

“A STUDY ON THE EFFECTIVENESS OF TRAINING AND DEVELOPMENT OF EMPLOYEES IN KOSO INDIA PVT LTD,KANJIKODE PALAKKAD”

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ABSTRACT

Training and development initiatives are educational activities within an organization that are designed to improve the job performance of an individual or group. These programs typically involve advancing a worker's knowledge and skill sets and instilling greater motivation to enhance job performance.

Training and development refer to educational activities within a company created to enhance the knowledge and skills of employees while providing information and instruction on how to better perform specific tasks. Training is a short-term reactive process meant for operatives and process while development is designed continuous pro-active process meant for executives. In training employees' aim is to develop additional skills and in development, it is to develop a total personality. In training, the initiative is taken by the management with the objective of meeting the present need of an employee. In development, initiative is taken by the individual with the objective to meet the future need of an employee.

1. INTRODUCTION

“ Human resource management is a management function that helps manager to recruit, select, train and develop members for an organization.” Training & Development plays an important role in the effectiveness of organization and to the experience of people in work. Training has implications for productivity, health and safety at work and personal development. Training can be introduced simply as a process of assist in a person for enhancing his efficiency and effectiveness to a particular work area by getting more knowledge and practices.

• INDUSTRY PROFILE

Since its establishment in 1965, KOSO group has developed a wide range of high-quality control valves of diversified types, greatly contributing to the implementation of process automation (PA) in various industries. Global leader in supplying specially designed valves for most severe applications. KOSO INDIA is owned by Nihon KOSO Co. Ltd. of Japan, a global leader in the controls and process automation systems market. Originally formed in 1989 under the name Introl India, the company has evolved over the years, becoming stronger with each change and better positioned to meet the demands of a constantly changing exploration marketplace.

• COMPANY PROFILE

Company Name	:	Koso Fluid Control Pvt, Ltd.
Date Of Incorporation	:	11 June 2001
Company Status	:	Amalgamated
ROC	:	Ernakulam
Number of employees	:	250
Product	:	Fluid Valves
Company Sub Category	:	Non-Government
Director Board Member	:	Gaurav Gupta
Activity	:	21 Years,11 Month, 3days

2. REVIEW OF LITERATURE

- **Krishneduhazra (2017) :**

In his article the author discussed about importance function of human resource department that is training and development. Author discusses that by various training programs increase job satisfaction. By training to the employees, it will give growth and success to the organization if the employees are not trained according to their work, they can't help their client and client will be left unsatisfied. As training and development program are very helpful for the company as it gives a proper impact on employees. The various method that adopts by company for their employee training is the main responsibility of management. As by training the employees leads to change in work performance.

- **OGBU James Ogbu (2018) :**

In his article the author wrote it is important that every organization should have a well-trained and experienced work force to carry out the various task and responsibilities to achieve organizational goals and objectives performance of organization depends on the knowledge and ability of its employees.

- **DevikaChandha (2020) :**

In his article the author wrote there is a positive impact of training and that more training interventions with integration of latest technology is required for furthering the progression of the employees and their engagement. The relationship between the HRM and employee engagement many researchers have come to different conclusions. The evaluation of total cost on training must be ascertained so as to assess the total productivity in regards to both work performance and monetary terms.

- **ShouvikSanyal and Mohammed WamiqueHisam (2022) :**

In his article, Training in these organizations is more or less unplanned and unsystematic. Employees training plays an important role as it enhances efficiency of an organization and helps employees to boost their performance in an efficient manner. There exists a strong correlation between Training and Development practices and employee performance in the select banking organization.

3. OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

- To study effectiveness of training and development of employees in the organization.

SECONDARY OBJECTIVE

- To study the satisfaction level of employees towards training and development program.
- To study the impact of training and development of employees in the organization.

