



# INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

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## A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT WITH REFERENCE TO KOTHARI SUGARS AND CHEMICAL LTD AT SATHAMANGALAM

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### ABSTRACT

*The Current study is concerned with “a study on effectiveness of training and development in this study where the effectiveness of the employee are measured and studied. In this study the where 110 employees are taken out of 195 employees using random sampling method. Where the set of questions are given to the employees to get there feedback about the changes after the training. The organization provides various kind of training to the employee. In this study we are testing the effectiveness of the employee after the training and development. Where the 110 questions are distributed to employees and answers are collected for findings, suggestions and conclusions. The answers given by the respondents are analyzed using chi-square and percentage method. After the finding where concluded that the objectives of this study and conclusions found in this study meets same point. Where the objective of this*

*study is get satisfied. In this study we found that there is significant difference in employee than before. The training imparted meets the objectives like.*

**Key words:** Training and Development, Training Effectiveness

## INTRODUCTION

Training is the method of helping a individual enchant his efficiency and effectiveness in the workplace by improving and updating his or her professional knowledge by creating abilities relevant to his or her job and cultivating suitable behavior and attitude towards job and individuals. Training is specifically formal education in distinct ways. While education is primarily worried with knowledge improvement, training is primarily intended to increase understanding, stimulate attitude, and impart abilities linked to a particular job. It's a lifelong and ongoing method. Training is an activity program that is time-bound. Thus there is a customized specialized discipline of trainers mixing in the field of human activity.

Training and Development Human resources are any organization's most precious assets, with machines, equipment and even money, nothing is achieved without manpower. Any organization's efficient functioning needs staff to learn to conduct their employment at a satisfactory skill level. Here's the coaching function. Employee training attempts to enhance abilities or contribute to the current level of understanding so that the staff is better equipped to do his current work or prepare him with enhanced duties for a greater role.

## REVIEW OF LITERATURE

**Dharmesh Raval (2014)** had done his research on the topic of “A Study of HRM Practices prevailing in IT-ITES Industry - A Case Study of IT - ITES organizations in the city of Vadodara” the author trying to use a mixed method approach involving both in-depth discussion with executives and primary data, the data have been collected from selected IT/ITES companies of Vadodara city. The predicable outcome the highlight the way specific HRM practices such as recruitment, performance appraisal, training and development, and compensations are implemented. They recommended the existence of formal, structured, and rationalized HRM systems in IT/ITES organizations. A number of insights related to HRM policies and practices are shared by the HR senior executives interviewed shedding more light on the functioning of the IT/ITES companies and their challenges. They conducted the study of the useful for both academicians and researcher.

**Sumaiya Shafiq Sahibzada Muhammad Hamza (2017)** has done their research on the topic of “The Effect of Training and Development on Employee Performance in Private Company, Malaysia” The researcher attempts to clarify that the worker is the main assets in the organisation, they are the main heir to an organisational achievement. The organisations success cannot be underestimated by the organizations. The paper aims to explore the effect on employee performance and the difficulties of training and growth. Based on the empirical literature, the questionnaire was created. The study involved the convenience sampling method for choosing the participants. The independent variable used in work training, off-work training, job enrichment and job rotation. Employee difficulties are the dependent variable used in this study. The researcher was accepted using a questionnaire on the Liker scale, including 25 issues, and 105 staff at the Malaysian Private Company are the amount of participants. The output demonstrates that all independent variables have an unexpected effect on the Performance of employees except for job enrichment that is reported to have a substantial effect on the dependent variable.

## RESEARCH METHODOLOGY

Researcher has adopted Random Sampling method for the study. Primary data and secondary data are used to collect facts and figures. Primary data is collected through questionnaire meant for the employees. Secondary data collected through company published Magazines, Handouts, company Website Annual reports.

### Objective of study

To understand the effectiveness of training and development in its solutions.

### Research Design

Research design is a link between what has been established and what needs to be done in conducting the study to achieve the goal. Descriptive research design was the research design used in this study.

