from claiming Jordan. Those prosperity alternately disappointment for cutting edge business associations relies on the caliber for their human assets. Great prepared What's more Exceedingly created workers would be acknowledged as corner stone for such triumph. Henceforth those. Reason for those consider might have been on explore those relationship between preparation , development, preparing and. Improvement and workers execution Furthermore gainfulness over chose Jordanian Private segment. Transportation organisations found in the southern locale from claiming Jordan. Imminent specialists would intensely fortified will observationally survey that's only the tip of the iceberg.

Propelled models from claiming preparing and improvement Previously, different official situations/frameworks. To instance,. Examine the impact about administration improvement As opposed to representative improvement looking into authoritative.

Execution. Such investigations ought to surpass operatives and lesser workers will higher levels from claiming oversight economy.

- **José G. VARGAS-HERNÁNDEZ (2016)**

This proposition for intercession settled on a stress on the way part of mankind's ability administration inside a. Particular organisation Concerning illustration A magic on accomplishing authoritative targets sought after What's more with would an incitement project Concerning illustration recommended. Part that might create What's more outfit those specialists potential, trying to decrease lapse rates at work Furthermore. Enhance profit. For the acknowledgment from claiming this proposition it might have been conveyed out A finding of the company, discovering. Various problematic components. However, the

result will be kept tabs around low productivity, thus it is fascinating should note. That A method for a go restricted to a specific region Concerning illustration it may be aincitement system might bring a effect looking into. Viewpoints for example, authoritative environmental Also initiative styles. Regardless of the limits encountered to do a careful examination under those company, casual. Meetings for particular organisationrepresentatives during supper times permitted getting Anhuge sum from claiming majority of the data. In regards to those incitement methodology gained Eventually Tom's perusing those disappointments and outrage on his/her staff and the prevailing authoritative climate, which aided clinched alongside. Those improvement of aincitement project that meets the needs about itsstaff.

• **Usha.D, Teresa Sindhu Pious (2017)**

The meanings of a useful incitement system. It sends an solid. Message of the hr experts will not Think as of incitement Likewise only an additional schedule included of the representative. Onboarding transform. Indeedgoing after An meticulously intended Also executed incitement project being set in. Movement Also Ansure rhythm continuously created, it needs to make supported for those straight blend about HRD ,retention What's more. Sure society fabricating activities. Its requisition with different commercial enterprises must a chance to be investigated. Since main recognitions Furthermore attitudes need aid measured Anlongitudinal investigation of genuine conduct for An investigation of turnover alternately the employee's association passageway phase will be Perfect. Further investigations Might create on the whole model beginning from the passage side of the point initiated with those incitement system till the passageway point, and the impact of Different differentexisting together hrinstruments. The representatives today comprehend What's more actively seek after self upgrade What's more anticipate occasional. Advancement exercises should make given. The more youthfulera are less averse will be conferred just when they. Feel (affective) esteemed Also their duty can't be concentrated by terming it Concerning illustration A standard (normative) or Similarly as a. Expense gainful (continuance) perspective. A great planned, organisedWhat's more executed incitement project interweaved with. Useful HRD arrangements will try a long lifestyle towards making those Worker esteemed What's more dedicated of the association.

• **Dr. Ipseeta Satpathy, Dr. B.C.M. Patnaik, Deepak Kumar Raut, (2018)**

Those over examination demonstrates those method of reasoning for comprehensive work environment with the help. For different workforce. The majority of the literatures in this documented needed contributed towards. Advancement about comprehensive working environment. They likewise concentrated on the fact that Creating this. Sort from claiming working environment. Different workforce will be Additionally an additional region for talk that frequently discovered clinched alongside. A large portion of the literatures. Be that as there will be Anmissing connection. However, practically of the existing research. As of now examined the have What's more importance of comprehensive workforce Be that as it may be stayed quiet looking into. Making from claiming comprehensive workforce through preparing and improvement. There are different path. Alternatives. By those situation might a chance to be diverse if As opposed to customary preparation module. Alternately preparation programme to employees, In there would whatever choices received Toward the associations with. Move forward the execution about representatives.

• **Tumain Mchete and Dr. France A. Shayo. (2020)**

Representative execution need been extensively utilised within social science investigate Likewise a variable that is. Subject to a large number about variables. For instance, Farooq What's more khan (2011) relate Worker. Execution with preparing and reaction. They demanded simply drawing on the have with organise Also embrace that's only the tip of the iceberg. Powerful representative preparation projects Furthermore strategies and in addition giving work to sentiment in place should. Improve representative execution. A standout amongst those fundamental segments in the TPI-theory as pointed crazy by adam (2010) may be those necessity for new workers will cooperate "around themselves What's more for the existing representatives Concerning illustration An prerequisite. To combination. Such mix happens as an aftereffect for Different socialisation forms that need aid. Initiated Eventually Tom's perusing those management. Those ponder prescribes that top banana administration must get included in the transform from claiming incitement. Preparation in place should energise new staff to take part completely in the methodology. In addition, the college. Oversight economy must guarantee the allotment from claiming addition plan for incitement preparation to every Monetary year.

- **B. L.Gupta**

This programme will likewise rouse Furthermore make respectable enthusiasm toward the trainee educators should. Professionally perform those parts and responsibilities done Anpalatable way. It will Additionally. Empower those instructors with arrange their vocations Also get ready themselves on acknowledge the tests. Of the showing calling Also specialisedfoul instruction framework overall Furthermore also on create. Those centre educating aptitudes. It will help them on further appreciate the vitality forself-learning,.

Deep rooted learning, interfacing the graduates specialisedfoul abilities for society, environment,.,Safety, manageable development, innovations, What's more legitimate prerequisites. This will be also a. Venturing stone will get ready them to their profession headway and Accept higher. Responsibilities later on. This incitement programmearranged What's more outlined Eventually Tom's perusing NITTTR Bhopal Previously, two stages will be. Required on create in the educators those results which are crucial should assume the multidimensional parts by them in the transformed teaching-learning environment, so that every last one of. Stakeholders are profited on the loose. This incorporated four-week preparing programmein two. Stages is planned thereabouts that those trainee educators will have the ability will actualise all the outcome-based. Curricula will attain programmeinstructive destinations (PEOs), programme results. (POs), programme particular results (PSOs), competencies, span results (COs) Also. Particular Taking in conclusions (SLOs) thereabouts that those people would prepared for those world-of-work.

- **Dr. MariaDaskalaki**

Recognising Also adequately Dealing with force relations and Different talks. Developing Throughout entry, associations could attain progress both Previously, individual and. Aggregate cognisance. Naturally, this intimates a radical re-conceptualisation from claiming. Authoritative passage and the part that new entrants might assume Previously, authoritative progress. And improvement activities. As opposed to accepting manageress strength (compliance). What's more social homogenisation(acculturation), customised, new employee-driven Furthermore.Context-dependent incitement procedures ought on sign an authoritative chance. Space the place members could investigate transform possibilities Toward inclination free to challenge. What's more change those talks (that might make answerable for inertia) alternately state new ones. (that might prompt inventive and innovativepractice).