4. RESEARCH METHODOLOGY

Research is a common parlance which refers to search for knowledge. It is a procedure of logical and systematic application of the fundamentals of science to the general and overall questions of study and scientific technique, which provide precise tools, specific procedures and technical rather philosophical means for getting and ordering the data prior to their logical analysis and manipulating different types of research design is available depending upon the nature of research project, availability of manpower and circumstances.

- **RESEARCH DESIGN**

Research design is the framework of research methods and techniques chosen by a researcher to conduct a study. The design allows researchers to sharpen the research methods suitable for the subject matter and set up the studies for success.

- **DESCRIPTIVE RESEARCH :**

The research is undertaken was descriptive research as it was concerned with specific predictions, with narration of facts and characteristics concerning a study on job satisfaction of employees working in the organization.

- **POPULATION**

The population of the study consist of 250 employees of KOZO India Pvt, Ltd Kanjikode.

- **SAMPLE SIZE**

Sample size means number of the sampling units selected from the organization for investigation. The total sample size that is taken for this study is 90.

- **SAMPLING DESIGN**

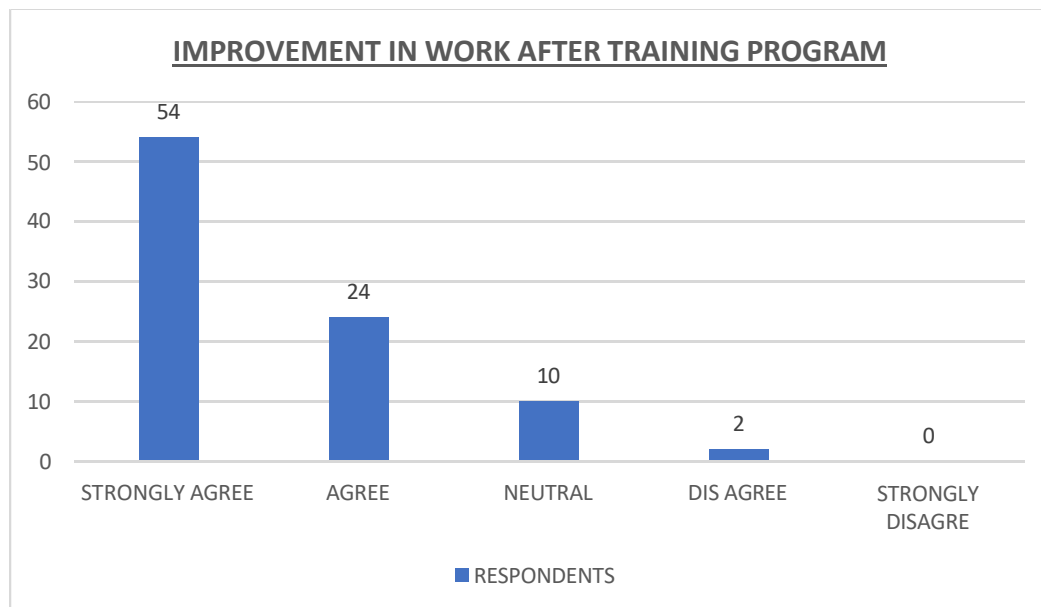
A sampling design is a definite plan for obtaining a sample from a given population. It refers to the technique or the procedure the researcher would adopt in selecting items for the sample. Sample design may as well lay down the number of items to be included in the sample and the size of the sample. The subset of units that are selected is called a sample. The sample design encompasses all aspects of how to group units on the frame, determine the sample size, allocate the sample to the various classifications of frame units, and finally, select the sample.

