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**A Study on Effectiveness Training After Employment with Special
Reference to Bimetal Bearing Limited Hosur, Krishnagiri District**

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Abstract

The article was carried out the Training is the most important function that directly contributes to human resource development. If human resource have to be developed. The organization should create condition in which people acquire new knowledge and skills and develop healthy patterns of behavior and styles. And needs of To match Employee Specifications with Job Requirements and Organization needs: An employee's specifications may not exactly suit to the requirements of the and the organization irrespective of his past experience, qualifications, skills, knowledge etc. thus, management may find deviations between employee's



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present specifications and job requirements and organizational needs. Training is needed to fill these gaps by developing and molding the employee's skill, knowledge, attitude, behavior etc. To the tune of job requirements and organization needs. The sampling technique is simple random sampling means every item of the universe has an equal chance of inclusion in the sample. From The analysis result were concluded that the employees need new training system updating then & there for developing employee's knowledge as well as potential & make some important changes.

Keywords: knowledge and skills, behavior and styles, organizational needs

CHAPTER- I

1.1 INTRODUCTION

Training is the most important function that directly contributes to human resource development. If human resource have to be developed. The organization should create condition in which people acquire new knowledge and skills and develop healthy patterns of behavior and styles. Induction Training is the essential because technology is developing continuously and at a very fast rate, system and practices get out dated soon due to new discoveries in technology, including technical, managerial and behavioral aspect. Organizations that do not develop mechanisms to catch up with the growing technology soon become stale. However, developing individuals in the organization can contribute to the effectiveness of the organization. Induction Training plays a reactive than a proactive role. Unless training is treated

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as a partner in decision making, it cannot play the role of contributing to the organization effectively. In a rapidly changing society, 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 a viable and knowledgeable work force. The effective function of an organization requires that employees who learnt to perform their jobs at a satisfactory level of proficiency. This can be achieved through effective training.

NEED FOR TRAINING

1. To match Employee Specifications with Job Requirements and Organization needs: An employee's specifications may not exactly suit to the requirements of the and the organization irrespective of his past experience, qualifications, skills, knowledge etc. thus, management may find deviations between employee's present specifications and job requirements and organizational needs. Training is needed to fill these gaps by developing and molding the employee's skill, knowledge, attitude, behavior etc. To the tune of job requirements and organization needs.

2. Organizational Viability and transformation Process: the primary goal of most of the organizations is their viability and efficiency. But the organizational viability is continuously influenced by environment pressures. If the organization does not adapt itself to the changing factors in the environment, it will lose its market share. If the organization desires to adopt these



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changes, first it had to train the employees to impart specific skills and knowledge in order to enable them to contribute to the organization efficiency and to cope with changing environment.

3. Technological Advances: every organization in order to survive and to be effective, should adopt the latest technology i.e., mechanization, computerization and automation. Technology alone does not guarantee success unless it is supported by people possessing requisite skills. So, organization should train the employees to enrich them in the areas of changing technical skills and knowledge from time to time.

CHAPTER- II

2.1.OBJECTIVES OF THE STUDY:

- ✓ To study and analyze the post Induction training effectiveness of various technical programmers in the organizational and individual context in bimetal bearing limited.
- ✓ To understand the existing induction training system in bimetal bearing limited.
- ✓ The study is to the training after employment.
- ✓ To find out whether the induction training influencing the employees of the performance.

2.2. SCOPE OF THE STUDY

The study on effectiveness of training after employment program for the employees of bimetal bearing limited helps the management in identifying the areas, where they need more inputs to summarize the scope with.



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- It helps to identify those areas where trainees need more inputs.
- It improves its training methods in accordance with findings of the study.
- It helps to identify satisfaction and interest of the trainees towards training.

2.3. LIMITATION OF THE STUDY

- The study is limited to the period of three months only due to lack of time and cost consideration.
- The result may differ if the sample size gets increased or decreased. It is based on the research and the perception.
- This is applicable only to bimetal bearing limited.

CHAPTER- III

3.1 REVIEW OF LITERATURE

Almost 20 years ago **Nickels** wrote a brief article addressing what he saw as the need to adopt a "strategic view" of training. His aim then, was to point out that "training is a management tool, not the private domain of those who specialize in its development or delivery, or of those who make its development and delivery contingent upon some other methodology. By "some other methodology," that mean performance technology, which seems to me to view training as little more than an occasionally useful remedy for skill or knowledge deficiencies.

