



TRAINING PROCEDURE AND ITS EFFECTIVENESS” IN FABFIT APPARELS (INDIA) PVT.LTD

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Introduction

Every organization needs well trained and experienced people to perform the activities that have to be done. If the current or potential job occupant can meet this requirement training is not important. But when this is not the case, it is necessary to raise the skill levels and increase the versatility and adaptability of employees. When any organization arrange the training programme to the employees and workers, there must be systematic procedures to be followed from the beginning of the training to the end of the training. Then only it will ensure that the training is effectively reached to all the workers and employees to develop their personality and skills in their work or job. But in many occasion the training programme which is arranged by the employers could not serve the purpose of the employees in improving the skills and efficiency of the individuals. Hence it is the responsibility of the management to see that whether the training is organized properly by the trainers and also necessary attention is given by the employees during the period of training. In some of the well established concern the training programme is properly organized in such a way that will serve the purpose of the employers. To identify the issues and problems in the training procedures a thorough study is to be undertaken. Hence it is inevitable to do a project on the “TRAINING PROCEDURE AND ITS EFFECTIVENESS” in FABFIT APPARELS (INDIA) PVT.LTD,

Importance of Training

Training is actively and intimately connected with all the personnel or managerial activities. It is an integral part of the whole management programme, with all its activities functionally inter-related.

Training is a practical and vital necessity because it enables employees to develop and rise within the organization and increase their market value, earning power and job security.

Training moulds the employees’ attitudes and helps them to achieve a better co-operation with the company and a greater loyalty to it. The management is benefited in the sense that higher standards of quality are achieved and satisfactory organizational structure is built up. Training heightens the morale of the employees, for it helps in reducing dissatisfaction, complaints, grievances and absenteeism, reduces rate of turnover.

1.2 Statement of the Problem

In all reputed concerns it is the practice of providing training to the newly recruited employees and workers. Based on the training and the efficiency of the employees in the training period the workers and employees are placed in various departments. But the performance of the employees is evaluated after some time by the employers or any officials empowered to evaluate the performance of the workers. The employees perform their duty allocated to them and try to make perfection in their work at a maximum level. The efficiency for the workers after training is varied from person to person. In many occasions the skill of the workers depends on the individual commitment in their work. Some of them perform their work very normally without improving their efficiency. Due to this reason some time they are sent out from the job by the employers. The employees say that improper training system from the management is the main reason for the inability to perform the work. In small concerns there is no separate training to the workers which is main problem to the workers in improving the efficiency.

1.3 Need for the Study

In many concerns the turnover of employees is going on increasing as there is no proper training system and procedures for improving the efficiency of the employees. If the employees are given proper training at the right time, it will help to improve the efficiency of the workers simultaneously the concern can easily achieve the targets of the organization within the specified time, When the employees get training it will help them to earn more income by improving their skill. Then they will not get frustration in their work. They will be ready to work harmoniously to achieve the goal of the organization.

Objectives of the Study

Primary Objective

To find out the effectiveness of training to employees in FABFIT APPARELS (INDIA) PVT.LTD

Secondary Objectives

1. To find out whether the training programmes are really helpful for individual and organizational growth.
2. To find out that the training provided by the organization is capable of meeting all the objectives of the organization.



- To find the problems faced by the respondents during training period.
- To offer suggestions and recommendations to solve the problem faced by the workers in FABFIT APPARELS (INDIA) PVT.LTD at the time of training.

Research Methodology

1.5. Research Methodology

Descriptive research have been undertaken in this research work to make research effective and find the results of the research work successfully.

1.5.1 Data Collection

Both primary and secondary data have been collected for the research work.

1.5.2 Primary Data

Primary data have been collected by framing questionnaire and interview schedule with the sample respondents. Necessary corrections, additions and deletions have been made in the questionnaire with the help of the experts and supervisor to make the research as an effective and useful to the society.

1.5.3 Secondary Data

Secondary data was collected from the books and journal published in relation to training and effectiveness to the workers

1.5.4 Sampling Method

In this research work respondents were selected from the total population at random by using convenient sampling method

1.5.5 Sample Size

As the population for the research work in the study area is numerous. Out of total population employees, 100 employees were selected by using convenient sampling method. The sample constitutes both the female and male workers who are employed in FABFIT APPARELS (INDIA) PVT.LTD

1.5.6 Period of Study

The research work was carried out for the period of 2 months starting from July 2016 to August 2016.

1.5.7 Statistical Tools

The following are the tools, which are used for the analyzing the collected data and to find out the result of the research work to complete the research work successfully.

