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AN EMPIRICAL ANALYSIS ON TRAINING AND DEVELOPMENT - A CASE STUDY OF MADHUCON SUGAR INDUSTRY LIMITED

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ABSTRACT

Human resource is one of the most important assets of an organization because things are getting done through employees. The research paper aimed to know the training and Development of employees in Madhucon Sugar Industry Limited and investigates that the awareness of training and development and the organization facilities employees are satisfied with training and development facilities to the employees and are well educated about their implementation of new technology. Employees have enthusiasm in knowing about training plan and its implementation participation and Collective moral sense of responsibility cooperative attitudes and good relationship.

KEYWORDS

Human resource, Madhucon Sugar Industry Limited and Empirical Analysis on Training and Development.

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INTRODUCTION¹⁻⁷

Training and development is an attempt to improve the current and future employee performance. It is an organized by which employees will learn knowledge skills and attitudes for a job purpose. Training and development need = standard performance - actual performance. The department head will raise a note of approval to the GM through the finance commercial and administration manager regarding certain essential contribution to the organization but also with the following aspects. Increase morale of employee, Employees efficiency, Better human relations, reduced supervision, Increase organizational viability and flexibility.

Importance of training and development programs

The importance of human resource management to a large extent depends on human resource development. For human resource development, training is the most important technique. As stated earlier, no organization can get a candidate who exactly matches with the job and the organizational requirements. Hence, training is important to develop the employee and make him suitable to the job. The increasing competition among other things increases the significance of training. Training matches the employee with the job from time to time. Further the trained employees invite organizational change and ready to take up any type of assignment. The success of any organization to a greater extent depends on the amount, qualitative and timely training provided by that organization.

Need for the study

Cost factor in training should be taken into consideration in evaluating the training effectiveness. Cost of various techniques of training and their value in the form of reduced learning time, improved learning and higher performance can be taken into account. Cost of training includes cost of employing trainers, providing the means to learn, maintenance and running of training centers, wash low level of production, opportunity cost of trainees etc. The value of the training includes increased value of human resource of both the trainee and trainers and their contribution to raise their contribution to raise production, reduce wastages breakage minimization of time requirement etc., cost-value relationship of training programmer or a training technique is helpful determining the priorities for training matching the employee and job through training. Training is the corner stone of sound management. It makes employees more effective of productive. It is connected with all personal and managerial activities there is present need for training measures so that new changes techniques may be taken advantage and improvement affected in new methods. Therefore there is a need to study the effective implementation of training and Development for improving the efficiency of employees.

Objective of the study

To know whether employees are satisfied with training and development facilities provide at their respective trades.

To know the awareness of training and development facilities to its employees.

To know individual and collective moral sense of responsibility cooperative attitudes and good relationship.

To know whether the employees are well educated about their implementation of new technology.

To know whether the employees have enthusiasm in knowing about training plan, its implementation and participation.

REVIEW OF LITERATURE

Gununi and Ajayi (2013)² Employees to keep changing their methodologies, thus giving room for continuous training and development. Five variables used to measure training and development, only three have significant coefficients. They include organizational commitment to training and development of staff, frequency of training and development and reward for best performance during each period of training. This means that these three variables explained employees' skills/knowledge and inputs which translate to organizational performance. While the remaining two variables (employees' exposure to modern training facilities and types of training method used in the organization) were not significant. Based on the findings from this study, it is concluded that for training and development to have significant impact on organizational performance, employees need to be motivated during training programs.

Chih *et al.*, (2008)¹ Today's employee is in great need to update his knowledge if organization would like to get the best performance from him. It is often argued that training must be incorporated into a systematic and formal system if the goals of employees and corporation are to be attained. Mourad Mansour (2013)³ training and development has a significant relationship with performance. The preliminary results of this study approved this significant relationship. It was also proved that there is significant relationship between training and

satisfaction. Hasan raza (2014)⁴ the study revealed the situation of training and development in Pakistan and showed that majority of the employees satisfied with the strategic T and D of the firm. The findings helped the management to concentrate towards the T and D as to improve the required skills of the employees which are important for the organizational performance. For conducting the effective training outcomes the study must be done more frequent. Ramadevi and Nagurvali Shaik (2013)⁵ Training and Development contribute in such a way that employees can enhance their dexterity, achieving their strategic objectives and gives organizations a competitive edge. Organizations should evaluate whether training and development programs are effective and producing desired results. It can be concluded that effectiveness of training and development significantly depends on training needs determination

RESEARCH AND METHODOLOGY

The required data of the present study to evaluate the training and development program in madhucon has been collected from both its primary data and secondary data (Table No.1-14 and Figure No.1-14).

Primary data

Primary data has been collected through a structured questionnaire. A questionnaire is prepared and distributed to the participants by which collects the required material from the respondents.

Secondary data

It requires data and is collected from the existing magazines, books, files, brochures, manuals, company new letters and published annuals reports of the company.

Sample design

Samples of 100 executives are selected from different departments like operations department, maintenance department, finance, commercial department and administration department. The collected data has been processed tabulated and summarized in a systematic approach and for the data analysis various structural tools have been employed such as presently diagrams, percentages, etc.

