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AN EMPIRICAL STUDY ON THE EFFECTIVENESS OF TRAINING AND DEVELOPMENT IN PRIVATE SECTORS

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ABSTRACT

Employees are the most valuable asset of an organization, so to enhance their performance it is necessary to pay attention to their learning. Training and development programs help organizations to build a skilled and competent workforce in order to maintain a high level of competency and to survive in a dynamic business environment.

Keywords: Training, Development, Employee performance, Organization

I INTRODUCTION

Training and development programs are designed to help workers become more knowledgeable, competent, and capable so they can advance in their careers. A crucial component of human resource management is creating informed, driven employees who support organizations in achieving their objectives. The main objective of training and development is to give employees the skills and information they need to successfully complete their duties, which seeks to increase both individual and team success.

MEANING:

Training is a process that helps an individual improve and update his professional knowledge, develop his work-related skills, and improve his efficiency and effectiveness at work by improving his attitudes and behaviors toward his work and other people.

II OBJECTIVES OF THE STUDY

The study of training and development has as its main goal to determine how training and development affect employees' total skill growth. The study's precise goals are as follows:

- ❖ To increased Productivity
- ❖ For Effective Management
- ❖ Training is a part of organisational strategy

III REVIEW OF LITERATURE

According to Jackson (2002), some social expectations support HRM's efforts to develop workers. He reflects on this by using an illustration that contrasts between hard and soft approaches to development issues found in the literature on HRM strategy.

The traditional training and development system was attacked by **WEXLEY and BALDWIN (1986)** as lacking accountability. The myth that "training and development is

good for employees and the organization; let alone training budgets and training programs" may be due, in part, to a lack of accountability and comprehensive evaluation. Training and development programs based on budgets or goals eventually lead to "training becoming a mere paid requirement or spare time without the daily stresses and distractions of the workplace for employees on the one hand and without the heavy overhead of management." or just free time).

Phil and Tyson Hendry and Pettigrew, 1986

According to (1990), developing our personnel is necessary because doing so increases output and the standard of our work. A development mindset boosts morale and decreases absence and turnover.

According to Bramley (2003), training is learning how to do a task and when it is effective, it makes you do it differently. It is an approach designed to facilitate learning so that people can be more productive in certain parts of their jobs. Many companies view training not as an opportunity for people to learn something, but as a cost to create results that can be linked to the company's business goals.

IV STATEMENT OF THE PROBLEM

Some of the specific challenges that private sector companies may face in designing and implementing effective training and development programs include determining the right training needs, selecting appropriate training methods and technologies, andmeasuring the effectiveness of training initiatives.

Furthermore, many private sector companies may struggle to balancethe need for training and development with the day-to-day demands of running a business, such as meeting production targets, managing budgets, and ensuring compliance with regulatory requirements.

V RESEARCH METHODOLOGY:

A study design is defined as defining the techniques and procedures for collecting the required materials. It is a strategy of collecting data in an organized structure.

SAMPLE DESIGN:

A sample design is a definite plan for obtaining a sample from a given population.

SAMPLING SIZE

The total number of respondents that are considered for the study is 50.

SAMPLING FRAME
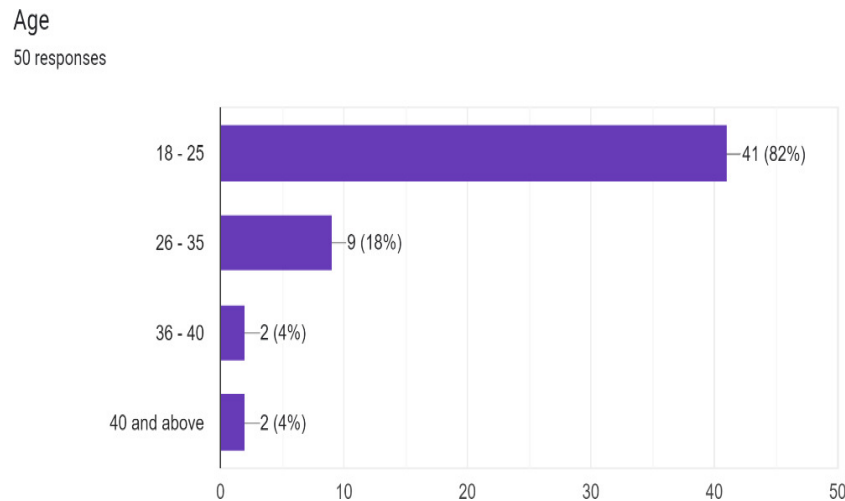
Private companies were used as a source for the sample.

VI FRAMEWORK OF ANALYSIS

TABLE 01

CLASSIFICATION OF THE RESPONDENT BASED ON AGE

Sl. No	Particulars	No of Respondents	Percentage
1	18 – 25	41	82%
2	26 – 35	9	18%
3	36 – 40	2	4%
4	40 and above	2	4%
	Total	50	100%

FIGURE – 1

Age

50 responses

INTERPRETATION:

Considering the above Table and Graph There were 41 respondents in the 18to 25 age range, with 23 being the average age (82%). There were 9 respondents aged 26 to 35, and 18% were between the ages of 27 and 32.