- Percentage method, 2. Mean square method, 3, Likert's scale method.
- Chi Square method 5. Rank Correlation method

1.6. Limitations of the Study

- The data was collected only from the sample respondents (employees) who are working, in FABFIT APPARELS (INDIA) PVT.LTD Hence it may not be considered for policy decision makings with regard to other companies
- The collected data and interpretation is based on the information obtained by the researcher at the time of interview schedule during the study period. Hence findings of the research may not be considered for other period as there may be possibility of changing.
- As the respondents did not give co-operation at the time interview schedule, there may be possibility for bias in the information and the data collected.
- The Study is confined to Textile industries only. Hence the results of this research work may not be considered for other industries.

Table No.1, Table Showing the Sex of the Respondents

Serial no	Sex	Total no of respondents	% of the respondents
1	Male	80	80
2	Female	20	20
	Total	100	100

Source: Primary data

Interpretation From the above table it is clearly understand that among 100 respondents 80 % of the respondents are male, while the remaining 20% of the respondents are female.

Table No.2, Table Showing the Age of the Respondents

Serial no	AGE	RESPONDENTS		TOTAL	Percentage %
		MEN	MEN		
1	Below 25 years	28(27.2)	6(6.8)	34	34
2	25to 30	20(20.8)	6(5.2)	26	26
3	30 to 35	24(22.4)	4(5.6)	28	28
4	35 and above	08(9.6)	4(2.4)	12	12
	Total	80	20	100	100

Source: primary data



Interpretation

From the above table it is inferred that 34% of the respondents belong to the age group of below 25 years and 26% of the respondents belong to the age group 25 to 30 years, 28% of the respondents belong to the age group of 30 to 35 years where as 12% of the respondents belong to the age group of 35 years and above.

Factor	Calculated value ²	Table value	DF	Sig	Remarks
Gender	2.173	7.815	3	5%	Not significant

Chi-Square Test

Null hypothesis

There is no significant relationship between respondents based on the sex and their age

Alternative hypothesis

There is significant relationship between respondents based on the sex and their age

As the calculated value of χ^2 (2.173) is less than the table of χ^2 (7.815) at 3 degree of freedom for 5 % level of significance, there is no significant relationship between the respondents based on the sex and their age. Hence the null hypothesis is accepted and concluded that there is no significant relationship between the respondents based on sex and their age

Table No.3, Table Showing the Educational Qualification of the Respondents

EDUCATIONAL QUALIFICATIONS	RESPONDENTS		TOTAL	Percentage %
	MALE	FEMALE		
School	20(19.2)	04(4.8)	24	24
Under Graduate	16(16)	04(4)	20	20
Post graduate	12(11.2)	02(2.8)	14	14
Diploma	08(11.2)	06(2.8)	14	14
Others(specify)	24(22.4)	04(5.6)	28	28
Total	80	20	100	100

Source: Primary data

Interpretation

The above table shows that among 100 respondents 24% of the respondents have studied up to school level, 20% of the respondents have completed degree courses, 14% of the respondents have completed post graduate courses and diploma respectively, while the remaining 28% of the respondents have studied other courses.

Chi-Square Test

Null hypothesis

There is no significant relationship between respondents based on the sex and the educational qualifications

Alternative hypothesis

There is significant relationship between respondents based on the sex and the educational qualifications

Factor	Calculated value ²	Table value	DF	Sig	Remarks
Gender	5.594	9.488	4	5%	Not significant

As the calculated value of χ^2 (5.594) is less than the table of χ^2 (9.488) at 4 degree of freedom for 5 % level of significance, there is no significant relationship between the respondents based on the sex and the educational qualifications. Hence the null hypothesis is accepted and concluded that there is no significant relationship between the respondents based on sex and educational qualifications of the respondents.

Summary of Findings, Suggestions and Conclusion

5.1 Findings

- 1 The company has more number of male workers than female workers.
- 2 Most of the respondents belong to the age group of 25-30 years
- 3 Major portion of the respondents up to school level.
- 4 Majority of the respondents both in male and female employees are married
- 5 Major portion of the employees earn a monthly income less than Rs.10000 per month.
- 6 Majority of the respondents have the experience of 10 -15 years in their work.
- 7 Most of the respondents are permanent employees in the company.