## DATA ANALYSIS

**TABLE 1**

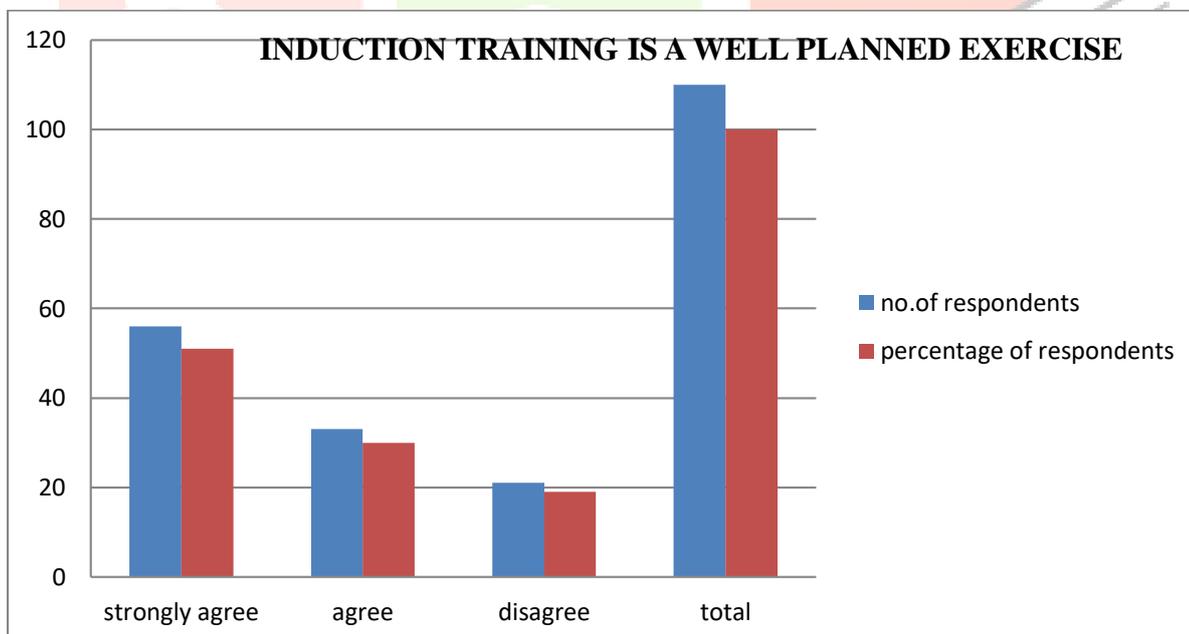
### Induction Training Is a Well Planned Exercise

Answer	No. of respondents	Percentage of respondents
Strongly agree	56	51%
Agree	33	30%
Disagree	21	19%
<b>Total</b>	<b>110</b>	<b>100</b>

### Inference

From this study 51% of the respondent strongly agrees that the induction training is well planned exercise in organization, 30% of the respondent agrees that the induction training is well planned exercise in organization and 19% of the respondent disagrees that the induction training is well planned exercise in organization.

**CHART 1**



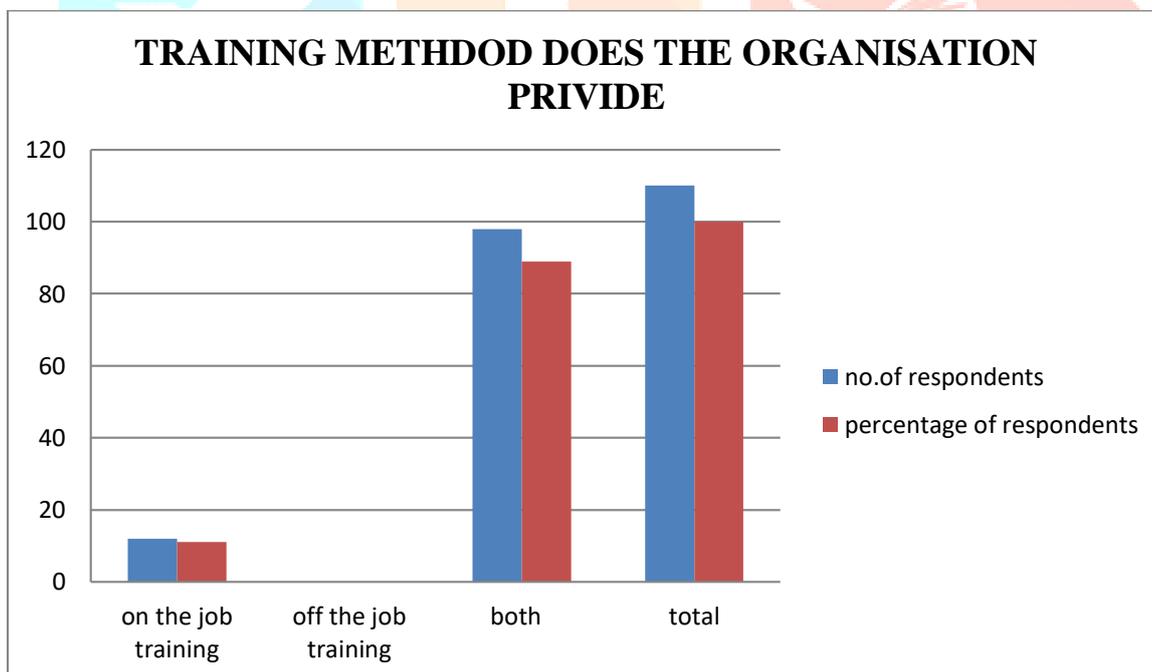
**TABLE 2**  
**Training Method Does the Organization Provide**

Answer	No. of respondents	Percentage of respondents
On the job training	12	11%
Off the job training	0	0
Both	98	89%
<b>Total</b>	<b>110</b>	<b>100</b>

**Inference**

From this study 89% of the respondent says that the organization provides both the training method, 11% of the respondent says that the organization provides the on the job training method.

