



**IJRREM**



CiteFactor  
Academic Scientific Journals



INTERNATIONAL  
Scientific Indexing



ISSN

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

---

**“A Study on Importance of Training and Development with  
Special Reference to Co-Operative Spinningmill ltd., Uthangarai,  
Tamilnadu “**

**Prof. Dr.BALASUBRAMANIAN**

Associate Professor

Department of Management Studies

AMS Engineering College

Erumapatti, Namakkal Dist Tamilnadu, India

Mail id: bala\_tamil00@yahoo.in

Mobile No: 9943350596

**ABSTRACT**

The study entitled “a study on training and development of employees in co-operative spinning mills ltd” was conducted in uthangarai. This study was undertaken to know the level of training and development of employees in co-operative spinning mills ltd.The main focus of the study is to measure the level of training and development of employees in a co-operative spinning mills ltd uthangarai. This article emphasizes the importance of training

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



Scribd. Google Scholar



Scholarsteer  
Scholarly Information

IJRREM



INTERNATIONAL  
Scientific Indexing



ISSN

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

and development among the employees work force in achieving gains in human performance and productivity. Primary data collection was done through structured questionnaire. Secondary data was collected from company records and internet. Research design used in this study was descriptive research study. Conclusions were drawn based on the analysis of data collected from the employees in various grades. Recommendation was provided for enhancing the quality of their processes and personnel policies of the organization. The steps for improving the level of training and development in the organization are identified.

**Key words:** employees, co-operative, measure, emphasizes, Recommendation

## CHAPTER-I

### 1.1.-Introduction

Training is concerned with increasing the knowledge and skills of employees for doing specific jobs, and development involves the growth of employees in all aspects. Whereas training increases job skills, development shapes attitudes of employees.

#### Definition:

“Training is the act of increasing the knowledge and skills of an employee for doing a particular job.” — Edwin B. Flippo

Training is an organized activity for increasing the technical skills of the employees to enable them to do particular jobs efficiently. In other words, training provides the workers

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



Scribd. Google Scholar



Scholarsteer  
Scholarly Information

IJRREM



CiteFactor  
Academic Scientific Journals



INTERNATIONAL  
Scientific Indexing



ISSN

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

**ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794**

with facility to gain technical knowledge and to learn new skills to do specific jobs. Training is equally important for the existing as well as the new employees. It enables the new employees to get acquainted with their jobs and also increase the job-related knowledge and skills.

**The objectives of training are as follows:**

- (i) To provide job related knowledge to the workers.
- (ii) To impart skills among the workers systematically so that they may learn quickly.
- (iii) To bring about change in the attitudes of the workers towards fellow workers, supervisor and the organization.
- (iv) To improve the productivity of the workers and the organization.
- (v) To reduce the number of accidents by providing safety training to the workers,
- (vi) To make the workers handle materials, machines and equipment efficiently and thus to check wastage of time and resources.
- (vii) To prepare workers for promotion to higher jobs by imparting them advanced skills.

**The need for training of employees arises due to the following factors:**

**International Journal of Research Review in Engineering and Management (IJRREM),  
Volume -2, Issue -1, Jan-2018, Page No:: 60-82, Impact Factor 2.9463, Scribd Impact Factor  
4.7317, Academia Impact Factor 1.1610**

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



Scribd. Google Scholar



Scholarsteer  
Scholarly Information

IJRREM



CiteFactor  
Academic Scientific Journals



INTERNATIONAL  
Scientific Indexing



ISSN

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

---

**(i) Higher Productivity:**

It is essential to increase productivity and reduce cost of production for meeting competition in the market. Effective training can help increase productivity of workers by imparting the required skills.

**(ii) Quality Improvement:**

The customers have become quality conscious and their requirement keep on changing. To satisfy the customers, quality of products must be continuously improved through training of workers.

**(iii) Reduction of Learning Time:**

Systematic training through trained instructors is essential to reduce the training period. If the workers learn through trial and error, they will take a longer time and even may not be able to learn right methods of doing work.

**(iv) Industrial Safety:**

Trained workers can handle the machines safely. They also know the use of various safety devices in the factory. Thus, they are less prone to industrial accidents.

**(iv) Reduction of Turnover and Absenteeism:**

Training creates a feeling of confidence in the minds of the workers. It gives them a security at the workplace. As a result, labour turnover and absenteeism rates are reduced.