RESULTS

INTERPRETATIONS

The above table reveals that 42% of the respondents who expressed strongly agree towards annual plan is focused on training needs identified by the company, 43% of the respondents agree. Remaining 7% expressed disagree and 8% expressed strongly disagree regarding the above the statement.

The above table reveals that 43% of the respondents who expressed disagree. Towards the annual plan is focused on training needs identified by the company. Remaining 27% expressed strongly disagree regarding the above statement. It is be concluded that majority of the respondents disagree with the management is fully concentrating on training activities.

The above table reveals that 33% of the respondents who expressed agree towards the skill matrix format is relevant their jobs. Remaining expressed strongly agree regarding the above statement. It is concluded that majority of the respondents satisfied with skill matrix format.

The above table reveals that 43% of the respondents who expressed agree towards performance appraisal system for training needs identification based. Remaining 30% expressed strongly agree regarding the above statement. It is concluded that majority of the respondents satisfied with performance appraisal system for the training needs identification is base.

The above table reveals that 40% of the respondents who expressed agreed towards the training helps to do their job more effectively. Remaining 33% expressed strongly agree regarding the above statement. It is be concluded that majority of the respondents satisfied with training helps to do their job more effective.

The above table reveals that 50% of the respondents who expressed agree towards training helps them to acquire knowledge. Remaining 30% expressed strongly agree regarding the above statement. It is concluded that majority of the respondents satisfied with training activities helps them to acquire knowledge.

The above table reveals that 44% of the respondents who expressed strongly disagree training is not necessary to improve their skills. Remaining 33%

expressed strongly disagree regarding the above statement. It can be concluded that majority of the respondents satisfied with training activities helps them to improve their skills.

The above table reveals that 43% of the respondents who expressed disagree towards the annual plan is focused on training needs identified by the company. Remaining 27% expressed strongly disagree regarding the above statement. It can be concluded that majority of the respondents agree that the management is fully concentrating on training activated.

The above table reveals that 50% of the respondents who expressed agree towards job efficiency is better after training. Remaining 27% expressed strongly agree regarding the above statement. It can be concluded that majority of the respondents satisfied with the job performance level increased after training.

The above table reveals that 50% of the respondents who expressed agree towards job the training helps to improve team building. Remaining 33% expressed strongly agree regarding the above statement. It is concluded that majority of the respondents satisfied with the training helps to improve team buildings.

The above table reveals that 40% of the respondents who expressed strongly agree towards the training makes you enthusiastic and energetic.

Remaining 30% expressed strongly agree regarding the above statement. It can be concluded that majority of the respondents satisfied with the training makes you enthusiastic and energetic.

The above table reveals that 50% of the respondents who expressed strongly agree towards the training helps for the individual as organizational development. Remaining 40% expressed strongly agree regarding the above statement. It can be concluded that majority of the respondents agree helps for the individual as well as organizational development.

The above table reveals that 40% of the respondents who expressed agree towards the training to attend to your work regularly without any absenteeism. Remaining 37% expressed strongly agree regarding the above statement. It can be concluded that

majority of the respondents satisfied with the helps to attend your work.

The above table reveals that 60% of the respondents who expressed disagree towards the training is not sufficient to enrich your skill and knowledge with update technology. Remaining 40% expressed agree regarding the above statement. It can be concluded that majority of the respondents satisfied with the training is not sufficient to enrich employee's skill and knowledge with update technology.

FINDINGS

The management initiatives are included in the process of training needs identification, the skill matrix formatting is relevant is to job. Performance appraisal system is training needs identification is biased. The training helps to a employee acquire knowledge. Training is necessary to improve employee's skills. After training the quality of work of is good than before training. After training job performance has been changed. After training job efficiency is better. Training helps for improving team building. Training makes enthusiastic and energetic. Training helps for the individual and organization development. The training is sufficient to enrich your skills and knowledge with update technology. Training helps to attend work regularly without any absenteeism. Annual plan is focused on training need identified by the company.

SUGGESTIONS

Job rotation should be adopted in inter departments like maintenance and finance. Because of less manpower, growth opportunities are less. They can be supported by taking good academic or technical courses. Overall behavioral training can be given as most of the employees are technical. Employees suggestion in respect of growth and development. More HR programmes in house and outside are to be conducted. First preference should be given to personal attention. Better and more interaction should be developed between the management and technical staff at all levels. Inter personal and inter dependent communication should be improved Have open and transparent decision making process. Team effectiveness should be improved. More HRD activities are to be initiated.

Table No.1: Annual Plan Is Focused On Training Needs Identified By the Company

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 42 | 42.00% |
| 2 | Agree | 43 | 43.00% |
| 3 | Disagree | 7 | 7.00% |
| 4 | Strongly Disagree | 8 | 8.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.2: Management initiatives the process of training needs of Identification

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 13 | 13.00% |
| 2 | Agree | 17 | 17.00% |
| 3 | Disagree | 43 | 43.00% |
| 4 | Strongly Disagree | 27 | 27.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.3: The skill matrix formatting is relevant to job

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 27 | 27.00% |
| 2 | Agree | 33 | 33.00% |
| 3 | Disagree | 23 | 23.00% |
| 4 | Strongly Disagree | 17 | 17.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.4: performance Appraisal system for training needs identification is biased