- **Olu Okotoni and John Erero**

This examination is an endeavour to explore the components of representatives' maintenance in the financial area of Karachi and discover its effect on the exhibition of Banks. Worker's maintenance is major and indispensable issue looking by the financial business in Karachi due to the deficiency of gifted work, monetary development as entire and representative turnover. The board specialists likewise contend that a significant capacity of a director is to create individuals and to coordinate, empower and train subordinates for ideal use. Taking a gander at the overall core values they seem astounding in principle, however the down to earth side is the issue. By and by, sending of work force in the different services has not generally mulled over their territories of specialisation and aptitude. Work force in any association stay the most significant resource for development and improvement. Preparing and re-preparing are fundamental segments of labor advancement. Labor improvement and preparing play a significant, if not definitive, part in advancing monetary development with value; they advantage people, ventures, and the economy and society everywhere; and they can make work markets work better.

- **Sushma Rani, Dr. K. Mishra**

Mankind's asset Branch for an association will be expected will. Need An intends on assume a paramount part in the outline from claiming their Organisation's manageability society.

Huge numbers authors,. Especially in the region for HRM, struggled that those support. What's more fruitful for whatever administration improvement and vital.

Instruments are relying upon those nature Also office about their mankind's. Assets. Green HRM alludes with utilising each Worker on. Help economical apply Also increment Worker. Responsiveness and commitments on the issues of Manageability. Y need also aided the. Specialist with recognise those zones such as preparing and development,. Execution examination framework What's more a few general exercises. The place non usage from claiming this idea of Green HRM takes put.

CHAPTER - 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

Descriptive Research - is defined as a research method that describes the characteristics of the population or phenomenon that is being studied. This methodology focuses more on the “what” of the research subject rather than the “why” of the research subject., this study is followed to depict the participants to have an accurate data.

3.2 SAMPLING TECHNIQUE

Simple random sampling - Simple random sampling is a subset of individuals chosen from a larger set of population. Each individual is chosen randomly and entirely by chance, such that each individual has the same probability of being chosen at any stage during the sampling process.

3.3 SOURCE OF DATA

The study consists of data from both primary and secondary sources.

Primary data:

The responses collected from the employees by the survey through questionnaires which were filled up with the involvement of the researcher.

Secondary data: Referred to research articles for their information.

3.4 STRUCTURE OF QUESTIONNAIRE

A questionnaire consists of number of questions printed or typed in a definite order on a form or set of forms. The respondents have to answer the question on their own.

3.5 SAMPLE SIZE

Population size: 350 Employees.

Sample size : The sample size consists of 130 respondents

3.6 PERIOD OF STUDY

The period of study is 3 months.

3.7 ANALYTICAL TOOLS

SPSS software was used to perform the following statistical analysis: After data was collected, it was edited for completeness and consistency. The data was then analysed using descriptive statistics including T - test, Anova and Correlation based on the objectives set. It was also used to establish the relationship between training satisfaction and job performance.

CHAPTER - 4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

CLASSIFICATION OF RESPONDENTS ACCORDING TO AGE

Table 4.1.1: CLASSIFICATION OF RESPONDENTS ACCORDING TO AGE

CLASSIFICATION	NUMBER OF RESPONDENTS	PERCENTAGE
20-25	98	75.4
26-35	24	18.5
36-45	8	6.1
ABOVE 45	0	0
TOTAL	130	100

Source: Primary data

The above table represent the details on the classification of respondents based on age. Out of 130 respondents the highest no of members are between 20-25 ie75.4% and lowest no of respondents are between above 45 ie0 % .The pictorial representation of the age is given above.

Age

130 responses

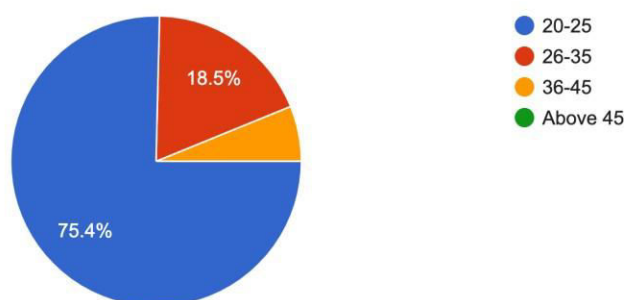


Chart 4.1.1: CLASSIFICATION OF RESPONDENTS ACCORDING TO AGE

CLASSIFICATION OF RESPONDENTS ACCORDING TO GENDER

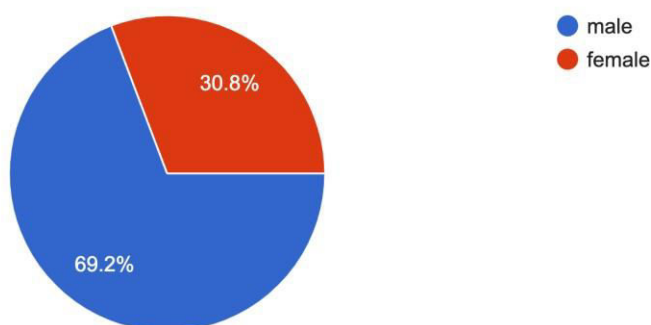
Table 4.1.2: CLASSIFICATION OF RESPONDENTS ACCORDING TO GENDER

CLASSIFICATION	NUMBER OF RESPONDENTS	PERCENTAGE
MALE	90	69.2
FEMALE	40	30.8
TOTAL	130	100

Source: Primary data

The above table shows that 69.2% of respondents are male and 30.8% of respondents are female out of 130 respondents. The pictorial representation of the gender is given above.

Gender
130 responses



Charts 4.1.2: CLASSIFICATION OF RESPONDENTS ACCORDING TO GENDER

CLASSIFICATION OF RESPONDENTS ACCORDING TO WORK EXPERIENCE

Table 4.1.3: CLASSIFICATION OF RESPONDENTS ACCORDING TO WORK EXPERIENCE

CLASSIFICATION	NUMBER OF RESPONDENTS	PERCENTAGE
1-5 YEARS	83	63.8
6-10 YEARS	37	28.5
11-15 YEARS	8	6.2
MORE THAN 15YEARS	2	1.5
TOTAL	130	100

Source: Primary data

The above table represents the details on the classification of respondents based on work experience. Out of 130 respondents, the highest no of members in 1-5 years i.e 63.8 percent (83 members) and lowest no of member are more than 15 years i.e 1.5 percent (2 members), The pictorial representation of the work experience is given above