4. DATA ANALYSIS

TABLE 5.1 IMPROVEMENT IN WORK AFTER TRAINING PROGRAM

PARTICULARS	RESPONDENTS	PERCENTAGE
STRONGLY AGREE	54	60%
AGREE	24	27%
NEUTRAL	10	11%
DIS AGREE	2	2%
STRONGLY DISAGRE	0	0%
TOTAL	90	100%

CHART 5.1 IMPROVEMENT IN WORK AFTER TRAINING PROGRAM

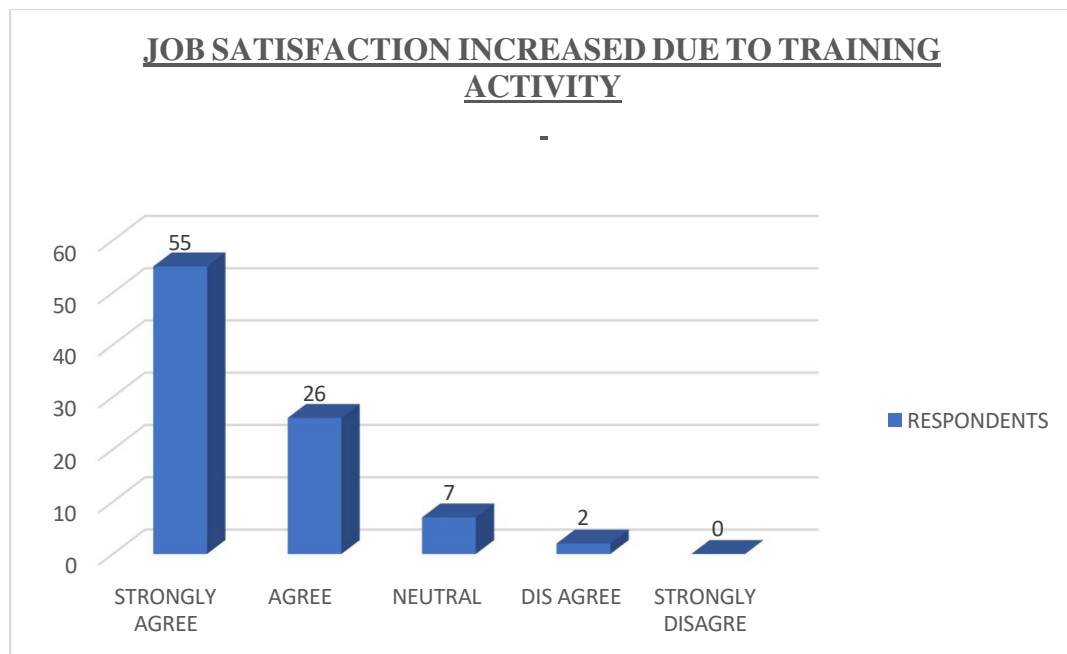


INTERPRETATION :

60% Of employees strongly agree that their work has been increased after the training program and 27% are agree with the improvement of work after training and 11% are neutral with the improvement level of employee and 2% are disagree with the improvement of work after training program.

TABLE 5.26 JOB SATISFACTION INCREASED DUE TO TRAINING ACTIVITY

PARTICULARS	RESPONDENTS	PERCENTAGE
STRONGLY AGREE	55	61%
AGREE	26	29%
NEUTRAL	7	8%
DIS AGREE	2	2%
STRONGLY DISAGRE	0	0%
TOTAL	90	100%

CHART 5.2 JOB SATISFACTION INCREASED DUE TO TRAINING ACTIVITY**INTERPRETATION :**

61% Of employees are strongly agree with that job satisfaction has increased due to training activity and 29% are agree with that statement and 8% employees are neutral with that and 2% employees are poor with job satisfaction level.

CORRELATION

TABLE 5.28 CORRELATION BETWEEN SALARY AND EXPERIENCE OF EMPLOYEES

H0: There is no association between experience and salary of employees.

H1: There is an association between experience and salary of employees.

X	Y	X=x- \bar{x}	Y=y- \bar{y}	x ²	Y ²	XY
7	22	-6	-11	36	121	66
33	35	10	2	100	4	20
23	21	23	5	529	25	115
17	8	-11	7	121	49	-77
10	4	-16	-3	256	9	48
90	90	0	0	1042	208	172

$$r = \frac{\sum (x_i - \bar{x})(y_i - \bar{y})}{\sqrt{\sum (x_i - \bar{x})^2 \sum (y_i - \bar{y})^2}}$$

=5

$$=5*3668-(90*90) \div \sqrt{5*1042-90^2*5*208-90^2}$$

$$=18340-8100*17980-8100$$

$$=10240 \div \sqrt{10670*9880}$$

$$=10240 \div \sqrt{10267}$$

$$=0.997$$

INTERPRETATION :

The relation between Experience of the employees and salary of the employees are positively correlated as 0.997.