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 30 | 30.00% |
| 2 | Agree | 43 | 43.00% |
| 3 | Disagree | 5 | 17.00% |
| 4 | Strongly Disagree | 10 | 10.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.5: Training helps to do your job more effectively

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 33 | 33.00% |
| 2 | Agree | 40 | 40.00% |
| 3 | Disagree | 10 | 10.00% |
| 4 | Strongly Disagree | 17 | 17.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.6: Training helps you to acquire knowledge

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 50 | 50.00% |
| 2 | Agree | 30 | 30.00% |
| 3 | Disagree | 13 | 13.00% |
| 4 | Strongly Disagree | 7 | 7.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.7: Training is not necessary to improve your skills

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 13 | 13.00% |
| 2 | Agree | 10 | 10.00% |
| 3 | Disagree | 44 | 44.00% |
| 4 | Strongly Disagree | 33 | 33.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.8: After training Quality of work is good

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 13 | 13.00% |
| 2 | Agree | 20 | 20.00% |
| 3 | Disagree | 40 | 40.00% |
| 4 | Strongly Disagree | 27 | 27.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.9: Job performance has changed after training

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 27 | 27.00% |
| 2 | Agree | 50 | 50.00% |
| 3 | Disagree | 13 | 13.00% |
| 4 | Strongly Disagree | 10 | 10.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.10: Training helps to improve team building

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 33 | 33.00% |
| 2 | Agree | 50 | 50.00% |
| 3 | Disagree | 10 | 10.00% |
| 4 | Strongly Disagree | 7 | 7.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.11: Training makes you enthusiastic and energetic

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 40 | 40.00% |
| 2 | Agree | 30 | 30.00% |
| 3 | Disagree | 20 | 20.00% |
| 4 | Strongly Disagree | 10 | 10.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.12: Training helps for the individual as well as the organization development

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 50 | 50.00% |
| 2 | Agree | 40 | 40.00% |
| 3 | Disagree | 10 | 10.00% |
| 4 | Strongly Disagree | 0 | 0.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.13: Training is sufficient to enrich your skills and knowledge with update technology

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 37 | 37.00% |
| 2 | Agree | 40 | 40.00% |
| 3 | Disagree | 13 | 13.00% |
| 4 | Strongly Disagree | 10 | 10.00% |
| | Total | 100 | 100% |

(Source: primary data)

Table No.14: Training helps to attend your work regularly without any absence

| S.No | Response | No. of Respondents | Percentage |
|------|-------------------|--------------------|------------|
| 1 | Strongly Agree | 17 | 17.00% |
| 2 | Agree | 23 | 23.00% |
| 3 | Disagree | 60 | 60.00% |
| 4 | Strongly Disagree | 0 | 0.00% |
| | Total | 100 | 100% |

(Source: primary data)