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As a management tool, training serves many masters and many purposes. In the article just mentioned, I presented and explained examples of three such purposes (the first three in the list below). Additional purposes for or uses of training are given in the list below. It is not my intent here to elaborate upon these many purposes

In cases where skill and knowledge deficiencies are leading to mistakes, errors, defects, waste, and so on, one might argue (and many do) that training which eliminates these deficiencies and in turn reduces mistakes, errors, defects, and waste, is a solution to a performance problem. This argument is extended to assert that the reductions in mistakes, errors, defects, and waste, as well as the financial value of any such reductions constitute the "results" of training.

The concluding point to be made here is very, very simple and very, very important: There is no "cookbook" approach to the evaluation of training. To properly evaluate training requires one to think through the purposes of the training, the purposes of the evaluation, the audiences for the results of the evaluation, the points or spans of points at which measurements will be taken, the time perspective to be employed, and the overall framework to be utilized.

Kirkpatrick's (1979) four levels of training evaluation-reaction, learning, transfer of learning and results-are still a useful framework for considering evaluation techniques, as evidenced by the frequency with which they are referenced in the current training-evaluation literature. This

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article has offered a review of recent contributions in the literature as they pertain to Kirkpatrick's four levels.

The experience reflected in the literature suggests that trainers incorporate at least the first three levels routinely in the design of training programs. In fact, many authors emphasize the importance of considering early in the design process how each level of evaluation will be addressed.

The ability to track and report regularly on the effectiveness of training programs beyond participant reaction (that is, to documentation of learning, behavioral changes, and transfer of learning) can be critical to the success of a training program. It can also cement organizational recognition of the value of training and can help to ensure continued support.

Kirkpatrick himself points out, is the ability to separate training from the multitude of other variables that can impact long-term performance. The econometric and utility models reviewed here may be statistically elegant but are not sufficiently intuitive to warrant widespread application.

This fact suggests opportunities for further research into alternative approaches and methodologies for addressing results. The more qualitative, quasi-experimental approaches involving action research, critical incidents, and similar methods appear promising. These

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approaches offer the advantage of observing and documenting the impact of training activities at the site.

Training not only must be cost effective but also must teach participants skills and concepts that they can readily use in their organizations after the training has been completed.

The Induction Toolkit will help you meet the challenge of ensuring that new staff get into action, get properly involved and committed fast. Make them feel confident and comfortable in the new job. The pay-off is both immediate and long lasting. Many organizations are poor at induction. This toolkit could save those thousands of pounds in recruitment costs: help new people feel at home quicker ... make them feel confident sooner ... reduce the chance of them leaving.

Any organization which already has a good induction programmed will know how valuable it is. And they'll see how valuable it is to share best practice from this remarkable toolkit. So if you're already quite pleased with your organization's induction procedures, use this toolkit to see how it really measures up!

The aim of evaluating induction training, as indeed any sort of training, is to show that it has had a direct relevance to individual, departmental and organizational needs, was of a high standard, and has had an enduring impact. It should also point the way to developing and improving the standard of any future training provision.

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Environmental Training systems provide cost effective training and advice to all types of companies, large or small. Good health and safety can help your business with lower staff turnover, less accidents and cost and help promote your company as a caring, responsible organization.

The course entails training the delegate to complete a thorough assessment of a workstation(s). Subjects covered include, basic legislation, posture, demonstration, documentation and the assessment process. Workstations can then be assessed for bad posture, incorrect seat positioning, bad ergonomic set up and general environment. Once assessed corrective actions are suggested and can then be put straight into action.

A full and comprehensive checklist is prepared which is very useful for new starters, if you employ temporary staff or if you have staff returning to work after a period of absence, like maternity / paternity leave or long term sickness

It will carry out assessments on selected workstations with the nominated trainees, this way there will continuity when the time comes for them to carry out further assessments. Upon completion the delegate should be able to: Understand the reasons why assessments are undertaken have an understanding of current legislation Be able to explain the main hazards associated with incorrect set up

Demonstrate to the user correct set up, techniques and posture. Carry out a basic DSE assessment



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and record the findings. This entails training the delegate to deliver the training as listed above. It is more intensive and uses videos, a training pack and more practical use of the chair. Upon completion the delegates will be able to carry out their own training sessions and safely instruct others.

3.2 RESEARCH METHODOLOGY.

RESEARCH DESIGN:

Research design is “Descriptive Research Design”. This study is concerned with describing the characteristics of a particular individual (or) a group.