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



Scribd. Google Scholar



**IJRREM**



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

**Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610**

**ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794**

**(vi) Technology Update:**

Technology is changing at a fast pace. The workers must learn new techniques to make use of advance technology. Thus, training should be treated as a continuous process to update the employees in the new methods and procedures.

**(vii) Effective Management:**

Training can be used as an effective tool of planning and control. It develops skills among workers and prepares them for handling present and future jobs. It helps in reducing the costs of supervision, wastages and industrial accidents. It also helps increase productivity and quality which are the cherished goals of any modern organization.

**1.2. SCOPE OF THE STUDY**

This study is undertaken to find out the level of Training & Development among the employees of Co-Operative Spinning Mills, Uthangarai., moreover this study is on the impact of company policies working condition & on the training & development of the employee.

**1.3. OBJECTIVES OF THE STUDY**

To ascertain the degree of over all training effectiveness among all grades of employees.

**PRIMARY OBJECTIVE**

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



Scribd. Google Scholar



**IJRREM**



CiteFactor  
Academic Scientific Journals



INTERNATIONAL  
Scientific Indexing



ISSN

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

**ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794**

- The primary objective of the company is to ensure that the training performance of the workers of work.
- To asses the performance level of employees on working condition.
- To suggest the management for improving the positive training performance of the employees.
- To study Methodologies used in training.
- To asses the satisfaction level of training.
- To examine the changes in the Skill, Knowledge, Attitude(SKA) of trainees.
- To analyses ways & means of improving the methodologies.

#### **1.4.LIMITATION OF THE STUDY**

- Time given for collecting and analyzing the data is in sufficient.
- Lack of finance and manpower has restricted the study.
- Level of Accuracy is low because fear and illiteracy of respondents.

### **Chapter -II**

#### **2.1. REVIEW OF LITERATURE**

---

International Journal of Research Review in Engineering and Management (IJRREM),  
Volume -2, Issue -1, Jan-2018, Page No:: 60-82, Impact Factor 2.9463, Scribd Impact Factor  
4.7317, Academia Impact Factor 1.1610

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



Scribd Google Scholar



**IJRREM**



CiteFactor  
Academic Scientific Journals



**INTERNATIONAL**  
Scientific Indexing



**ISSN**

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

**ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794**

---

**PRAHLAD & THIAGARAJAN (1961)**

Prahlad & thiagarajan suggest that structured exercises seem to officer greater scope in india such technique's as t-group management gamesman MITRA exercises assume a minimum level of intellectual competence in the participants. The trainer, therefore, has the additional responsibility of assessing the relevance of the method before using it.

**DAYAL (1970)**

Dayal points out that the socialization process also helps individual (employees) to know more about himself, his hopes aspirations, and inclinations. Organization, thus, have to provide induction training to all employees entering the organization to help them settle down.

**GHOSH(1984)**

Ghosh stresses the need for behavioural inputs in any training programme organized for supervisors.

**NATHANIEL SAIKAR (1988)**

Nathaniel sasikar conducted a study on human resource development programme in bhel, tricky.

**Chapter- III**

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



Scribd. Google Scholar



**IJRREM**



CiteFactor  
Academic Scientific Journals



INTERNATIONAL  
Scientific Indexing



ISSN

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

---

### 3.1. RESEARCH METHODOLOGY

#### Research Methodology:

Research methodology is a way of systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. The research need to know the criteria by which they can divide that certain techniques and procedure will be applicable to certain problems and others will not. Hence it is require to design the methodology research problem.

#### Research design:

Descriptive study is fact finding investigation with interpretation. The descriptive research is concerned with specific predictions with narration of facts and characteristics concerning individuals. Hence, the Researcher choose to apply descriptive design for the current study descriptive design generally describes the characteristics of a particular individuals. Hence, this study is going to be descriptive in nature.

#### METHODS OF DATA COLLECTION:

- ❖ Primary Data
- ❖ Secondary Data

#### Primary Data:



**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

**Indexed by**



Scribd. Google Scholar



Scholarsteer  
Scholarly Information

**IJRREM**



CiteFactor  
Academic Scientific Journals



**INTERNATIONAL**  
Scientific Indexing



**ISSN**

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

**Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610**

**ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794**

Primary data is the new or fresh data collected from the respondents through structured questionnaire schedule.