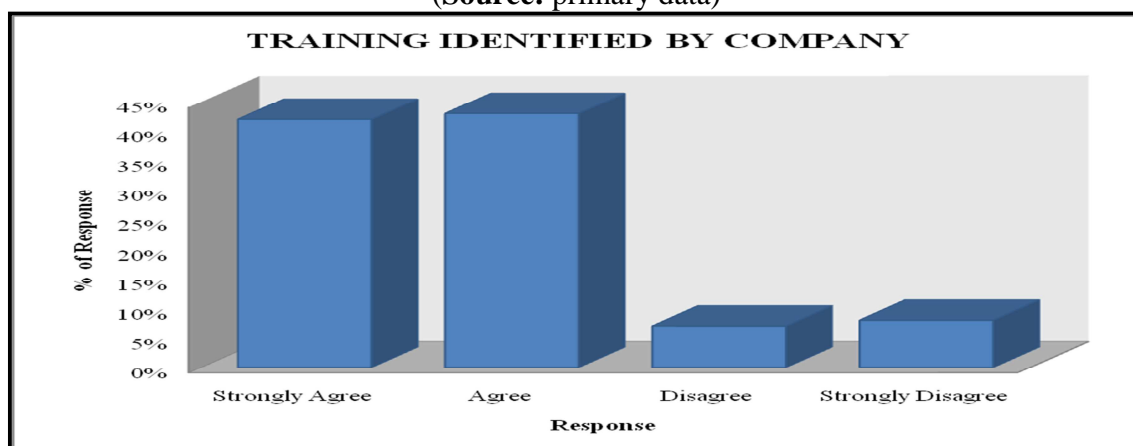


Figure No.1: Training Identified by company

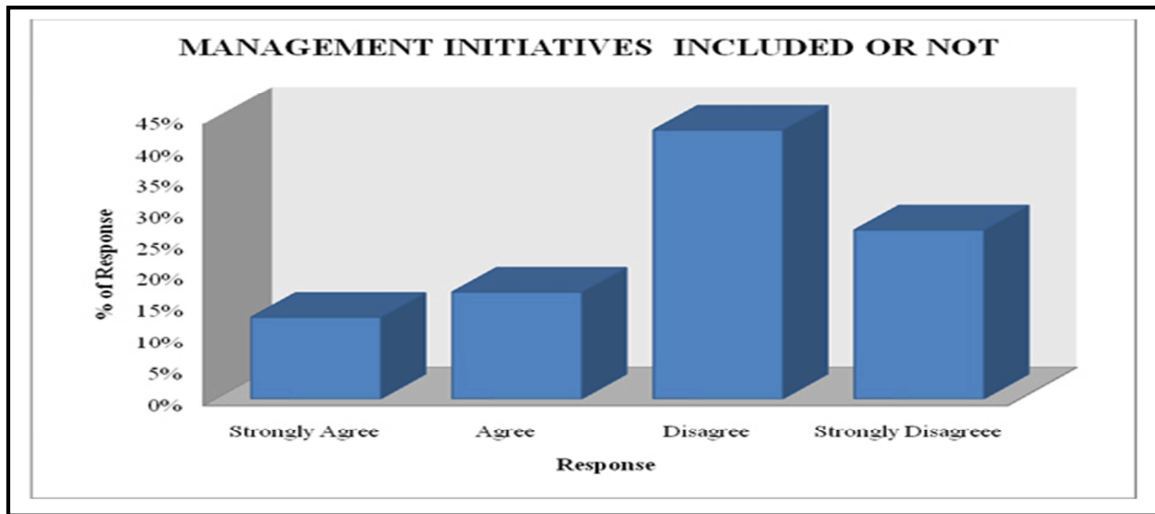


Figure No.2: Management initiatives included or not

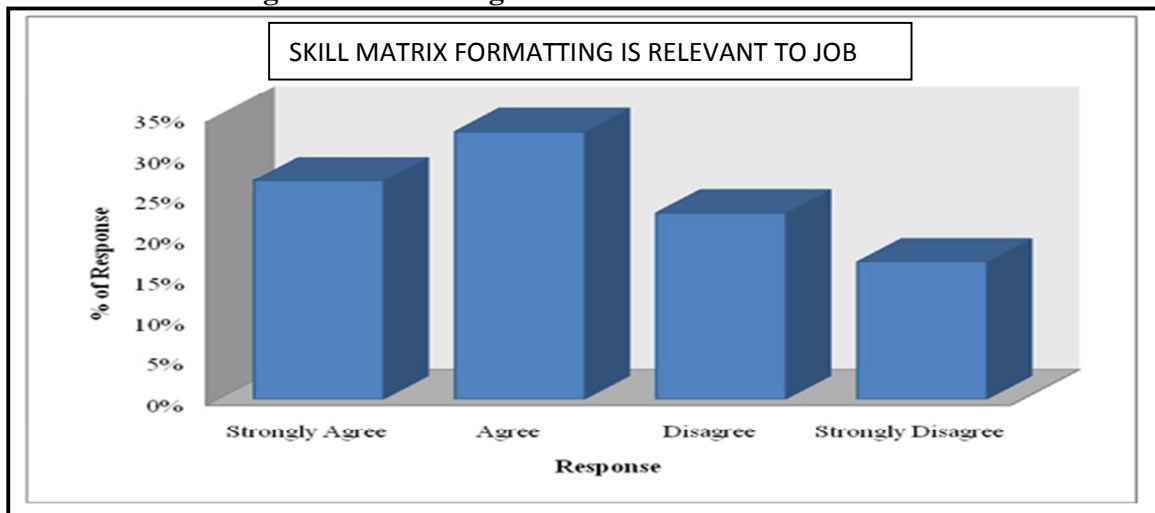


Figure No.3: Skill matrix formatting is relevant to job

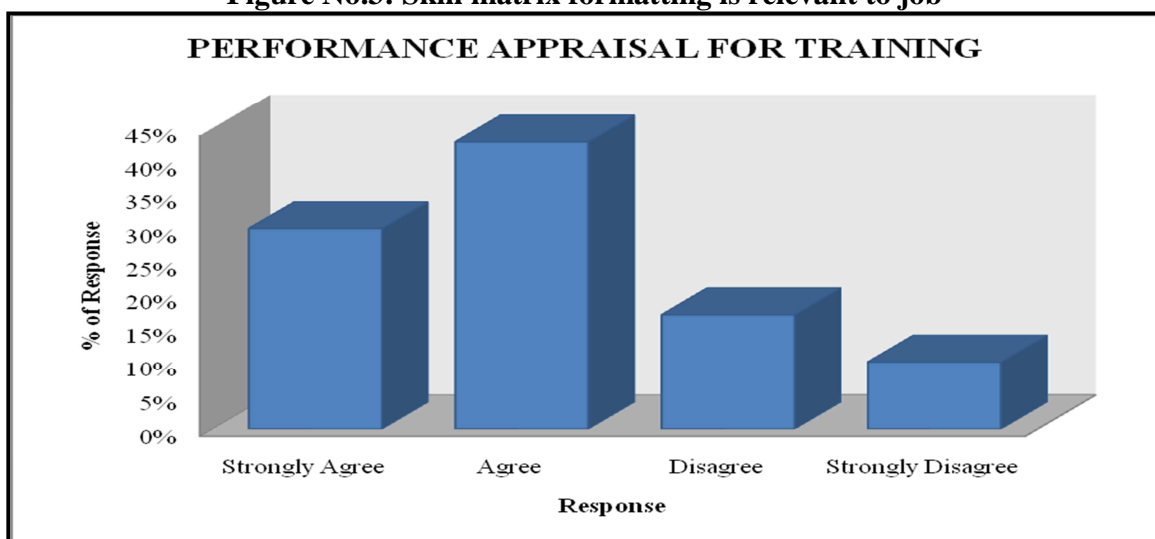


Figure No.4: Performance appraisal for training

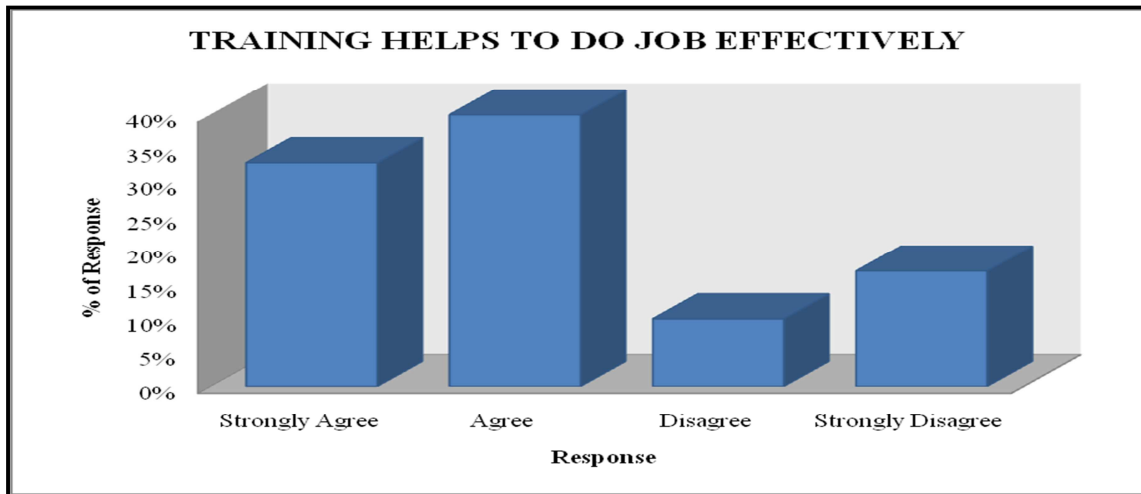


Figure No.5: Training helps to do job effectively

