

A Study on Training And Development of Employees at B.H.E.L. Trichirapalli

Dr.A.Vinoth

Assistant Professor, Department of Business Administration, Vels University, Pallavaram, Chennai,
Tamil Nadu, India. avinubemba@gmail.com

ABSTRACT - It is important to the public sector companies to know the impact of training program's among the employees. The purpose of the study is to know the demographic details of respondents and significant difference among the age groups of respondents towards impact of training programme. Frequency analysis and one way ANOVA has been used for this study.

Keywords: public sector Company, impact of training programme, Employees, Significant difference

I. INTRODUCTION

Every organization needs to have well-trained and knowledgeable people to perform the activities that have to be done. So, every contemporary Management has to develop Human Resource Development. In a quickly changing the world, employee training is that an organization must arrange if it is to maintain a feasible and knowledgeable work force. Training is thus a practical and vital inevitability.

Training is the process of increasing the knowledge and skills of an employee for doing a particular job. Training is short-term educational process and utilizing a organized and systematic procedure by which employees learn knowledge and skills for a specific purpose. Training improves, moulds, requirement of the job and organization.

II. REVIEW OF LITRATURE

Kartikeyan et.al. (2010) studied the on hand practices of the various aspects of the training programme and its success in selected public and private sector banks in south India. This was mainly to assess the present status of the employee effectiveness in discharging the roles and everyday jobs in tune with the objective of the bank. The authors assessed the efficiency of the various facets of training, i.e. employee's attitudes towards training inputs, quality of training programme, training inputs and application of training inputs to the actual job.

Debra (2011) explored the relationship between training experiences and attitudes about perceived job ability. The author found a direct relationship between one's positive training experiences, attitudes and proficiency. In this study, those who modernized training had the most positive

attitudes toward training. Further, more of those who have negative training, attitudes also had a negative view on their aptitude.

Singh and Mohanti (2012) suggested that the training had a important role to play on output, but there are other dominant market forces which reduce its significance. Authors' analysis was a proportional study of training practices and other macroeconomic and market force both of which affect efficiency.

III. OBJECTIVES OF THE STUDY

1. To know the demographic details of the respondents.
2. To know the significant difference among the employees demographic profile towards impact of training programs provided by BHEL-Tiruchirapalli.

IV. METHODOLOGY

4.1. Sample Area:

Bharath Heavy Electricals Limited, Tiruchirapalli Unit.

4.2. Sampling Technique:

The researcher has chosen Simple random technique for this study to estimate the sample size among the total population 500.

4.3 Sample Size:

The sample size selected for this study was 101 employees out of 500 employees. The study covers nearly 20% of the employees in the Bharath Heavy Electricals Limited, Thiruchirappalli.

4.4 Statistical tools:

Frequency Analysis and One way ANOVA

V. ANALYSIS

Demographic Details of the Respondents:

		FREQUENCY	PERCENTAGE
Age in years	25 to 30	16	15.8
	31 to 35	49	48.5
	Above 35 years	36	35.6
	Total	101	100
Gender	Male	89	88.1
	Female	12	11.9
	Total	101	100
Educational Qualification	ITI	38	37.6
	Diploma	06	5.9
	Graduation	30	29.7
	PG & above	27	26.7
	Total	101	100
Experience	1 to 10	6	5.9
	11 to 20	13	12.9
	21 & above	82	82.2
	Total	101	100
Marital Status	Married	86	85.9
	Unmarried	15	15.1
	Total	101	100
Department	Technical	83	82.2
	Non Technical	18	17.8
	Total	101	100
Designation	Senior level	12	11.9
	Middle level	66	65.3
	Entry Level	23	22.8
	Total	101	100

Table 1 Shows that Frequency Analysis of Respondents Demographic Details

- It is found that 15.8 percentages of respondents are above 25-30 years of age, 48.5 percentages of respondents are above 31-35 years of age, 35.6 percentages of respondents are above 35 years of age.
- It is found that 88.1 percentages of respondents are male and 11.9 percentages of respondents are female.
- It is found that 82.2 percentages of respondents is technical department, 17.8 percentages of respondents is Non technical department.
- It is found that 11.9 percentage of respondent's designation is senior level, 65.3 percentage of respondent's designation is middle level, and 22.8 percentage of respondent's designation is entry level.
- It is found that 37.6 percentage of respondent's education qualification is ITI, 5.9 percentage of respondent's is Diplomo, 29.7 percentage of respondents are graduate, 26.7 percentage of respondents are educational qualification is PG& Above.
- It is found that 5.9 percentage of respondents have 1-2 years of working experience, 12.9 percentage of respondents have 3-4 years of working experience and 81.2 percentage of respondents have working experience of above 4 years.
- It is found that 85.1 percentages of respondents are married and 14.9 percentage of respondents are unmarried.

HYPOTHESIS:

H₀: There is NO significant difference among the age groups of respondents towards Reaction to training program.

H₁: There is significant difference among the age groups of respondents towards Reaction to training program.

In order to check the formulated Hypothesis the researcher has used one way ANOVA

Impact of training programme		Mean	Std. deviation	F	Sig(p)
Reaction to training	25-30yrs	16	.51235	3.998	.048
	31-35yrs	49	.50508		
	Above 35yrs	36	.66667		
	Total	101	.59303		
	25-30yrs	16	1.1250	.34157	

Skills Acquired	31-35yrs	49	1.2041	.40721	.115	.735
	Above 35yrs	36	1.3611	.76168		
	Total	101	1.2475	.55508		
Behavioral changes	25-30yrs	16	1.4375	.51235	4.302	.041
	31-35yrs	49	1.2041	.40721		
	Above 35yrs	36	1.3611	.48714		
	Total	101	1.2970	.45923		
Effects of training	25-30yrs	16	1.8750	.34157	25.610	.000**
	31-35yrs	49	1.2449	.43448		
	Above 35yrs	36	1.5556	.50395		
	Total	101	1.4554	.50049		

** Significant at 5 point level

TABLE-2 Shows Impact Of Training Programme Dimensions Based On Respondents Age Groups:

From the above table it is show and that F value of Reaction to training Programme, Skills acquired, and behavioral are changes is 3.998, 0.115, 4.30 and P value is 0.048, 0.735, and .041 all the P values are greater than 0.05. So there is no significant difference among the respondents age group towards reaction to training, Skills acquired and Behavioral Changes. Hence, H_0 is accepted and effect of training programme F value is 25.6 and p value is 0.000. this p value shows that less than 0.05 so its significant hence H_1 is rejected.

VI. CONCLUSION

This research concludes that the study is entitled, A study on Training and Development in BHEL, Thiruchirappalli. The demographic details have studied carefully and the age group shows the significant difference towards effects of training programme.

REFERENCES

- [1] Tarun singh(2015). Efficacy of Training and Development Programs on Employees Productivity at Bharat Heavy Electricals Limited, IJAPRR International Peer Reviewed Refereed Journal, Vol II, Issue II, p.n. 16-24, and 2015.
- [2] Biswajeet Patnayak, - Humman Resource Training S.Chand and Company, New Delhi 2003.
- [3] Barrtram, S and Gibson, B, Evaluating Training, - Gower Publication, 1999