Experience
130 responses

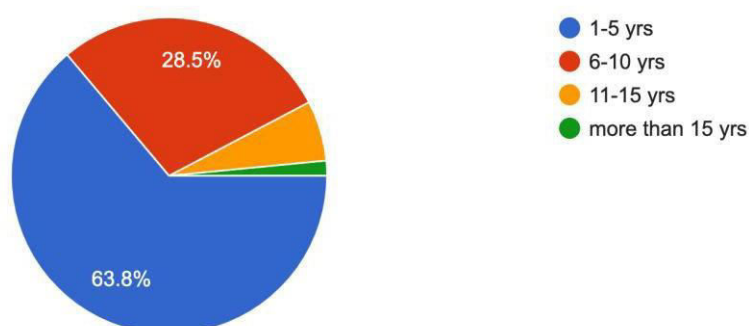


Chart 4.1.3: CLASSIFICATION OF RESPONDENTS ACCORDING TO WORK EXPERIENCE

CLASSIFICATION OF RESPONDENTS ACCORDING TO TRAINING RELEVANT

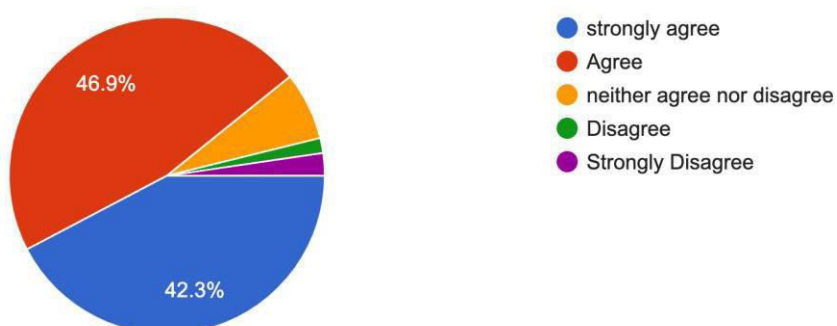
Table 4.1.4: CLASSIFICATION OF RESPONDENTS ACCORDING TO TRAINING RELEVANT

CLASSIFICATION	NUMBER OF RESPONDENT	PERCENTAGE
STRONGLY AGREE	56	42.7
AGREE	60	46.6
NEITHER AGREE NOR DISAGREE	9	6.9
DISAGREE	2	1.5
STRONGLY DISAGREE	3	2.3
TOTAL	130	100

Source :Primary data

The above table represents the details on the classification of respondents based on training relevant. Out of 130 respondents, the highest no of members is agree i.e 46.6 percent (60 members) and the lowest no of members is disagree i.e 1.5 percent (2 members).

Training was relevant to the specifics of what you do
130 responses



Charts 4.1.4: CLASSIFICATION OF RESPONDENTS ACCORDING TO TRAINING RELEVANT

CLASSIFICATION OF RESPONDENTS ACCORDING TO INFORMATION ON EMPLOYEE BENEFITS

Table 4.1.5: CLASSIFICATION OF RESPONDENTS ACCORDING TO INFORMATION ON EMPLOYEE BENEFITS

CLASSIFICATION	NUMBER OF RESPONDENT	PERCENTAGE
STRONGLY AGREE	43	32.8
AGREE	72	55.7
NEITHER AGREE NOR DISAGREE	9	6.9
DISAGREE	3	2.3
STRONGLY DISAGREE	3	2.3
TOTAL	130	100

Source :Primary data

The above table represents the details on the classification of respondents based on information on employee benefit. Out of 130 respondents, the highest no of members is agree i.e 55.7 percent (72 members) and the lowest no of members is disagree and strongly disagree i.e 2.3 percent (3 members).

Enough information given on employee benefits
130 responses

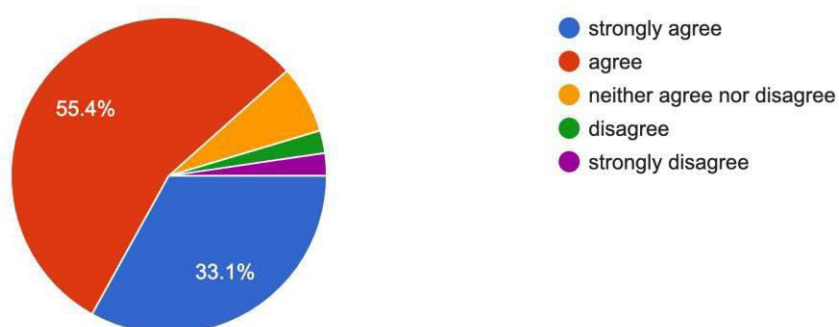


Chart 4.1.5: CLASSIFICATION OF RESPONDENTS ACCORDING TO INFORMATION ON EMPLOYEE BENEFITS

CLASSIFICATION OF RESPONDENTS ACCORDING TO INFORMATION ON UNDERSTAND FORMAT

Table 4.1.6: CLASSIFICATION OF RESPONDENTS ACCORDING TO INFORMATION ON UNDERSTAND FORMAT

CLASSIFICATION	NUMBER OF RESPONDENT	PERCENTAGE
STRONGLY AGREE	56	43.5
AGREE	52	39.7
NEITHER AGREE NOR DISAGREE	12	9.2
DISAGREE	4	3.1
STRONGLYDISAGREE	6	4.6
TOTAL	130	100

Source :Primary data

The above table represents the details on the classification of respondents based on information on understand format. Out of 130 respondents, the highest no of members is strongly agree i.e 43.5 percent (56 members) and the lowest no of members is disagree i.e 3.1 percent (4 members).

Information presented in an easy-to-understand format
130 responses

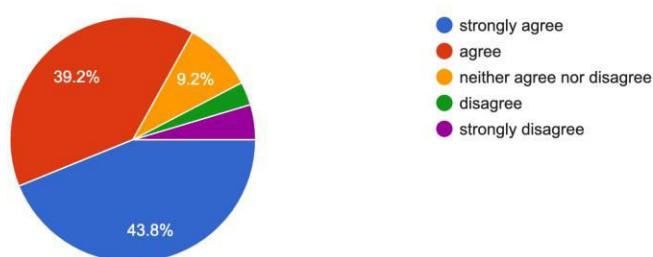


Chart 4.1.6: CLASSIFICATION OF RESPONDENTS ACCORDING TO INFORMATION ON UNDERSTAND FORMAT

CLASSIFICATION OF RESPONDENTS ACCORDING TO FIRST MONTH EXPECTATIONS

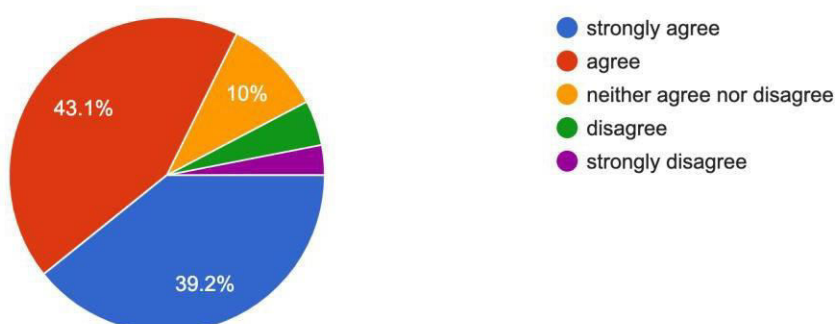
Table 4.1.7: CLASSIFICATION OF RESPONDENTS ACCORDING TO FIRST MONTH EXPECTATIONS

CLASSIFICATION	NUMBER OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	52	39.7
AGREE	55	42.7
NEITHER AGREE NOR DISAGREE	13	9.9
DISAGREE	6	4.6
STRONGLY DISAGREE	4	3.1
TOTAL	130	100

Source :Primary data

The above table represents the details on the classification of respondents based on first month expectations. Out of 130 respondents, the highest no of members is agree i.e 42.7 percent (55 members) and the lowest no of members is strongly disagree i.e 3.1 percent (4members).