**CHART 2**

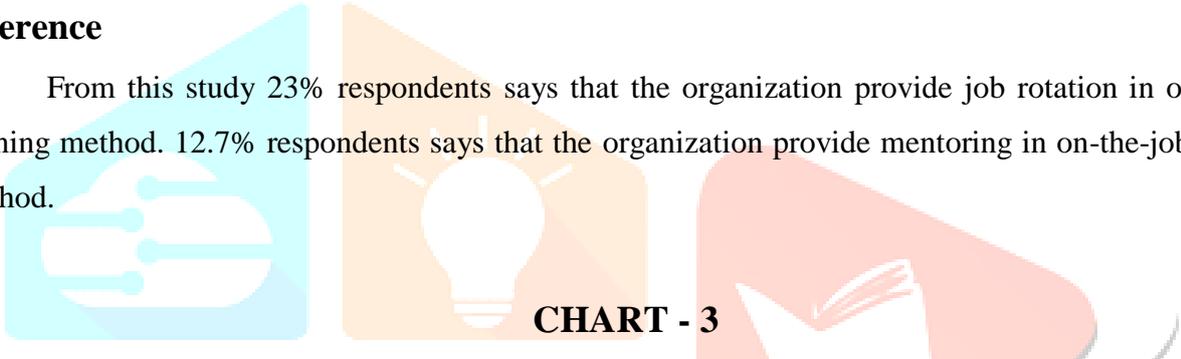


**TABLE 3**  
**Training Method Provide In On-The-Job Training**

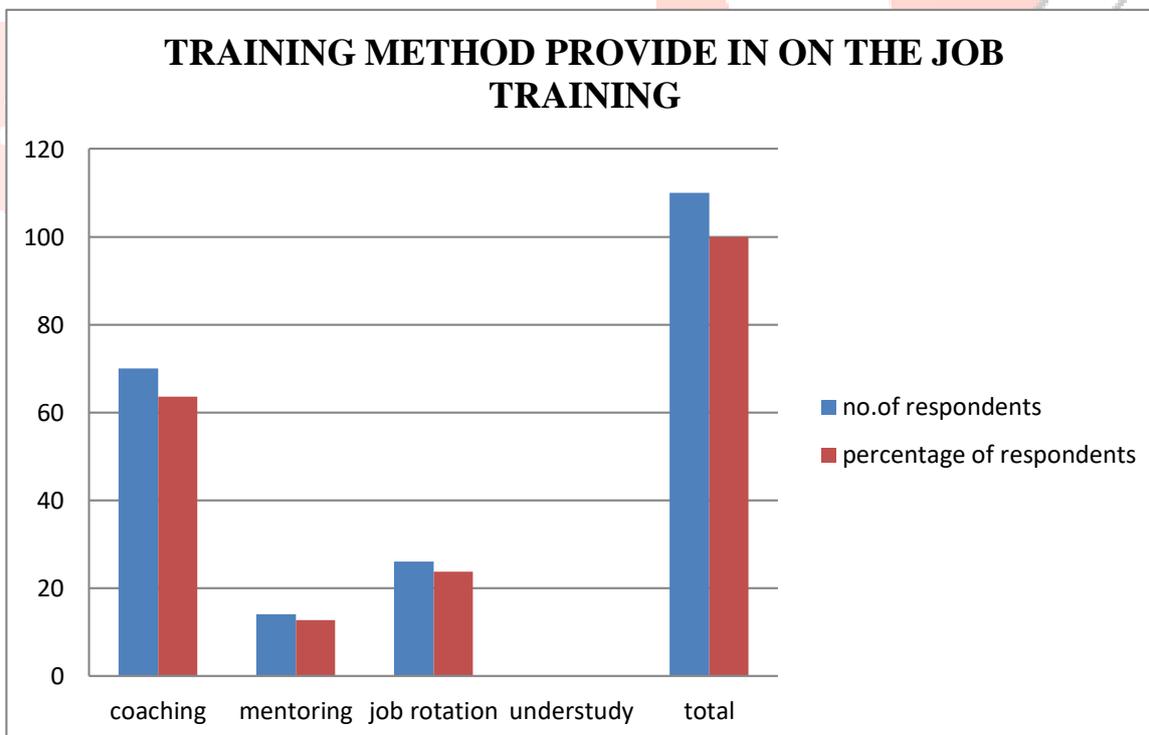
Answer	No of respondents	Percentage of respondents
Coaching	70	63.6%
Mentoring	14	12.7%
Job rotation	26	23.7%
Understudy	0	0
<b>Total</b>	<b>110</b>	<b>100</b>

**Inference**

From this study 23% respondents says that the organization provide job rotation in on-the-job training method. 12.7% respondents says that the organization provide mentoring in on-the-job training method.



**CHART - 3**



## CONCLUSION

The primary observations and primary strength during the training period, based on the evaluation of all the facts & numbers, give a very favorable conclusion / impression concerning the training given by the ITS solutions coaches. The ITS solutions fulfill their function up to the mark and the trainees benefit from the coaching given, in particular the practical sessions and simulations.

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