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**A STUDY ON EMPLOYEE TRAINING AND DEVELOPMENT WITH
 SPECIAL REFERENCE TO BHARATHI WOMEN DEVELOPMENT
 CENTRE AT THIRUVARUR**

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Abstract

The aim of this study is to investigate the relationship between training and development with organizational effectiveness. The research data is collected by developing questionnaire the research is of quality method which tends to address the quality of things in a depth rather than numerical data about the questionnaire. Its composed of two parts, the first one interested in collecting personal data. Which the second section is shining light on the areas of (training, development and organization effectiveness) the sample were both male and female. In this study the researcher tried to ship a light on the training and development and how they can affect effectiveness of an organization for which the researcher decided to choose private company to distributed my questionnaire and receiving them after they have filled it.

Keywords: Training, development, organizational effectiveness, private company

1. INTRODUCTION

The term training indicates the process involved in improving the aptitudes skills and abilities of the employee to perform specific job. Training help in updating old talents and developing new ones. Successful candidates placed on the job need training to perform their effectively. Workers must be trained to operate machines reduced scrap and avoid

accidents. It is not only the workers who need training supervisors manager and exactitudes also need to be developed in order to enable them to grow and acquire maturity of thought and action training and development constitute an on going process in any organization.

OBJECTIVES OF THE STUDY

- To Study the Socio-Demographic Characteristics of the Respondents.

- To Identify the Factors Influenced by Training Programme Effectiveness.
- To Study the Methods used in Training the Employees.
- To Study the Training Program on the basic of Relevance Implementation and Outcomes.

SCOPE OF THE STUDY

- The study is conducted to know the efficiency of the working of Training and development
- It helps the company to understand the expectations of employees

RESEARCH METHODOLOGY

The study aims to investigate all the problems and challenges that face T&D activities and searches for practical suggestions to improve the effectiveness of these activities. The research has adopted a multi methods approach. The data were gathered through a combination of both semi-structured interviews with 7 top and middle level manager and questionnaire addressed to the purposely selected employees of the organization who have better knowledge and are more experienced about the organization. A purposive sample methods was used in choosing the participants of this study. In total 7 and middle manager and 75 out of 127 employees took part in the study.

Primary data

The primary data are those which are collected a fresh and for the first time and thus happen to be original in character. The data is collected by the questionnaire method. The questionnaire is considered as the heart of the survey opinion.

Secondary data

The secondary data are those which have already been collected by someone else and which have been passed through the statistical process.

LIMITATION OF THE STUDY

- This study has been limited the sample size of 75
- Time was one of the big constrain
- Hesitation on the part of respondents to express their view exact on questionnaire

REVIEW OF LITERATURE

Devikachadha (2018) is his article the author wrote there is a positive impact of training and that more training interventions with integration of latest technology is required for furthering the progression of the employee engagement. The relationship between the HRM and employee engagement, many researcher have come to different conclusion. The evaluation of total cost on training must be ascertained so as to assess the total cost on training productivity in regards to both work performance and monetary terms.

Shouviksanyal and mohammed wamique Hisam (2018) in his article, Training in these organizations is more or less unplanned and unsystematic. Employees training plays an important role as it enhances efficient manner. There exists a strong correlation between Training and development practices and Employees performance in the select banking organization.

Srinivas K T (2012) in his article, KPCL Karnataka power corporation limited is a company owned by government. In this company the training and development program are adopted and by this program the employee is satisfied as the company provide training to their employee help them to increase their efficiency in their job. As in this article the author uses various methods by which they discussed about company various programs of training and development so the company focused on quality aspects, job oriented training and knowledge.

Table 1
Data analysis and interpretation
Classification of respondent by the gender

S. No	Gender	No. of Respondents	Percentage (%)
1	Male	43	57.33
2	Female	32	42.67
	Total	75	100

Source: Primary data

Inference

The above table shows that gender of the respondent. In the gender majority of the respondents are male 57.33% and the remaining are female 42.67%.

Table 2

Classifications of the workers feel about training programme

S.no	Workers feel	No. of respondents	Percentage
1	Satisfied	39	52
2	Very satisfied	29	39
3	Dissatisfied	7	9
	Total	75	100

Source : Primary data

Inference

From the above table it is clear that 52% of the workers are feeling about their training programme is satisfied 39% of the workers are feeling about their training programme is very satisfied and 9% of the workers are feeling about training programme is dissatisfied.

Table 3

Showing the programme to induce team spirit

S.NO	INDUCE TEAM SPIRIT	NO. OF RESPONDENTS	PERCENTAGE
1	Motivation	32	43
2	Co-ordination	24	32
3	Other	19	25
	Total	75	100

Source: Primary data

Inference

From the about table shows that 43% of the respondents are belongs to induce team spirit of motivation 32% of the respondents are belongs to co-ordination and 25% of the respondents are belongs to the other.

FINDING

- ❖ Majority of the respondents are male (57%)

- ❖ Majority of the respondents satisfied with the training programme (52%)
- ❖ Majority of the respondents expressed to induce our team spirit through Motivation (43%)

SUGGESTION

- The quality of work and effectiveness of performance can be improved by conducting training programme regularly.
- Training evaluation can be carried out by evaluation team and focus group to measure the effectiveness of training programme. This would help the organization to realize the training objectives and reduce wastage.

CONCLUSION

- ❖ Training and development function holds a key responsibility by helping to upgrade the employee's performance on a continual basis.
- ❖ Training shapes the soft skills of the employees. From the finding the researcher felt that Bharathi women development centre have provided adequate opportunity for the employees to develop themselves through programmes.

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