Company meet your expectations during this first month
130 responses



Charts 4.1.7: CLASSIFICATION OF RESPONDENTS ACCORDING TO FIRST MONTH EXPECTATIONS

CLASSIFICATION OF RESPONDENTS ACCORDING TO SUFFICIENT TIME FOR HR ORIENTATION MEETING

Table 4.1.8: CLASSIFICATION OF RESPONDENTS ACCORDING TO SUFFICIENT TIME FOR HRORIENTATION MEETING

CLASSIFICATION	NUMBER OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	43	32.8
AGREE	57	44.3
NEITHER AGREE NOR DISAGREE	20	15.3
DISAGREE	5	3.8
STRONGLY DISAGREE	5	3.8
TOTAL	130	100

Source: Primary data

The above table represents the details on the classification of respondents based on sufficient time for hr orientation meeting. Out of 130 respondents, the highest no of members is agree i.e 44.3 percent (57 members) and the lowest no of members is disagree and strongly disagree i.e 3.8 percent (5 members).

Sufficient time was allotted for the HR orientation meeting
130 responses

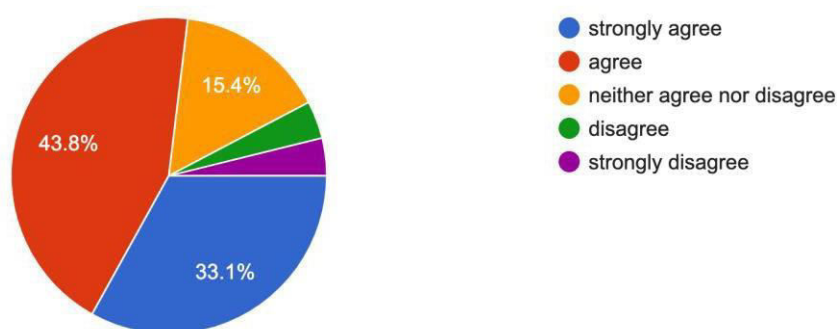


Chart 4.1.8: CLASSIFICATION OF RESPONDENTS ACCORDING TO SUFFICIENT TIME FOR HRORIENTATION MEETING

CLASSIFICATION OF RESPONDENTS ACCORDING TO PERSON PRESENTING ABLE TO ANSWER QUESTIONS

Table 4.1.9: CLASSIFICATION OF RESPONDENTS ACCORDING TO PERSON PRESENTING ABLE TO ANSWER QUESTIONS

CLASSIFICATION	NUMBER OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	47	35.9
AGREE	59	45.8
NEITHER AGREE NOR DISAGREE	14	10.7
DISAGREE	5	3.8
STRONGLY DISAGREE	5	3.8
TOTAL	130	100

Source: Primary data

The above table represents the details on the classification of respondents based on person presenting able to answer questions. Out of 130 respondents, the highest no of members is agree i.e 45.8 percent (59 members) and the lowest no of members is disagree and strongly disagree i.e 3.8 percent (5 members).

The person presenting the information able to answer questions during orientation
130 responses

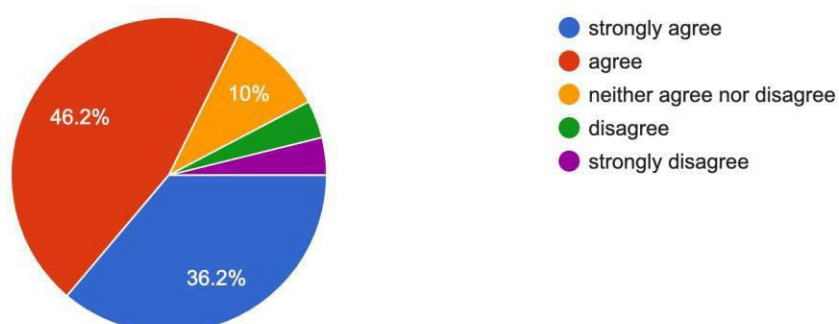


Chart 4.1.9: CLASSIFICATION OF RESPONDENTS ACCORDING TO PERSON PRESENTING ABLE TO ANSWER QUESTION

CLASSIFICATION OF RESPONDENTS ACCORDING TO UNDERSTANDING JOB,RESPONSIBILITIES AND PERFORMANCE STANDARDS

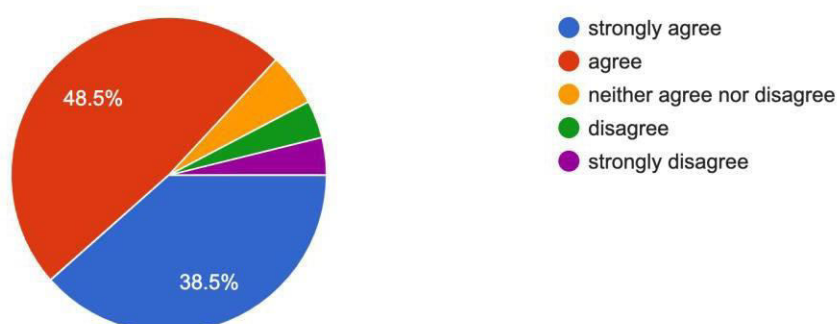
**Table 4.1.10: CLASSIFICATION OF RESPONDENTS ACCORDING TO
UNDERSTANDING JOB,RESPONSIBILITIES AND PERFORMANCE STANDARDS**

CLASSIFICATION	NUMBER OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	50	38.2
AGREE	63	48.9
NEITHER AGREE NOR DISAGREE	7	5.3
DISAGREE	5	3.8
STRONGLY DISAGREE	5	3.8
TOTAL	130	100

Source :Primary data

The above table represents the details on the classification of respondents based on understanding job, responsibilities and performance. Out of 130 respondents, the highest no of members is agree i.e 48.9 percent (63 members) and the lowest no of members is disagree and strongly disagree i.e 3.8 percent (5 members)

Induction helped to understand the job, responsibilities, and performance standards
130 responses



**Chart 4.1.10: CLASSIFICATION OF RESPONDENTS ACCORDING TO
UNDERSTANDING JOB,RESPONSIBILITIES AND PERFORMANCE STANDARDS**

CLASSIFICATION OF RESPONDENTS ACCORDING TO JOB PERFORMANCE AS A RESULT OF ATTENDANCE

Table 4.1.11: CLASSIFICATION OF RESPONDENTS ACCORDING TO JOB PERFORMANCE AS A RESULT OF ATTENDANCE

CLASSIFICATION	NUMBER OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	43	32.8
AGREE	63	48.1
NEITHER AGREE NOR DISAGREE	13	9.9
DISAGREE	6	4.6
STRONGLY DISAGREE	6	4.6
TOTAL	130	100

Source: Primary data

The above table represents the details on the classification of respondents based on job performance as a result of attendance. Out of 130 respondents, the highest no of members is agree i.e 48.1 percent (63 members) and the lowest no of members is disagree and strongly disagree i.e 4.6 percent (6 members).