DEFINITION:

According to Kerlinger, “Research design is the plan, structure and strategy of investigation conceived so as to obtain answers to research questions and to control variance.”

Research design is an arrangement of conditions for collection and analysis of data in a manner that aims to combine relevant to the research purpose with economy in procedure. It has aspects of plan, structure and strategy. The scheme of research in the plan is the summary of all activities of research from the stage of formulation of the final analysis of data. Strategy includes the method of data collection and analysis of data. Since the problem is well defined in this research, the researcher has adopted descriptive research design.



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SAMPLING TECHNIQUE:

The sampling technique is simple random sampling means every item of the universe has an equal chance of inclusion in the sample.

SAMPLING TOOL::The sampling tool is questionnaire. The questionnaire is likert scale type.

SAMPLE SIZE:

The sampling size selected is 100. The entire sample belongs to employee. Sample size means number of items to be selected from the universe constitute a sample.

METHOD OF DATA COLLECTION:

The data is collected through primary data and secondary data. Primary data are those, which are collected afresh and for the first time and thus happen to be original in character.

PRIMARY DATA:

Primary data refer to information obtained firsthand by the researcher on the variables of interest for the specific purpose of the study. The happened to be original in character. The main sources of primary data are individuals, focus groups, panels of respondents specifically set by the researcher.

SECONDARY DATA:

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The secondary data are those which have already been collected by someone else and which have already been passed through the statistical process. The company profile and records, government and corporate publications, textbooks, website and internet were used to collect the secondary data.

Chi – square test:

Chi square test is very powerful test is very powerful test for the testing the significance of the discrepancy between theory and experiment it was given by prof. Kari person in 1900 and is known as chi- square test of goodness of fit. It enable us to found the deviation of the experiment from theory is just by chance or is it really due to inadequacy of theory of fit the observed date.

$$\text{Chi-square test } (x^2) = \sum \frac{(O - E)^2}{E}$$

$$\text{Degree of freedom} = (R-1) (C-1)$$

WHERE

O= observed frequency

E= expected frequency

C= No of columns



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R= No of rows

Row total X Column Total

Expected Frequency =

Grand Total

CHAPTER- IV

DATA ANALYSIS AND INTERPRETATION

4.2 STATISTICAL ANALYSIS

4.2.1 chi - square test of independence between existing effectiveness of training after employment

AIM:

To check whether there is any significant relationship between Knowing new comers through organization and juniors develop through training.

NULL HYPOTHESIS (H_0): Reject null hypothesis

There is no significant deference between Knowing new comers through organization and juniors develop through training.

ALTERNATIVE HYPOTHESIS (H_1): Accepted alternative hypothesis

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There is significant difference between Knowing new comers through organization and juniors develop through training.

Observed frequency:

PARTICULAR	STRONGLY AGREE	AGREE	NETURAL	DIS AGREE	STRONGLY AGREE	TOTAL
Knowing new comers through organization	59	16	12	11	2	100
Juniors develop through training	43	26	21	9	1	100
TOTAL	102	42	33	20	3	200

Expected frequency

PARTICULAR	STRONGLY AGREE	AGREE	NETURAL	DIS AGREE	STRONGLY AGREE	TOTAL
Knowing new comers through organization	51	21	16.5	10	1.5	100

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Juniors develop through training	51	21	16.5	10	1.5	100
TOTAL	102	42	33	20	3	200

CALCULATION:

O _i	E _i	(O _i - E _i)	(O _i - E _i) ²	$\frac{(O_i - E_i)^2}{E_i}$
59	51	8	64	1.25
16	21	-5	25	1.190
12	16.5	-4.5	20.25	1.227
11	10	1	1	0.1
2	1.5	0.5	0.25	0.16
43	51	-8	64	1.25
26	21	5	25	1.170
21	16.5	4.5	20.25	1.227
9	10	-1	1	0.1
1	1.5	-0.5	0.25	0.166
		0		7.860

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The formula is:

$$\text{Chi square test } (\chi^2) = \sum \frac{(O-E)^2}{E}$$

$$\text{Degree of freedom} = (R - 1) (C - 1)$$

Where

O = Observed frequency

E = Expected frequency

C = No of columns

R = No of rows

$$\begin{aligned} \text{Expected Frequency} &= \frac{\text{Row total} \times \text{Column Total}}{\text{Grand Total}} \\ &= (2-1) (5-1) \\ &= (1) (4) \end{aligned}$$

$$\text{Degree of freedom} = 4$$

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Degree of freedom at 5% level of significance is $\chi^2 = 7.860$ and Calculated value = 7.860, Table value = 9.488, Calculated value < Table value, $9.48 > 7.86$ So, Null Hypothesis (H_1) is accepted.