### **Secondary Data:**

The secondary data were collected from the published sources such as books, magazines, journals, web sources and company records.

### **Questionnaire Design:**

The questionnaire contains sequences of questions which the respondents read and choose their answer without the assistance of the interviewer. The questions were sorted to contain simple words and were easily understandable. The questionnaire can be designed by the following patterns.

### **Sampling Design:**

A sample design is a definite plan for obtaining a sample from a given population. It is the procedure used by the researcher in selecting items for the sample.

### **Sample Size:**

The researcher has adopted simple random sampling techniques for this study.

The sample size is 100 respondents

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



**IJRREM**



**INTERNATIONAL  
Scientific Indexing**



**ISSN**

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

**CHAPTER-IV**

**DATA ANALYSIS AND INTERPRETATION**

Data Analysis is done completely using Microsoft Excel Package. Data is fed to the Microsoft Excel software, data collected by means of questionnaire is expressed in tables, pie diagrams and column diagrams, from the table and diagram, data is analyzed and interpreted to fine measuring job satisfaction of the employees.

**TABLE 4.1 THE PERCENTAGE OF MALE AND FEMALE**

S.No	Particulars	No Of Respondents	Percentage %
1	Male	68	68
2	Female	32	32
	Total	100	100

**Source: Primary data**

**Interpretation:** The above table shows the sex ratio of the respondents. Among the 100 respondents, 68% respondents are male and 32% are female.

**TABLE 4.2 THE PERCENTAGE OF AGE GROUPS**

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



**IJRREM**



**INTERNATIONAL  
Scientific Indexing**



**ISSN**

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

**ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794**

S.No	Age	No of respondents	Percentage %
1	18-25	50	50
2	25-30	22	22
3	30-35	18	18
4	35 above	10	10
	Total	100	100

**Source: Primary Data**

**Interpretation:** The above table shows the age group of the respondents. Among the 100% respondents 50% is 18-25, 22% respondents is 25-30, 18% respondents is 30-35, and 10% respondents is 35 and above age groups respectively.

**TABLE 4.3 EDUCATIONAL QUALIFICATION**

S.No	Particulars	No of respondents	Percentage %
1	10 <sup>th</sup>	28	28
2	12 <sup>th</sup>	16	16

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

3	Graduate	36	36
4	Post Graduate	20	20
	Total	100	100

Source: Primary Data

**Interpretation:** The above table shows the percentage of educational qualification of the respondents. Among 100% of respondents 28% respondents are 10<sup>th</sup>, 16% respondents are 12<sup>th</sup>, 36% respondents are Graduates, 20% respondents are post graduate respectively.

Table 4.4 MONTHLY SALARY

S.No	Particulars	No of respondents	Percentage %
1	Below 5000	38	38
2	5000-10000	40	40
3	10000-15000	16	16
4	15001- above	6	6
	Total	100	100

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

Source : Primary Data

**Interpretation:** The above table shows the monthly salary of the respondents. Among the 100% respondents 38% Respondents are Below 5000, 40% of respondents are between 5000 - 10000, 16% of respondents are between 10000 - 15000, and 6% of respondents are above 15000 monthly income respectively.

**TABLE 4.5 CATEGORY OF EMPLOYEE**

S.No	Particulars	No of respondents	Percentage %
1	Manager	22	22%
2	Supervisor	14	14%
3	Labour	30	30%
4	Spinner	34	34%
	Total	100	100

Source: Primary Data

**Interpretation:** The above table shows the percentage of Category of employee of the respondents. Among 100% of respondents 22% respondents are Manager, 14% respondents are Supervisor, 30% respondents are Labours, 34% respondents are Spinner respectively.

**INTERNATIONAL JOURNAL OF RESEARCH REIVEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



**IJRREM**



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

**TABLE 4.6 LENGTH OF SERVICE**

S.No	Particulars	No of respondents	Percentage %
1	Below 5 Years	62	62%
2	5 to 15 Years	22	22%
3	15 to 20 Years	8	8%
4	20 and above	8	8%
	Total	100	100

Source: Primary Data

**Interpretation:** The above table shows the percentage of Length of Service of the Employees. Among 100% of respondents 62% respondents are Below 5 Years, 22% respondents are between 5 to 15 Years, 8% respondents are between 15 to 20 Years, 34% respondents are Above 20 Years of Service.