Job performance level will rise as a result of attendance to this training course
130 responses

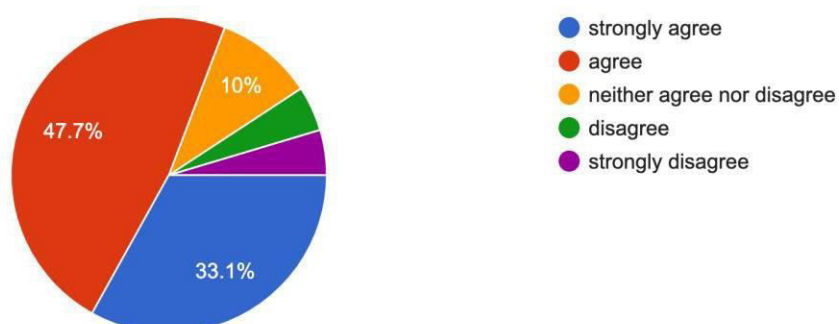


Chart 4.1.11: CLASSIFICATION OF RESPONDENTS ACCORDING TO JOB PERFORMANCE AS A RESULT OF ATTENDANCE

CLASSIFICATION OF RESPONDENTS ACCORDING TO INDUCTION PROGRAMME

Table 4.1.12: CLASSIFICATION OF RESPONDENTS ACCORDING TO INDUCTION PROGRAMME

	WAS INFORMATIVE	WAS EFFECTIVELY DESIGNED	WAS WELL ORGANISED	HELPED TO FEEL MORE PREPARED
STRONGLY AGREE	45	51	44	47
AGREE	75	65	66	71
NEITHER AGREE NOR DISAGREE	9	12	18	9
DISAGREE	3	3	3	4
STRONGLY DISAGREE	0	0	0	0
TOTAL	130	130	130	130

Source: Primary data

	Highest no of respondent	Lowest no of respondent
Was informative	Strongly agree (75 members)	Strongly disagree (0 members)
Was effectively designed	Strongly agree (65 members)	Strongly disagree (0 members)
Was well organised	Strongly agree (66 members)	Strongly disagree (0 members)
Helped to feel more prepared	Strongly agree (71 members)	Strongly disagree (0 members)

The above table represents the details on the classification of respondents based on induction program. Out of 130 respondents,

Induction programme

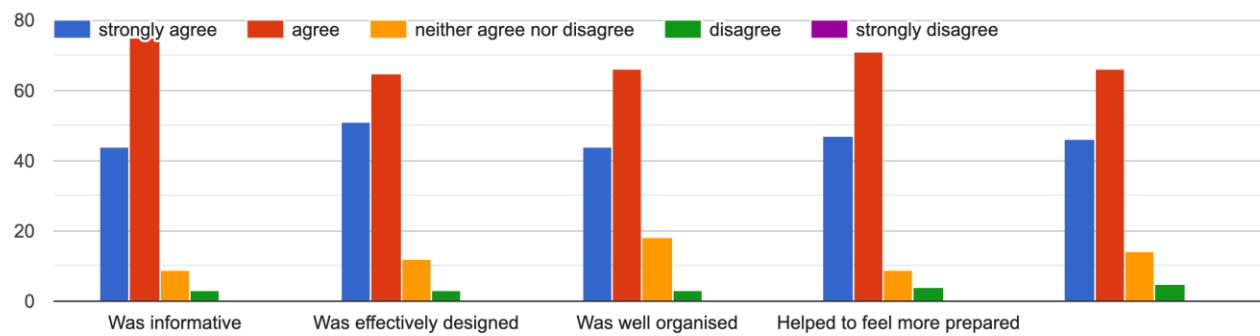


Chart 4.1.12: CLASSIFICATION OF RESPONDENTS ACCORDING TO INDUCTION PROGRAMME

CLASSIFICATION OF RESPONDENTS ACCORDING TO LEVEL OF SATISFACTION WITH INDUCTION TRAINING

Table 4.1.13: CLASSIFICATION OF RESPONDENTS ACCORDING TO LEVEL OF SATISFACTION WITH INDUCTION TRAINING

CLASSIFICATION	NUMBER OF RESPONDENTS	PERCENTAGE
HIGHLYSATISFIED	42	32.1
SATISFIED	58	45
AVERAGE	21	16
DISSATISFIED	4	3.1
HIGHLYDISSATISFIED	5	3.8
TOTAL	130	100

Source: Primary data

The above table represents the details on the classification of respondents based on level of satisfaction with induction training. Out of 54 respondents, the highest no of members is dis- agree i.e 45 percent (58 members) and the lowest no of members is stronglydisagree i.e 3.1 percent (4 members).

Level of satisfaction with the induction training of the organisation
131 responses

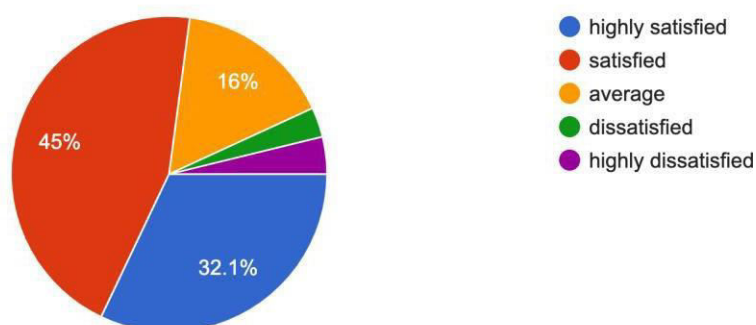


Chart 4.1.13: CLASSIFICATION OF RESPONDENTS ACCORDING TO LEVEL OF SATISFACTION WITH INDUCTION TRAINING

CLASSIFICATION OF RESPONDENTS ACCORDING TO TRAINING SESSION INFLUENCE PERFORMANCE

Table 4.1.14: CLASSIFICATION OF RESPONDENTS ACCORDING TO TRAINING SESSION INFLUENCE PERFORMANCE

CLASSIFICATION	NUMBER OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	41	31.3
AGREE	60	46.6
NEITHER AGREE NOR DISAGREE	19	14.5
DISAGREE	4	3.1
STRONGLY DISAGREE	6	4.6
TOTAL	130	100

Source: Primary data

The above table represents the details on the classification of respondents based on training session influence performance .Out of 130 respondents, the highest no of members is agree i.e 46.6 percent (60 members) and the lowest no of members is disagree i.e 3.1 percent (4 members).

