



A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT AT VALEO INDIA PVT LTD

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Article History: Received: 19.02.2023

Revised: 05.04.2023

Accepted: 19.05.2023

Abstract-The objective of this study is to measure the effectiveness of the training which were held to sustain the employee's growth and development in the organization. This study ensures the Employee Training and Development helps in updating employees' skills and knowledge for performing a Job which at the end results in increasing their work efficiency and increase the productivity of an organization.

Keywords-Training and Development, Employee, Human Resource Management

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DOI: 10.31838/ecb/2023.12.s2.287

1. INTRODUCTION

Training and Development is one of the important functions of Human Resource management department in many of the organization. The objective of the Training is to enhance all of the employees' skills behaviour and also their expertise by making them to learn new techniques of doing works. Employee Training and Development also helps in updating the employees' skills and knowledge for performing a job in which the end results is increasing their work efficiency and increase the productivity of the organization. It ensures that Employees difficulties is minimized and learning changes takes place. Training development or learning development are the ongoing educational activities which is designed for goal fulfilment and also enhances the performance of employees.

LITERATURE REVIEW

Kraiger Kurt (2003) stated that the dynamics of change and growth call for a solid conceptual foundation so that theoretical and empirical advancements continue to have an impact on practice. The objective for this study is to provide a broad overview of theory and practice in training, with respect to emerging methods and technologies for ensuring training success. This study considers training and development from three perspectives namely training and development as instruction, as learning, and as organizational change. Finally, specific attention is given to the role of measurement in training and development.

Goldstein, I.L. (1989) that new approaches to the development, application, and evaluation of training in the workplace, industrial and organizational psychology, organizational behaviour, management, and related disciplines. Also conducted wide range of strategies for improving training to better evaluate training needs, design more effective training methods, and more accurately measure results. They discuss methods of conducting job analysis surveys and show how to structure questionnaires to get the most useful information about the organization, the individual, and the task to be performed. The contributors offer a variety of instructional techniques based on cognitive and behavioural theory, including training in self-management and training through reinforcement.

Topno, Harshit (2012) stated that training and development enhances efficiency and develops a systematic way of performing duties and assigned tasks. Also it bridges the gap between job requirement and employees present specification. Training like any other organizational activity requires time, energy and money. It's an investment in employees' productivity and retention by providing for career progression and employees job

satisfaction over the long time. Therefore the organisation needs to know whether their investment is being spent effectively or not. For this continuous evaluation of training and development is necessary. Evaluation of training and development means assessment of the impact of training on trainee's performance and behaviour.

Khan, Raja Abdul Ghafoor, Furqan Ahmad Khan, and Muhammad Aslam Khan (2011) stated that training and Development, On the Job Training, Training Design and Delivery style are four of the most important aspects in organizational studies. The focus of the study is to understand the affect of Training and Development, On the Job Training, Training Design and Delivery style on Organizational performance. Four Hypotheses are developed to see the Impact of all the independent variables on the overall Organizational Performance.

OBJECTIVES OF THE STUDY

The Primary objectives of the paper are to study on various training methods followed in Valeo India Pvt Ltd

The Secondary objectives of the paper are

1. To analyse whether employees are satisfied with various training programs implemented by the organization.
2. To evaluate the training methods helped in motivating the employees and providing job security in the organization
3. To analyse the productivity and performance of the training in the organization.

To identify the issues with the current training and development process and provide solutions.

2. RESEARCH METHODOLOGY

This research will employ primarily descriptive research design because it will ensure the minimization of bias and maximization of reliability of data collected. In descriptive research different parameters will be chosen and analysing the variations between these parameters.

4.1 SAMPLE DESIGN

The researcher will employ Simple random sampling is a type of probability sampling in which the researcher randomly selects a subset of participants from a population. Each member of the population has an equal chance of being selected.

4.2 SAMPLE UNIT

The sample unit for this study is comprised of the HR Department and employees within the Valeo India Pvt Ltd.

4.3 POPULATION

The study will cover the software employees of Valeo India Pvt Ltd in Chennai. The company comprises of several branches consisting of 5000 employees in Chennai

4.4 TARGET RESPONDENTS

The Target Respondents of this research are the software entity employees from Valeo India Pvt Ltd. The respondents are from Executive level to GM of around 682.

4.5 SAMPLE SIZE

The sample size for my study is 120. It is done to a range of 120 person from the organization and the sampling method is used to select the respondents in this study was Convenience Sampling.

4.6 DATA SOURCES

Primary data were extensively used for the present study while secondary data were also used.

4.6.1 Primary Data

The primary data has been collected using a questionnaire. For this purpose, the

questionnaire were distributed to the respondents, which was then assessed in context of table format. During the assessment process, findings and conclusions were also generated regarding the topic.

4.6.2 Secondary data

Secondary data had been collected from Published book, magazine journals, article published by other authors and from the information after talking with HR professionals.

4.7 DATA ANALYSIS AND INTERPRETATION

Karl Pearson's Correlation Test, Chi Square Test, One-way Anova test, Independent T-test are used to examine the objectives.

SATISTICAL TOOLS USED

5.1 KARL PEARSON'S CORRELATION

Null Hypothesis (H₀): There is no significant relationship between the designation and the satisfaction of training among the employees in the organisation.

Alternative Hypothesis(H₁): There is significant relationship between the designation and the satisfaction of training among the employees in the organisation.