- 8 Most of the respondents are satisfied with the working environment prevailing in the company.
- 9 Maximum number of employees feels that their skill is utilized to the fullest extent possible.
- 10 Most of the employees feel that the training needs identified by the superior are proper and appropriate.
- 11 The employees agree that the needs identified each year matches with the organizational goal.
- 12 The employee is satisfied that the superior discusses with them while, identifying any training needs.
- 13 Most of the employees feel that the identified training needs are relevant to their job.
- 14 The employees are satisfied about organization takes care of all emergency training needs that arise from time to time.
- 15 Most employees are dissatisfied about the course materials provided by the organization for the training program.
- 16 The ability of the trainees to communicate in the training program is not good.
- 17 Most of the employees agree that they have all freedom and encouragement to ask and clear doubts in training program.
- 18 The administrative arrangement made for training and interest of training program is very good.
- 19 The training activities of the organization are easy to follow and the organization have a systematical procedure for the evaluation of training.
- 20 Most of the respondents informed they are satisfied with the training facilities in the company
- 21 Major portion of the respondents feel that training provided by the organization is capable of meeting all objectives
- 22 The employees feel good about the relationship between them and their superior.
- 23 Majority of the respondents feel that there is systematical procedure of the organization for the evaluation of training
- 24 Major portion of the respondents strongly agree that attitude of workers change after attending training programme.
- 25 Majority of the respondents are partly satisfied with the time provided for training
- 26 Majority of the employees are selected for training programme as routine.
- 27 Most of the employees are evaluated on the basis of fixing some standards.
- 28 The overall opinion about the training method followed by the organization is very good.
- 29 53% of the respondents strongly agree that employees satisfy towards training programme.
- 30 Majority of respondents informed that at the time of training they have to spend more time.

Findings from Chi-Square Test

1. There is a significant relationship between the respondents based on sex and their age
2. There is no significant relationship between the respondents based on sex and educational qualifications of the respondents.
3. There is no significant relationship between the respondents based on sex and their marital status.
4. There is no significant relationship between the respondents based on sex and their income
5. There is no significant relationship between the respondents based on sex and their work experience.
6. There is no significant relationship between the respondents based on sex and the nature of job
7. There is no significant relationship between the respondents based on sex and their level of satisfaction regarding the organizational environment.
8. There is no significant relationship between the respondents based on educational qualifications and their opinion regarding the training provided in the company.
9. There is no significant relationship between the respondents based on sex and their level of satisfaction regarding satisfaction regarding the time provided for training.

Findings from Rank Correlation Test

As there is a positive correlation the respondents based on the sex have similar attitudes in stating the problems faced by them at the time of training.

5.2 Suggestions

- 1 The organization should take efforts and provide adequate course materials for the training program.
- 2 Arrangements should be made by the organization to improve communication among employees in the training program.
- 3 The time provided for training is not sufficient. So enough time should be provided for training activities.
- 4 The organization should implement various steps and measures to improve the administrative arrangement made for training.
- 5 The organisation should also allow the workers to participate with their superior in identifying the training needs.



- 6 Some of the employees informed that the training timing is not adequate to get thorough knowledge; hence the management of FABFIT APPARELS (INDIA) PVT.LTD may if possible try to increase the timing for training.
- 7 Few respondents informed that that they face problems from the seniors. Hence the management may try to solve such type of issues within the organization.
- 8 Some of the respondents gave bad opinion about the overall training programme. Hence the management may try to improve the training programme in the future periods which will help to retain the experienced workers to achieve the ultimate goal of the organization.

5.3 Conclusion

The previous studies based on institutional training programmes do not evaluate how they benefit to the industries concerned. The institutional training programmes do not concentrate on future needs of individual organizations, which vary in environment and production process. So, the environmental condition among the centers of learning and applications of learning are not homogeneous. Further, the impact of training depends on the caliber of the participants, which varies from individual to individual. The previous studies carried out have evaluated the impact of training on the level of workforce that is 'executives' or 'management trainees' or 'students of management' level only. Thus it may be the impact of managerial caliber of that level of workforce but in a manufacturing unit, most of the works are 'group work' which needs smooth 'work culture' of total workforce.

Thus, the current study deals with the pre-training arrangements process and explains the interdependent elements of 'planning part' consisting of training need identification and selection of right participants, the 'execution part' which is composed of suitable methods and appropriate techniques. Training coordinators link the two parts of training process. This sequential arrangement is analyzed and then the impacts of training on self- needs attainment are considered. The details regarding self-goals towards training, advancement of knowledge by training and performance change of self due to training for the levels of employees and supervisors has been studied. The skill development, individual and self-actualization needs due to training for the executives have also been studied. Thus, the impacts of training on group performance change in the levels of employees and supervisors. Group needs for executives have also been studied. The study also discusses the impact of training on organization needs in the light of the above-mentioned objectives, which gives a comprehensive approach to training evaluation.

Training the human resources is more important in order to utilize man power effectively. Modernization needs more training for employees in order to meet necessities for improving quality, production etc. So training is an important area where manpower is molded and retained to work better.

The training activities in FABFIT APPARELS (INDIA) PVT.LTD have been studied in depth. Through the questionnaire from the respondent the researcher had collected valuable data with regard to the subject matter. Though there are problems in the training programme of in FABFIT APPARELS (INDIA) PVT.LTD, It is clearly seen in this organization that the personnel department effectively implementing the training and development activities in general.