Induction training session will influence your performance
131 responses

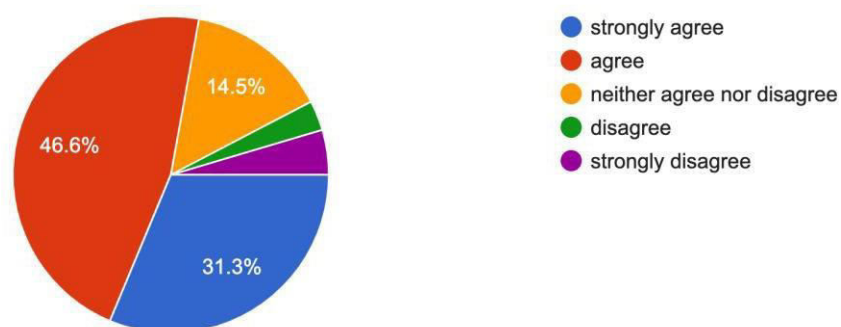


Chart 4.1.14: CLASSIFICATION OF RESPONDENTS ACCORDING TO LEVEL OF SATISFACTION WITH INDUCTION TRAINING

CLASSIFICATION OF RESPONDENTS ACCORDING TO INDUCTION TRAINING HELPS TO ADOPT INTERNAL ENVIRONMENT

Table 4.1.15: CLASSIFICATION OF RESPONDENTS ACCORDING TO INDUCTION TRAINING HELPS TO ADOPT INTERNAL ENVIRONMENT

CLASSIFICATION	NUMBER OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	47	35.9
AGREE	61	47.3
NEITHER AGREE NOR DISAGREE	15	11.5
DISAGREE	3	2.3
STRONGLY DISAGREE	4	3.1
TOTAL	130	100

Source: Primary data

The above table represents the details on the classification of respondents based on induction training helps to adopt internal environment. Out of 130 respondents, the highest no of members is agree i.e 47.3 percent (61 members) and the lowest no of members is disagree i.e 2.3 percent (3members).

Induction Training Programs Are Helps To Adopt The Internal Environment
131 responses

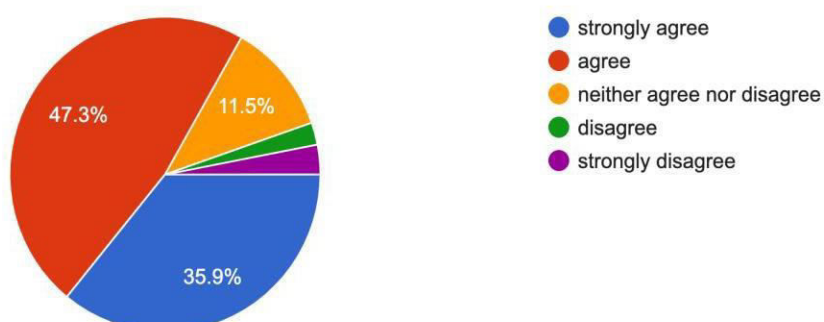


Chart 4.1.15: CLASSIFICATION OF RESPONDENTS ACCORDING TO INDUCTION TRAINING HELPS TO ADOPT INTERNAL ENVIRONMENT

CLASSIFICATION OF RESPONDENTS ACCORDING TO AWARENESS FOR CAREER GROWTH

Table 4.1.16: CLASSIFICATION OF RESPONDENTS ACCORDING TO AWARENESS FOR CAREER GROWTH

CLASSIFICATION	NUMBER OF RESPONDENT	PERCENTAGE
STRONGLY AGREE	44	33.6
AGREE	59	45.8
NEITHER AGREE NOR DISAGREE	16	12.2
DISAGREE	5	3.8
STRONGLY DISAGREE	6	4.6
TOTAL	130	100

Source: Primary data

The above table represents the details on the classification of respondents based on awareness for career growth. Out of 130 respondents, the highest no of members is agree i.e 45.8 percent (59 members) and the lowest no of members is disagree i.e 3.8percent (5members).

Induction Training Program Gives Awareness For Career Growth
131 responses

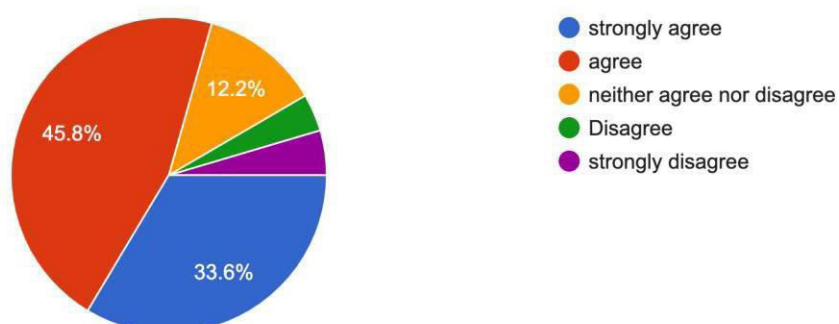


Chart 4.1.16: CLASSIFICATION OF RESPONDENTS ACCORDING TO AWARENESS FOR CAREER GROWTH

4.2 ANOVA

Age and Job responsibilities & performance standard

H0-There is no significance difference between age in regards with Job responsibilities & performance standard

H1-There is significance difference between age in regards with Job responsibilities & performance standard

Table 4.1.17

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	0.202	2	0.101	0.112	0.894
Within Groups	114.721	127	0.903		
Total	114.923	129			

The one wayanova of age,Job responsibilities and performance standard is greater than 0.5 and the value of frequency 0.112.

The value of significant is 0.894 (Table 4.1.17) and it accept null hypothesis .so there is no difference in opinion among age and Job responsibilities and performance standard.

Experience and Satisfied with the training provided

H0-There is no significance difference between Experience in regards with Satisfied with the training provided

H1-There is significance difference between Experience in regards with Satisfied with the training provided.

Table 4.1.18

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.379	3	0.460	0.684	0.563
Within Groups	84.591	127	0.671		
Total	85.969	129			

The one way anova of gender, Satisfied with the training provided is greater than 0.5 and the value of frequency 0.684.

The value of significant is 0.5563 (Table 4.1.18)and it accept alternative hypothesis .so there is no difference in opinion among experience and satisfied with the trainingprovided

.

4.3 CORRELATION

H0-There is no relationship between job performance in regards with Satisfied with training provided

H1-There is relationship between job performance in regards with Satisfied with training provided

Table 4.1.19

		Job performance level rise as a result of training course	Satisfied with training provided
Job performance level rise as a result of training course	Pearson Correlation	1	.351**
	Sig.(2-tailed)		<.001
	N	130	130
Satisfied with training provided	Pearson Correlation	0.351**	1
	Sig.(2-tailed)	<.001	
	N	130	130

The table illustrates the relationship between job performance and Satisfied with training provided. The correlation between job performance and Satisfied with training provided is .351 which indicates that there is a strongly negative correlation.

Hence the alternative hypothesis is accepted .so there is significant relationship between job performance and Satisfied with training provided.