There were 2 respondents between the ages of 36 and 40, while 4% were above 40. There were 2 respondents that were 40 or older, and 4% were 45 orolder.
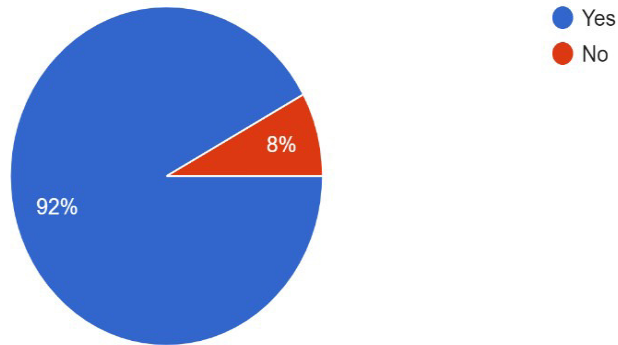
TABLE 2

CLASSIFICATION OF THE RESPONDENT BASED ON THE TRAINER HAD A SUFFICIENT KNOWNLEDGE INTH SUBJECT

Sl. No	Particulars	No of Respondents	Percentage
1	Yes	46	92%
2	No	4	8%
	Total	50	100%

FIGURE - 2

4. Does your trainer had a good knowledge of the subject?
50 responses

INTERPRETATION:

According to the above table and graph, 92% of 46 respondents indicated thatthe trainer had a strong understanding of the subject, whereas 8% of 4 respondents disagreed.
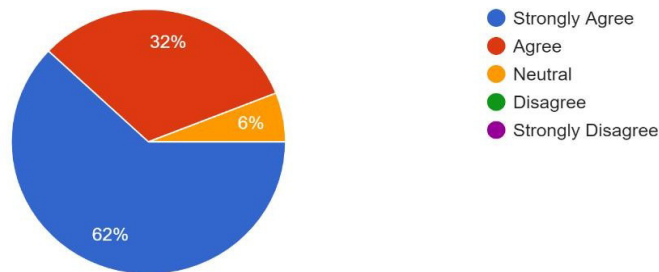
TABLE 3

CLASSIFICATION OF THE RESPONDENT BASED ON THE TRAINING PROGRAM INCREASE THE PRODUCTIVITY OFBOTH QUALITY AND QUANTITY

Sl. No	Particulars	No of Respondents	Percentage
1	Strongly Agree	31	62%
2	Agree	16	32%
3	Neutral	3	6%
4	Disagree	0	0%
5	Strongly Disagree	0	0%
	Total	50	100%

FIGURE – 3

7. Training Programs helps to increase the productivity of both quality and quantity.
50 responses

INTERPRETATION:

According to Table and Graph over, 62 of 31 repliers is explosively agree that Training programs helps to increase the productivity of both quality and quantity,32 of 16 respondence is agree, 6 of 3 respondence is neutral, 0 of 0 replier says differ and 0 of 0 respondence is explosively differ.
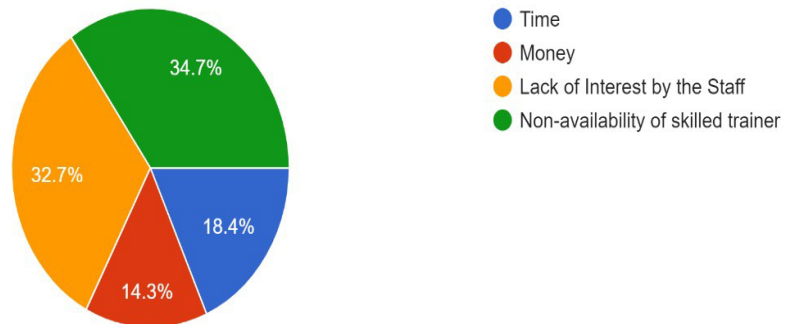
TABLE 4

CLASSIFICATION OF THE RESPONDENT BASED ON

Sl. No	Particulars	No of Respondents	Percentage
1	Time	9	18.4%
2	Money	7	14.3%
3	Lack of Interest by the Staff	16	32.7%
4	Non – availability of skilled trainer	17	34.7%
	Total	50	100%

FIGURE – 4

8. What are the barriers to training programs in your organization?
49 responses

- Time
- Money
- Lack of Interest by the Staff
- Non-availability of skilled trainer

34.7%
32.7%
18.4%
14.3%

INTERPRETATION:

According to the Table and Graph above, 18.4% of 9 respondents cited time as a barriers to training programs in their organization, 14.3% cited money as a problem, 32.7 cited a lack of interest in this topic, and 34.7% cited a lack of trainer competence as a

problem.

VII FINDINGS:

- ✓ Majority of the respondents, about 82% of 41 respondents belongs to 18 – 25 ages.
- ✓ Majority of the respondents, about 62% of 31 respondents feel that Trainingis a part of Organizational Strategy.
- ✓ Majority of the respondents, about 64% of 32 respondents says Trainingimproves both efficiency and effectiveness of workforce in an organization.
- ✓ Majority of the respondents, about 62% of 31 respondents feel that Training Programs helps to increase the productivity of both quality and quantity.

VIII RECOMMENDATIONS

IDENTIFY TRAINING NEEDS:

Before you begin training, it's important to identify the specific areas in which your employees need to improve their skills. Conducting a training needs analysis can help you identify the skills gaps and determine which training programs arenecessary.

CHOOSE THE RIGHT TRAINING METHODS:

Select the training methods that are most appropriate for the specific skills you are trying to develop. This could be anything from on-the-job training to online courses or workshops.

MEASURE THE EFFECTIVENESS OF TRAINING:

Finally, it's important to measure the effectiveness of your training programs. This can be done through assessments, surveys, and other evaluation methods.Use the feedback you receive to refine your training programs and makethem even more effective.

IX CONCLUSION

Private sector companies need training and development to increase their efficiency and overall success. Employees can learn new skills, information and attitudes in line with company goals and objectives with the help of well-designed training programs. As a result, employee engagement and job satisfaction increases and attrition decreases. Company needs and learning preferences of workers should be thoroughly studied to design effective

training and development programs in the private sector. Generally, private sector companies that engage in training and development programs can reap significant benefits such as increased productivity, improved employee retention, and a competitive advantage in the market.

X REFERENCES

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WEBSITES

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