**TABLE 4.7 MARITAL STATUS**

S.No	Particulars	No of respondents	Percentage %
1	Married	66	66%

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

2	Unmarried	34	34%
	Total	100	100

Source: Primary Data

**Interpretation:** The above table shows the percentage of Marital Status of the Employees. Among 100% of respondents 66% respondents are Married, 34% respondents are Unmarried.

**TABLE 4.8 FIRST TRAINING PROGRAMME**

S.No	Particulars	No of respondents	Percentage %
1	Immediately Joining Job	30	30%
2	3 Months after the Joining	46	46%
3	6 Months after the Joining job	24	24%
	Total	100	100

Source: Primary Data

**INTERNATIONAL JOURNAL OF RESEARCH REIVEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

**Interpretation:** The above table shows the percentage of First training Programme.Among 100% of respondents 30% respondents are Immediately Join, 46% respondents are 3 Months after joining, 24% respondents are 6 Months after joining in the Service.

**TABLE 4.9 THE DEGREE OF PARTICIPATION T & D**

S.No	Particulars	No of respondents	Percentage %
1	Highly Attentive	14	14%
2	Attentive	82	82%
3	Forced	4	4%
4	Very Casual	0	0%
	Total	100	100

**Source: Primary Data**

**Interpretation:** The above table shows the percentage of Degree of Participation T & D.Among 100% of respondents 14% respondents are Highly Attentive, 82% respondents are Attentive, 4% respondents are forced, 0% respondents are very casual.

**TABLE 4.10 LEVEL OF IMPACT OF T & D PROGRAMME**



**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

S.No	Particulars	No of respondents	Percentage %
1	Great Extent	36	36%
2	Some Extent	62	62%
3	Don't Know	2	2%
	Total	100	100

**Source: Primary Data**

**Interpretation:** The above table shows the percentage level of impact of T & D programme. Among 100% of respondents 36% respondents are Great Extent, 62% respondents are Some Extent, 2% respondents are Don't Know.

**TABLE 4.11 KNOWLEDGE IMPROVEMENT THROUGH T & D**

S.No	Particulars	No of respondents	Percentage %
1	Yes	98	98%
2	No	2	2%
	Total	100	100

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

Source: Primary Data

**Interpretation:** The above table shows the percentage Knowledge Improvement Through T & D Programme. Among 100% of respondents 98% respondents indicates Yes, 2% respondents are indicates No.

**TABLE 4.12. JOB INVOLVEMENT THROUGH T & D PROGRAMME**

S.No	Particulars	No of respondents	Percentage %
1	Yes	76	76%
2	No	24	24%
	Total	100	100

Source: Primary Data

**Interpretation:** The above table shows the percentage Job Involvement Through T & D Programme. Among 100% of respondents 76% respondents indicates Yes, 24% respondents are indicates No.

**TABLE 4.13 SELF DISCIPLINE THROUGH T & D**

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



**IJRREM**



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

S.No	Particulars	No of respondents	Percentage %
1	Yes	64	64%
2	No	36	36%
	Total	100	100

Source: Primary Data

**Interpretation:** The above table shows the percentage Self Discipline Through T & D Programme. Among 100% of respondents 64% respondents indicates Yes, 36% respondents are indicates No.

**TABLE 4.14. QUICKNESS OF PROBLEM SOLVING THROUGH T & D PROGRAMME**

S.No	Particulars	No of respondents	Percentage %
1	Yes	78	78%
2	No	22	22%

**INTERNATIONAL JOURNAL OF RESEARCH REIVEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

	Total	100	100
--	-------	-----	-----

Source: Primary Data

**Interpretation:** The above table shows the percentage Quickness Of Problem Solving Through T & D Programme. Among 100% of respondents 78% respondents indicates Yes, 22% respondents are indicates No.

**TABLE 4.15. REQUIREMENT THROUGH T & D PROGRAMME**

S.No	Particulars	No of respondents	Percentage %
1	Yes	76	76%
2	No	24	24%
	Total	100	100

Source: Primary Data

**Interpretation:** The above table shows the percentage Requirement Through T & D Programme.Among 100% of respondents 76% respondents indicates Yes, 24% respondents are indicates No.