4.4 T-Test

H0-There is no significance difference between Gender in regards with Induction training awareness on careergrowth

H1-There is significance difference between Gender in regards with Induction training awareness on careergrowth

Table 4.1.20 Induction training awareness on career growth

	N	Mean	Std.deviation	Std.error mean
Gender	130	1.31	0.463	0.041
Inductiontrainingawarenessoncareer growth	130	2.01	1.015	0.089

Table 4.1.20.1

	t	df	Sig(2 tailed)	Mean Difference	Lower	Upper
Gender	32.180	129	<.001	1.308	1.23	1.39
Induction Training Awareness Career Growth	22.545	129	<.001	2.008	1.83	2.18

The table illustrates the significance between Gender and Induction training awareness on career growth . The significance between Gender and Induction training awareness on careergrowth is <0.01 which is lesser than 0.05 and hence H1 is accepted. There is significance difference between Gender and Induction training awareness on career growth

CHAPTER - 5

5.1 FINDINGS

- From the result we found that majority of respondent are male 69.2 % (90 members)
- The study shows that majority of respondent are aged between 20-25 , 75.2% (98 member)
- From the study we found that majority of respondent work experience was 1-5, 63.8 % (83 members)
- Through survey we found that majority of respondent on training relevant are Agree 46.6 % (60 members)
- The study shows that majority of respondent are agree 55.7 % (72 member) with information on employee benefits
- From the study we found majority of respondent on information on understand format are strongly agree 43.5 % (56 member)
- Through survey we found that majority of respondent on first month expectation are agree 42.7 % (55 member)
- From the study we found that majority of respondent are agree 44.3% (57 members) for sufficient time for hr orientation meeting
- The study shows that majority of respondent are agree 45.8 % (59 member) with person presenting able to answer question
- Through survey we found that majority of respondent on understanding job, responsibilities and performance are Agree 48.9 % (63 members)
- From the study we found that majority of respondent on job performance as a result of attendance are agree , 48.1% (63 members)
- The study shows that majority of respondent are agree (75 member) with induction program was informative.
- Through survey we found that majority of respondent are Agree (65 members) with induction program was effectively designed.
- From the study we found that majority of respondent are agree (66 members) with induction program was well organised.
- The study shows that majority of respondent are agree (71 member) with induction program helped to feel more prepared.
- From the study we found that majority of respondent are satisfied 45 % (58 members) for satisfaction with induction training.

- Through survey we found that majority of respondent are Agree 47.3% (61 members) with induction training helps to adopt internal environment.
- The study shows that majority of respondent are agree 45.8% (59 member) with induction program helped to feel more prepared.

5.2 SUGGESTION:

- Manager must motivate the new employee by giving appreciation talks which help to build themselves.
- Recruiter must follow competency mapping to find the exact training course for employee.
- For experienced person also organisation must provide induction training.
- After induction training employee must be monitor whether his training reflects in their performance.

5.3 CONCLUSION:

For employees, starting a new role in a new organisation can be an anxious time and an induction programme enables them to understand more about the organisation, their role, ways of working and to meet new colleagues. Even if induction is arguably one of the most important human resource practices, yet it should not be the only form of training in the company. Ideally, not only this research improves the quality of induction, but also provides perspective for applying continuous training and development practices. The study shows that their relationship between job performance and job satisfaction. Company must focus more on induction program to improve their employee performance and productivity of the organisation.

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APPENDIX – 1

QUESTIONNAIRES

• Name:

• Age

a.20-25

b.26-35

c.36-45

d.above45

• Gender

a.maleb.f

emale

• Experience

a.0-5 yrs

b.6-10 yrs

c.11-15 yrs

d.more than 15 yrs

1. Training was relevant to the specifics of what you do

a.stronglyagree

b.agree

c.neither agree nor disagree

d.disagreee.strongl

y disagree

2. Enough information given on employeebenefits

a.strongly agree

b.agree

c.neither agree nor disagree

d.disagreee.strongl

y disagree

3. Information presented in an easy-to-understand format

- a.stronglyagree
- b.agree
- c.neither agree nor disagree
- d.disagreee.strongl
- ydisagree

4. Company meet your expectations during thisfirst month

- a.stronglyagree
- b.agree
- c.neither agree nor disagree
- d.disagree
- e.stronglydisagree

5. Sufficient time was allotted for the HR orientation meeting

- a.stronglyagree
- b.agree
- c.neither agree nor disagree
- d.disagree
- e.stronglydisagree

6. The person presenting the information able to answer questions during orientation

- a.stronglyagree
- b.agree
- c.neither agree nor disagree
- d.disagreee.strongl
- y disagree

7. Induction helped to understand the job, responsibilities, and performancestandards

- a.strongly agree
- b.agree
- c.neither agree nor disagree
- d.disagreee.strongl
- y disagree

8. Job performance level will rise as a result of attendance to this training course

a.stronglyagree

b.agree

c.neither agree nor disagree

d.disagreee.strongl

ydisagree

9. InductionProgram

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Was informative					
Was effectively design					
Was well organised					
Helped to feel more prepared					
Encouraged interaction with my peers					

10. Level of satisfaction with the induction training of theorganisation

a.Highlysatisfied

b.satisfiedc.average

d.Dissatisfiede.High

lydissatisfied

11 Satisfied with the training provided by the

organisationa.Highly satisfied

b.satisfiedc.average

d.Dissatisfiede.High

lydissatisfied

12. Induction training session will influence your performance

- a. strongly agree
- b. agree
- c. neither agree nor disagree
- d. disagree
- e. strongly disagree

13. Induction Training Programs Are Helps To Adopt The Internal Environment

- a. strongly agree
- b. agree
- c. neither agree nor disagree
- d. disagree
- e. strongly disagree

14. Induction Training Program Gives Awareness For Career Growth

- a. strongly agree
- b. agree
- c. neither agree nor disagree
- d. disagree
- e. strongly disagree

APPENDIX - 2

A STUDY ON IMPACT OF INDUCTION TRAINING PROGRAM TOWARDS EMPOWERING EMPLOYEE

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ABSTRACT : This study explores the role played by induction training on the performance of new employees at work place. This research focuses on reviewing the findings of previous studies conducted by various researchers with the aim to identify impact of staff induction. The design was explanatory case study using qualitative data collected through interviews from both employees and management personnel. The study reached the conclusion that further investigations need to be conducted regarding Research to better comprehend this complex field of induction training. There should be a continuous follow-up to get feedback from the trainees. There should be sufficient time allocation to orientation training to allow the program to cover all aspects. The study analyses the factors that influences the effectiveness of induction training program and the impact of induction training program towards middle and lower level employees using factor analysis

Key words : Job performance ,training, induction training, Job satisfaction.

INTRODUCTION

Employee induction is an effective and efficient means of outlining workplace policies and procedures to new starters, for providing specific information new employees need to know to do their job, and for setting expectations within the larger context of company goals, objectives and the business operation as a whole. The main purpose of an induction is to integrate your new hires into the company and show them the systems, procedures, culture, values and the organisation itself. It also helps them ease into a new environment at a time when many new employees will make a call in those early days on whether to stay or leave. When a new team member starts working in an organisation, it is vital to get them to become productive and efficient as quickly as possible. Staff induction training or “on-boarding”, forms a pivotal part in this process. Research shows that providing new staff and employees with a thorough introduction to the company, leads to significantly improved long-term staff retention. Consequently, in order to be effective, an Induction

Programme should include an introduction to the organisation, its values, culture, people and acceptable working practices.