DESIGNATION

DESIGNATION	Pearson Correlation	1	.442**
	Sig. (2-tailed)		.000
	N	120	120
SATISFACTION OF TRAINING	Pearson Correlation	.442**	1
	Sig. (2-tailed)	.000	
	N	120	120

A Study on Effectiveness of Training and Development At Valeo India Pvt Ltd

SATISFACTION OF TRAINING

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

INFERENCE:

Since r is positive, there is positive relationship between the designation and the satisfaction of training among the employees in the organisation.

5.2 CHI-SQUARE TEST

Null hypothesis (H₀):

There is no significant relationship between gender and the impact of training on the respondents.

Alternate hypothesis (H₁):

There is significant relationship between gender and the impact of training on the respondents.

Sig value .000 is less than 0.05, [Ho] is rejected Hence, the alternative hypothesis [H1] is accepted

Sum of Squares		Df	Mean Square	F	Sig.
Between Groups	11.657	4	2.914	20.354	.000
Within Groups	16.608	116	.143		
Total	28.264	120			
Sum of Squares		df	Mean Square	F	Sig.
Between Groups	11.657	4	2.914	20.354	.000
Within Groups	16.608	116	.143		
Total	28.264	120			
		Value	df	Significance (2-sided)	
Pearson Chi-Square		31.169 ^a	3	.000	
Likelihood Ratio		38.223	3	.000	
Linear-by-Linear Association		29.721	1	.000	
N of Valid Cases		120			

a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is 3.40.

INFERENCE:

The Sig value .000 is less than 0.05, thus Ho is rejected. Therefore we accept the alternate hypothesis and hence there is a relationship between gender and the impact of training on the respondents.

5.3 ONE-WAY ANOVA

Null hypothesis (Ho):

There is no significance relationship between the age of the respondents and the effect of training on employee's productivity.

Alternate hypothesis (H1):

There is a significance difference between the age of the respondents and the effect of training on employee's productivity.

Sig value .000 is less than 0.05, [Ho] is rejected Hence, the alternative hypothesis [H1] is accepted.

INFERENCE:

The Sig value .000 is less than 0.05, thus Ho is rejected. Therefore, we accept the alternate hypothesis and hence there is a relationship between the age of the respondents and the effect of training on employee's productivity.

5.4 INDEPENDENT T- TEST Null Hypothesis, Ho:

There is no significance relationship between the department to which the respondents belong and the feeling of improving the quality of training sessions.

Alternative Hypothesis, H1:

There is a significance relationship between the department to which the respondents belong and the feeling of improving the quality of training sessions.

Levene's Test for Equality of Variances			t-test for Equality of Means							
		F	Sig.	t	df	Sig.(2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Quality of training sessions	Equal variances assumed	1.310	.259	.551	38	.585	.083	.151	-.223	.389
	Equal variances not assumed			.560	33.930	.579	.083	.149	-.219	.386

Sig value .585 is greater than 0.05, [Ho] is accepted Hence, the alternative hypothesis [H1] is rejected. **INFERENCE-**

From the above table it is interpreted that the sig value for quality of training sessions is .585. Since the value for Overall satisfaction is greater than 0.05, we reject the alternative hypothesis, there is a significance between the department to which the respondents belong and the feeling of improving the quality of training sessions.

4. FINDINGS AND CONCLUSION

- 45.3% of the respondents were male.
- 40% of the employees are Strongly Agreeing that they are satisfied with the nature of the job after attending the training program.
- 37% of the employees are Agreeing that the training programs conducted are helpful in the long run.
- 45.3% of the employees are agreeing that they get innovative ideas during and post training.
- 50.7% of the employees said YES for training is must for enhancing productivity and performance.
- 56% of the employees said YES for the trainer must possess some basic skills to make the training effective.
- 54% of the employees said YES for training program is helpful for personal growth.
- 67.3% of the employees said YES for training has helped in motivating employees and giving them job security.
- 50.7% of the employees said YES for the trainer responds to the trainees' doubts.

- 40% of the employees are agreeing that the quality of the sessions must be improved during the training.
- 37.3% of the employees are Strongly Agreeing that they are provided with the study materials before or after the training period.
- 48% of the employees view training program as change in attitude, improves knowledge and skills.

6.1 SUGGESTIONS

- Valeo can improve in redesigning the job as the employees feel that as the foremost change needed followed by removing interference and reorganising.
- Employees' at Valeo also suggested to improve the quality of the session during the training.
- Valeo can also reduce the time gap between the sessions and the training can also be conducted in a well organised manner.
- The trainers in Valeo can be chosen with better skills to make the training effective.
- Valeo can improve the development part of the employees too as most of the employees' tenure was less than 2 years.
- Valeo can steeply increase the overall satisfaction of the employees to be surpassed over the limit by solving on its defects.
- The trainers must clear the doubt of the employees and can be even more user- friendly.

3. CONCLUSION

From the study it is concluded that the employees

are Strongly Agreeing that the training sessions are helpful for individual as well as organisational development. They are even satisfied that the training programs are helpful in the long run. Most of the employees were satisfied with the effectiveness of the training program conducted and they were able to cope up with their jobs. The major part is that the employees are greatly satisfied on the training sessions being conducted. The training program provides more innovative ideas to the employees during and post training. The employees expect that the trainers must possess better skills.

4. REFERENCE

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