**TABLE 4.16.COMPANY OFFERENCE**

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



**IJRREM**



**INTERNATIONAL  
Scientific Indexing**



**ISSN**

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

S.No	Particulars	No of respondents	Percentage %
1	Productivity of an atmosphere	80	80%
2	Change of Atmosphere	20	20%
	Total	100	100

**Source: Primary Data**

**Interpretation:** The above table shows the percentage of Company Ofference..Among 100% of respondents 80% respondents believe that improvement in productivity of an atmosphere and 20% respondents Change of atmosphere morale of .the employee.

**TABLE 4.17.OPINION OF CURRENT T & D PROGRAMME**

S.No	Particulars	No of respondents	Percentage %
1	Yes	100	100%
2	No	0	0%

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



**IJRREM**



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

	Total	100	100
--	-------	-----	-----

**Source: Primary Data**

**Interpretation:** The above table shows the percentage Opinion Of Current T & D Programme Facility.Among 100% of respondents 100% respondents indicates that there is 100% Satisfaction of the current training and development Programme and 0% dissatisfaction of the current training and development Programme.

**CHAPTER-V**

**5.1. SUGGESTION**

There is a need to improve the medical facilities. There is need to provision for holidays to refresh themselves physically and mentally. There is need to proper Superior, subordinate relationship. There is need to conductive working condition like drinking water, canteen, lunch room, rest room etc.,There is need to provide promotional opportunities for the workers. There is needs provide transportation facilities to employees. There is need to Suitable incentives. There is need to improve the salary for employees There is need to proper interpersonal relationship ie., mutual agreement with colleges. There is a need to provide bonus (or) some gifts to the workers.

**5.2. CONCLUSION**

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



Scribd. Google Scholar



Scholarsteer  
Scholarly Information

IJRREM



CiteFactor  
Academic Scientific Journals



INTERNATIONAL  
Scientific Indexing



ISSN

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

The T & D aids in bridging the gap between the existing competency & skill required for future job..The T & D objective should be fixed based on the requirement of the employee by gathering of information..Employees are strongly in need of skill based on technology rather than conceptual skills. After each training session systematic evaluation should be made and the result to be used for further arrangements. This T & D factors play the vital role.“Employee training and development are not only an activity that is desirable but also an activity that an organization must commit resources to if it is to maintain variable and knowledge work force”.

### References

- 1.Personnel management- Theory and practices, New York, Macmillan company Mcfarlad D.E.,
- 2.Training and development, Indian text edition, published by biztantra, DR.B .janakiram.
- 3.Researh Methodology, C.R.kothari.
- 4.Statistical methods, Sultan Chand & sons, New Delhi, Gupta and Kapoor.
- 5.Systems Approach to Training and development , sterling publications pvt.limited, New Delhi,Saha A.K

### WEBSITES

International Journal of Research Review in Engineering and Management (IJRREM),  
Volume -2, Issue -1, Jan-2018, Page No:: 60-82, Impact Factor 2.9463,Scribd Impact Factor  
4.7317, Academia Impact Factor 1.1610

[www.ijrream.in](http://www.ijrream.in)

Impact Factor: 2.9463

**INTERNATIONAL JOURNAL OF RESEARCH REVIEW IN  
ENGINEERING AND MANAGEMENT (IJRREM)**

**Tamilnadu-636121, India**

Indexed by



Scribd. Google Scholar



Scholarsteer  
Scholarly Information

IJRREM



CiteFactor  
Academic Scientific Journals



INTERNATIONAL  
Scientific Indexing



ISSN

INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INTERNATIONAL CENTRE

Scribd impact Factor: 4.7317, Academia Impact Factor: 1.1610

ISSN NO (online) : Application No : 17320 RNI –Application No 2017103794

- 
- [WWW.AIBUSINESS.COM](http://WWW.AIBUSINESS.COM)
  - [WWW.HRWORLD.COM](http://WWW.HRWORLD.COM)
  - [WWW.HUMANRESOURCE.ABOUT.COM](http://WWW.HUMANRESOURCE.ABOUT.COM)
  - [WWW.MANAGEMENTHELP.ORG.COM](http://WWW.MANAGEMENTHELP.ORG.COM)