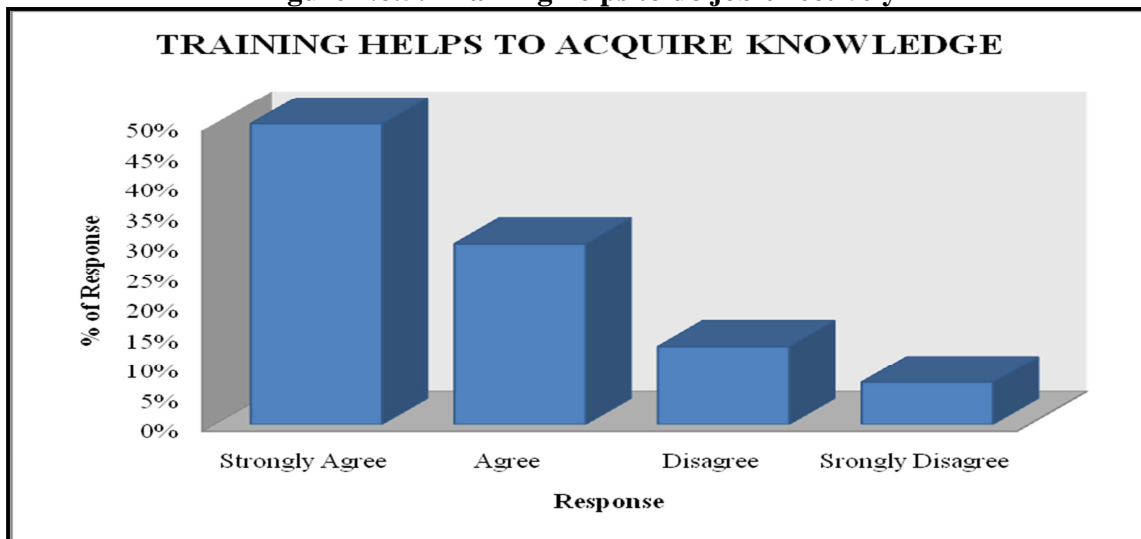


Figure No.6: Training helps to acquire knowledge

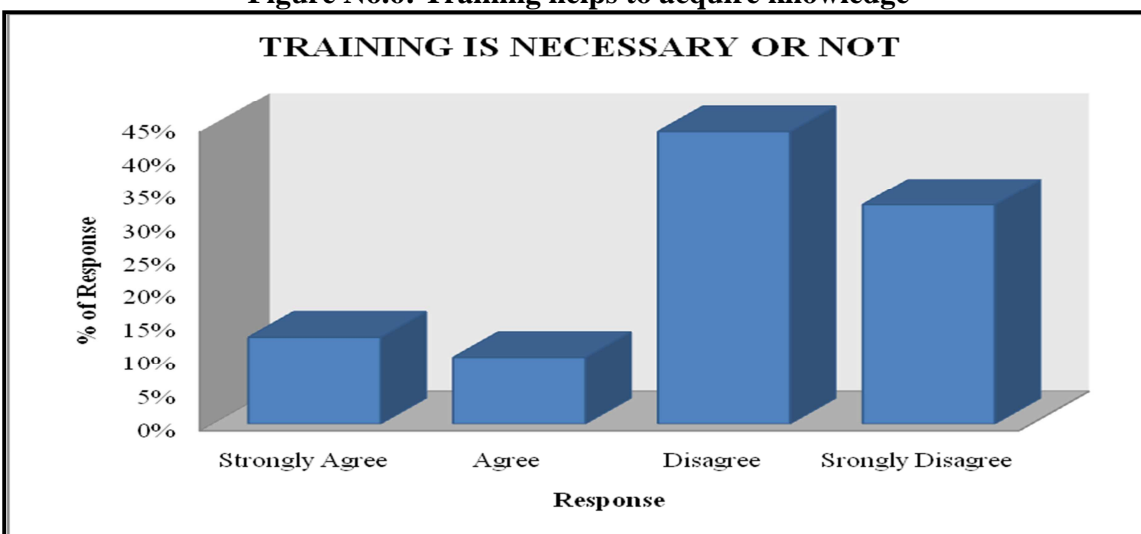


Figure No.7: Training is necessary or not

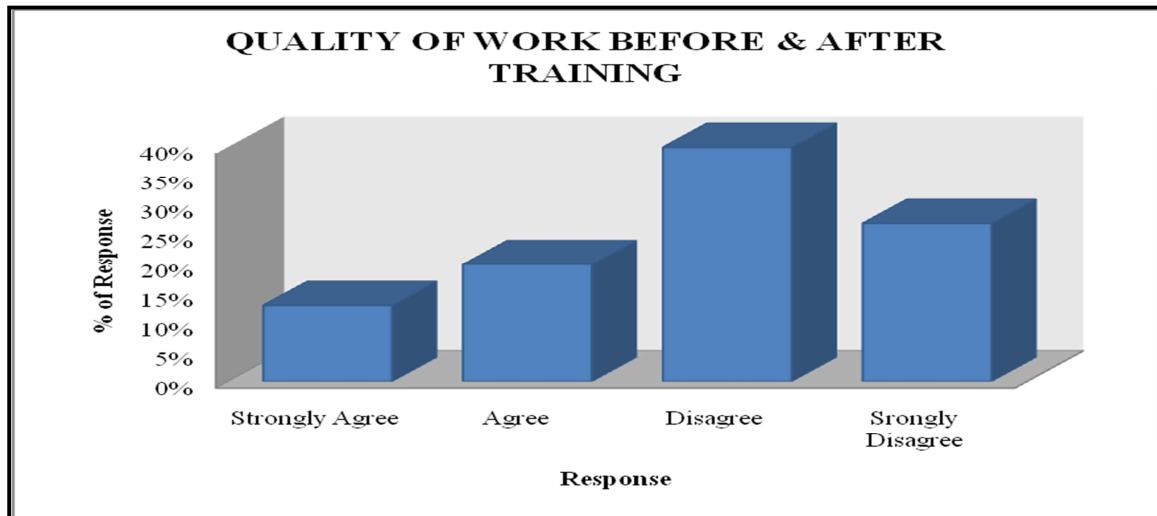


Figure No.8: Quality of work before and after training

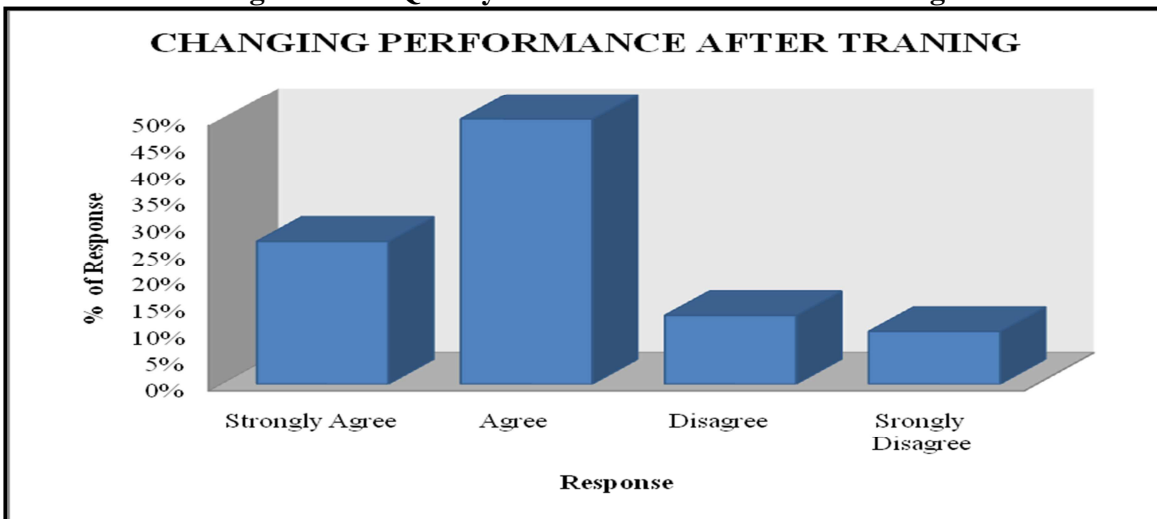


Figure No.9: Changing Performance after training

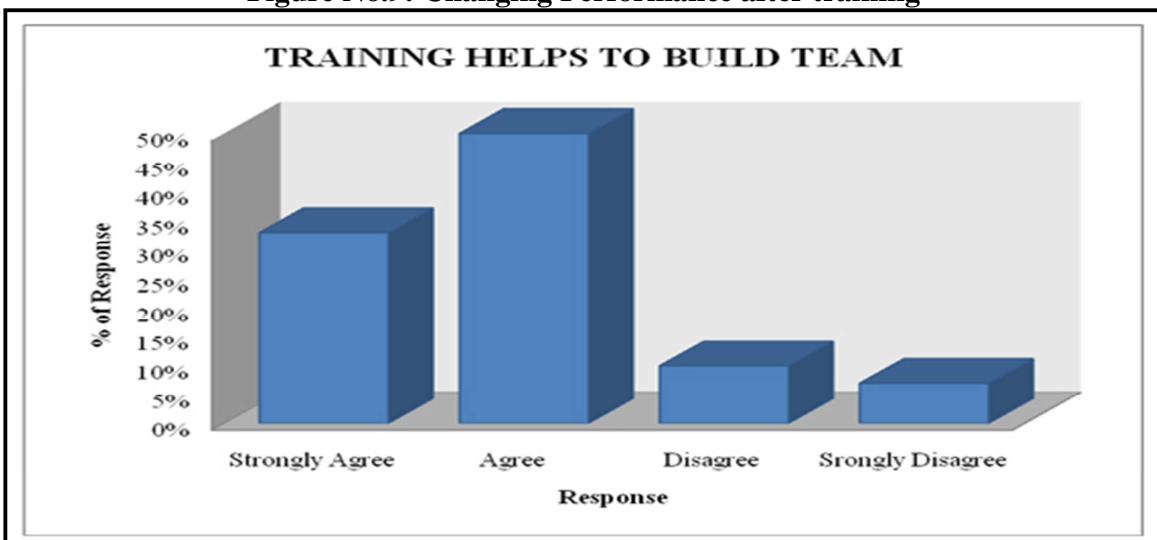


Figure No.10: Training helps to build team

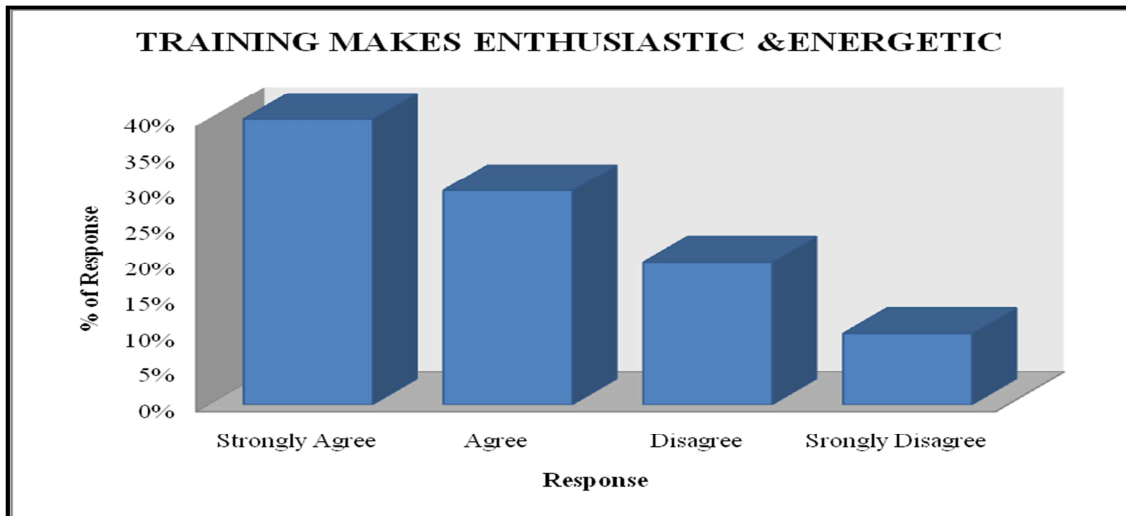