CHI-SQUARE TEST

TABLE 5.29 CHI-SQUARE TEST,ASSOSIATION BETWEEN GENDER AND EMPLOYEES SATISFACTION TOWARDS TRAINING PROGRAM.

H0: There is no association between gender and employees satisfaction towards training and development program.

H1:there is an association between gender and employees satisfaction towards training and development program.

GENDER						TOTAL
	STRONGLY AGREE	AGREE	NEUTRAL	DIS AGREE	STRONGLY DISAGREE	
MALE	50	23	5	1	0	80
FEMALE	5	3	2	1	0	10
TOTAL	55	26	7	2	0	90

Computing Statistics

The formula for calculation chi-square test is

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

O = Observed Frequency

E = Expected Frequency

Degree of Freedom = (r-1) (c-1)

Level of Significant = 5%

E = (row total*column total) / grand total

OBSERVED VALUE (O)	EXPECTED VALUE (E)	(O-E)	(O-E ²)	(O-E ² /E)
50	48.8	1.2	1.44	0.029
23	23.1	-0.1	0.01	0.04
5	6.2	-1.2	1.44	0.23
2	1.7	0.3	0.09	0.05
0	0	0	0	0
5	6.1	-1.1	1.21	0.19
3	2.8	0.2	0.04	0.014
2	0.7	1.3	1.69	2.41
0	0.2	-0.2	0.04	0.2
0	0	0	0	0
			TOTAL =	2.5391

$X^2 = \sum (\text{Observed value} - \text{Expected value}) \div \text{Expected value}$

=2.5391

Degree of Freedom = n-1, That is 10-1=9

The calculated value is 2.5391 @ 5% of level of significance is 0.05

Therefor the table value is 9.488

INTERPRETATION :

As Per Calculation Here, The Calculated Value Is Less Than Table Value. Therefore, Null Hypothesis (H0) Is Accepted And It Included That There Is No Significant Association Between Gender And Employee Satisfaction Towards Training Program.

6. FINDINGS

6.1 PERCENTAGE ANALYSIS

- 70% of respondent are in the age group of 26-30. 2% respondents are in the age group of 36-40.
- 58% of respondents are agree that job instruction is one of the main on the job training program conducted by the organization.
- 50% of respondents are agree that lectures are one of the main off the job training program conducted by the organization 24% are conference 17% are case study method 6% are audio-visual and remaining 3% are others.
- 97% Of employees feels that the training program is effective and remaining 3% of employees are feels that the training program is not effective.
- 56% Of employees are strongly agree that technical skill of employees is improved through training and development .

6.2 CORRELATION

The correlation value is 0.997 the Experience of the employees and salary of the employees are positively correlated.

6.3 CHI-SQUARE TEST

- The value of the chi-square test is less than the table value that is $2.5391 \leq 9.488$ so we accept the null hypothesis and reject the alternative hypothesis.

6. CONCLUSION

The “ A study on the Effectiveness of Training and Development of Employees in Koso India Pvt, Ltd Kanjikode” was undertaken with the main aim of analyzing the effectiveness of training and development of employees in koso. We all know that training programs are important to develop the employees. when a child was born, he required constant touch of his parents till on his own feet. An organization though flowered by creams of the society, still training due to rapid technological upgradations and change in working methods every day. Training aim at continued self-development of the employees. Employees are expected to develop themselves continuously in an organization. When the employees in an organization are developed from time to time with all updated knowledge, then definitely that organization will grow of the company. They not only increase the employee’s abilities but also strengthen the relationship that exist between the workforce and the members of leadership within the company.

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