OBJECTIVES OF THE STUDY

- To study the impact of induction training.
- To study about the importance of staff induction training.
- To find the relationship between training satisfaction and job performance.
- To investigate the factor influencing induction training.

REVIEW OF LITERATURE

The paper titled ,“A STUDY OF TRAINING IN INSURANCE AND THEIR IMPACT ON EMPLOYEES PRODUCTIVITY” by Dr. Shefali Verna ,Rita Goyal(2011).Preparation empowers them with do these parts Also responsibilities. Proficientlyand likewise figure out new things, which will get ready them to consume higher responsibilities. Later on. Cor ought detractnecessary steps to such an approach that. Representatives ought feel preparing is key should improve the benefit What's more client fulfilment. Will meet those display teststo India.

The paper titled“InductionStaff Training” by RodicaDragomiroiu,IonIulian Hurloiu,GabrielMihai(2014) .Preparing and Training of representativesmakesA collaboration impact. Toward offering information between representatives What's more joining together they're. Distinct learning director cam-woodget will realisea greater amount qualitative over those straightforward whole of cash of learning accessible on. Representatives. Gathering about knowledge, preparing and training about representatives will be the support of each up to dateassociationImprovement.

The paper titled ,“Induction and Staff Attitude towards Retention and Organizational Effectiveness” by OdunayoPaul Salau1 , Hezekiah OlubusayoFablaJames Olalekan Akinbode(2014). A few investigations need shown that A large numbermodern associations receive different. Method for acclimatisingFurthermore presenting workers will their employments and earth (Wesson &Gogus, 2005). Mostly, the incitement hails clinched alongside two types. The main may be theformal preparation programmesand the second will be casual incitement which is often conveyed out Eventually Tom's perusing the specialists What's more managers/supervisors alternatelyA mix of both.

The paper titled, "IMPACT OF INDUCTION TRAINING PROGRAMMES ON PERFORMANCE OF TECHNICAL INSTITUTIONS IN INDIA" by B. L. Gupta. Stages is planned thereabouts that those trainee educators will have the ability will actualise all the outcome-based. Curricula will attain programme instructive destinations (PEOs), programme results. (POs), programme particular results (PSOs), competencies, span results (COs) Also. Particular Taking in conclusions (SLOs) thereabouts that those people would prepared for those world-of-work.

The paper titled, "Green HRM: Practices and Strategic Implementation in the Organisations", International Journal on Recent and Innovation Trends in Computing and Communication by Sushma Rani, Dr. K. Mishra. Green HRM alludes with utilising each Worker on. Help economical apply Also increment Worker. Responsiveness and commitments on the issues of Manageability. Why need also aided the. Specialist with recognise those zones such as preparing and development, Execution examination framework What's more a few general exercises. The place non usage from claiming this idea of Green HRM takes put.

METHODOLOGY

Descriptive Research - is defined as a research method that describes the characteristics of the population or phenomenon that is being studied. This methodology focuses more on the "what" of the research subject rather than the "why" of the research subject., this study is followed to depict the participants to have an accurate data.

The study consist of data from both from primary and secondary sources.

Primary data: The responses collected from the employees by the survey through questionnaires which were filled up with the involvement of the researcher.

Secondary data: Referred to research articles for the information. Population size: 500 Employees.

Sample size :The sample size consists of 54 respondents

Sampling Type : The sampling design used in this study is Random sampling.

SPSS software was used to perform the following statistical analysis: After data was collected, it was edited for completeness and consistency. The data was then analysed using descriptive statistics including frequencies, percentage, T Test, Anova and Correlation based on the objectives set. It was also used to establish the relationship between employee motivation and job satisfaction

DISCUSSIONS :

On completing the project “A study on impact of induction training towards empowering employee”, the correlation test was done to find out the relation between job performance and satisfied with training provided, pers. To find out the impact of induction training the analysis was done with the structure questionnaire with easy understanding flexible and clear.

ANOVA

Age and Job responsibilities & performance standard

H0-There is no significance difference between age in regards with Job responsibilities & performance standard

H1-There is significance difference between age in regards with Job responsibilities & performance standard

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	0.202	2	0.101	0.112	0.894
Within Groups	114.721	127	0.903		
Total	114.923	129			

The one wayanova of age,Job responsibilities and performance standard is greater than 0.5 and the value of frequency 0.112.

The value of significant is 0.894 (Table 4.1.17) and it accept null hypothesis .so there is no difference in opinion among age and Job responsibilities and performance standard.

Experience and Satisfied with the training provided

H0-There is no significance difference between Experience in regards with Satisfied with the training provided

H1-There is significance difference between Experience in regards with Satisfied with the training provided.

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.379	3	0.460	0.684	0.563
Within Groups	84.591	127	0.671		
Total	85.969	129			

The one way anova of gender, Satisfied with the training provided is greater than 0.5 and the value of frequency 0.684.

The value of significant is 0.5563 (Table 4.1.18) and it accept alternative hypothesis .so there is no difference in opinion among experience and satisfied with the training provided .

CORRELATION

H0-There is no relationship between job performance in regards with Satisfied with training provided

H1-There is relationship between job performance in regards with Satisfied with training provided

		Job performance level rise as a result of training course	Satisfied with training provided
Job performance level rise as a result of training course	Pearson Correlation	1	.351**
	Sig.(2-tailed)		<.001
	N	130	130
Satisfied with training provided	Pearson Correlation	0.351**	1
	Sig.(2-tailed)	<.001	
	N	130	130

The table illustrates the relationship between job performance and Satisfied with training provided. The correlation between job performance and Satisfied with training provided is .351 which indicates that there is a strongly negative correlation.

Hence the alternative hypothesis is accepted .so there is significant relationship between job performance and Satisfied with training provided .

4.3 T- Test

H0-There is no significance difference between Gender in regards with Induction training awareness on career growth

H1-There is significance difference between Gender in regards with Induction training awareness on careergrowth

	N	Mean	Std.deviation	Std.error mean
Gender	130	1.31	0.463	0.041
Inductiontrainingawareness oncareergrowth	130	2.01	1.015	0.089

	t	df	Sig(2 tailed)	Mean Difference	Lower	Upper
Gender	32.180	129	<.001	1.308	1.23	1.39
Induction Training Awareness Career Growth	22.545	129	<.001	2.008	1.83	2.18

The table illustrates the significance between Gender and Induction training awareness on career growth . The significance between Gender and Induction training awareness oncareergrowth is <0.01 which is lesser than 0.05 and hence H1 is accepted. There is significance difference between Gender and Induction training awareness on career growth.

CONCLUSION :

For employees, starting a new role in a new organisation can be an anxious time and an induction programme enables them to understand more about the organisation, their role, ways of working and to meet new colleagues. Even if induction is arguably one of the most important human resource practices, yet it should not be the only form of training in the company. Ideally, not only this research improves the quality of induction, but also provides perspective for applying continuous training and development practices. The study shows that their relationship between job performance and job satisfaction. A company must focus more on induction program to improve their employee performance and productivity of the organisation.

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