CONCLUSION

Hence there is significant relationship between Knowing new comers through organization and juniors develop through training. So, H_1 is accepted.

4.2.2 CORRELATION ANALYSIS:

To compare relationship between superior consistently my outstanding performance and line manger training benefit.

superior consistently my outstanding performance(X)	39	22	25	10	4
line manger training benefit (Y)	22	27	24	20	7

X	Y	XY	X ²	Y ²
39	22	858	1521	484
22	27	594	484	729
25	24	600	625	596

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10	20	200	100	100
4	7	28	16	49
100	100	2280	2746	1958

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$\begin{aligned} \text{Corr (x, y)} &= \frac{5 \times 2280 - (100)(100)}{\sqrt{5 \times 2746 - (100)^2} \sqrt{5 \times 1958 - (100)^2}} \\ &= \frac{11400 - 10000}{\sqrt{13730 - 10000} \sqrt{9790 - 10000}} \\ &= \frac{1400}{\sqrt{3730} \times \sqrt{210}} \\ &= \frac{1400}{1575} \end{aligned}$$



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= _____

61.07 X 14.49

1575

= _____

884.90

r = 1.779

INFERENCE:

There exists a positive correlation between superior consistently my outstanding performance and line manger training benefit.

CHAPTER- V

5.1 FINDINGS

- 47% company has very good reputation and proud name without side people. So the respondents have pride of working for training duration.
- 59% of the respondents strongly agree that the induction programme provides an opportunity for new comers to know thoroughly about the organization

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- 40% of the respondents agree the opinion that norms and values are clearly described in training.
- 30% of the respondents strongly agree that feed back is required after induction for their future improvement in their work.
- 45% respondents strongly agree that the organization has made an adequate duration for training
- 46% of the respondents have strongly agree that on the technical knowledge by on the job training
- 40% of respondents agree are not fully satisfied in the information about there quality and suitability.
- 42% of respondents strongly agree that working condition provided by organization.
- 59%of the respondents have strongly agreed that eminent resources are provided by for learning and development.
- 43%of the respondents have strongly agreed that juniors develop thought training.
- 41% of the respondents strongly agree that at the time of meetings.
- 44% team spirit of the respondents of agree is satisfied.
- 50% of the respondents strongly agree that the superiors encourage the different option after training.
- 27% respondents agree that the organization has made the excellent training.
- 50% of project leaders are features of very strong to explain about the project.
- 27% respondents agree line manager training benefits.

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- 39% of respondents strongly agree superior consistently the outstanding performance.
- 35% of the respondents strongly agree working competent faculty.
- 42% respondents clear and measurable agree performance goals by superior.
- 40% respondents of strongly agree possible to make right career path.
- 43% respondents strongly agree that course of action to work related pressure.
- 34% respondents strongly agree qualification of training make one to work besting the organization.

5.2 SUGGESTION

- ❖ The survey shows some useful findings. Based on the findings the following suggestions are highlighted here. The result found that the present methodology of training programmers is to be modified so, the organization take steps to update the methodology. Further respondents expected a well structured course material.
- ❖ Feedback should be made compulsory to the employees who attended training but their personal details need not be furnished.
- ❖ Since the trainees are new to the company they are having hesitation are blocks to express their ideas. So the mentors can motivate\ encourage feeling free to express them.
- ❖ Pleasant environment will create high satisfaction and also to motivate the participants to listen all the activities in the training programmers. so, the organization may be take too much care to provide better environment.

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- ❖ The organization also motivates the employees to participate in the training programmes so, the organization may implement these suggestion and employees definitely perform their job well. The organization also get benefit
- ❖ Proper coordination between the trainee and mentor can be there at the time of training.

5.3 CONCLUSION

The study aimed to know the employees attitude about the training programmes conducted by organization .the fast growing industry of chemicals and pharmaceuticals can no longer sustain in market with the pace of the MNC's with training can also be fruitful, so effective training is helping BIOCON to move in pace with the industry standards. This study aimed to know the employees effectiveness after induction in company is satisfactory, and also employee need some important changes that can help organization for further improvement. From The analysis result were concluded that the employees need new training system updating then & there for developing employee's knowledge as well as potential & make some important changes.