Figure No.11: Training makes enthusiastic and energetic

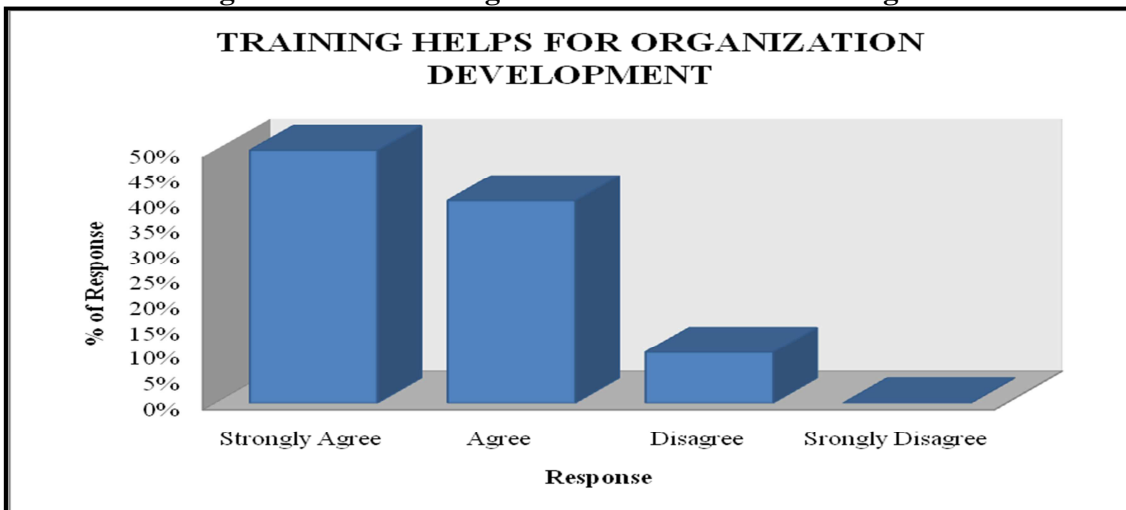


Figure No.12: Training helps for organization development

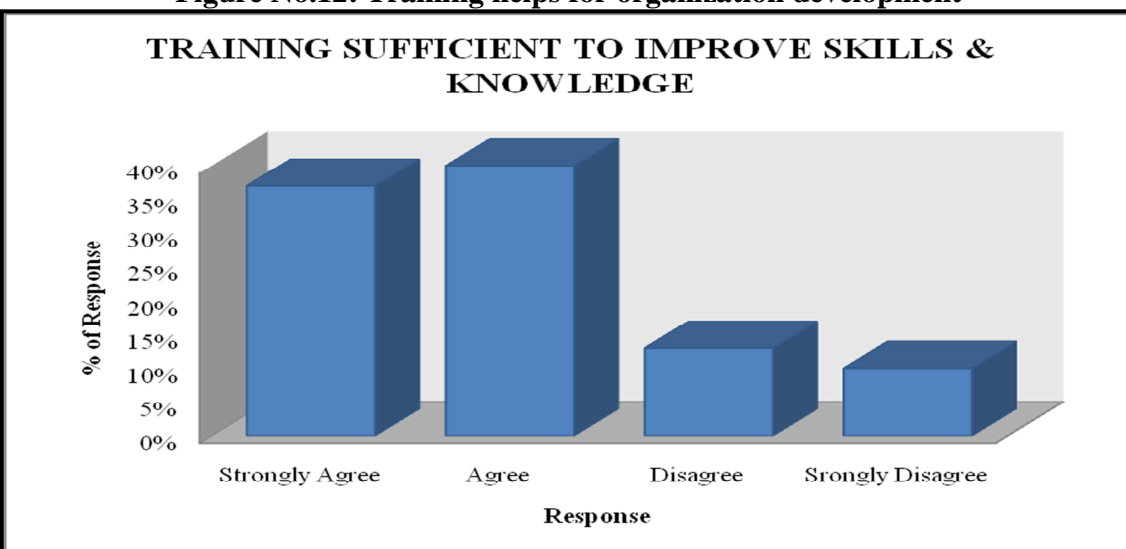


Figure No.13: Training sufficient to improve skills and knowledge

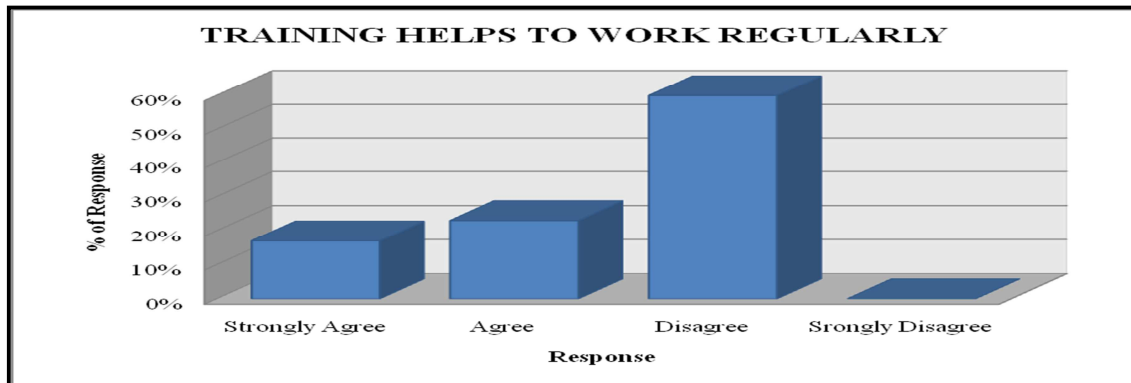


Figure No.14: Training helps to work regularly

CONCLUSION

The organization is following all the rules of Government of India in matters relating to Training and Development and selection procedures including reservations in the services. Policies adopted by Madhucon Sugar and Power Industries Limited are transparent, legal and scientific. Training and Development in Madhucon Sugar and Power Industries Limited is normally advertised in papers and Training and Development section will scrutinize them and release call letters for written test and interview. Training and Development in Madhucon Sugar and Power Industries Limited was a very good learning experience as I had a very good insight into the public sector Training and Development and selection procedure. This learning experience was a good practical exposure which acquainted me to the organization culture and its operational activities and this exposure will surely help in my future endeavours.

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CONFLICT OF INTEREST

We declare that we have no conflict of interest.

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