



AN ANALYSIS OF TRAINING NEEDS ON SPECIFIC UNORGANIZED SECTOR WITH SPECIAL REFERENCE TO CHENNAI

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ABSTRACT

Workers are an organization's most valuable asset, so it is essential that they focus on training in order to improve their performance. In order to maintain a high level of competency and thrive in a dynamic business climate, businesses need to establish a professional and competent workforce, which is made possible by training and development programs. The purpose of this study was to find out how training and development were affected employee performance. Descriptive analysis was used in the study. 100 employees who were chosen by random sampling were given questionnaires to complete in order to gather primary data. The results show that employees' performance is significantly impacted by their overall training and development. It supports the business in reducing staff loss, increasing worker productivity, and improving the organization's financial returns. The study recommends that pay structures be updated on a regular basis and that flexibility be utilized in determining the areas where training needs have truly developed.

Keywords: Training, Development, Employee performance, Training Need, Unorganised Sector

INTRODUCTION

Three terms that are commonly used are "training," "education," and "development." Although they may not seem to be any differences between them at first seem, there are in fact several. There is an education in every "training," and there is also some training in every "education." Furthermore, the "development" cannot be separated from two processes. Although it is impossible to give precise definitions and they may be misleading, different people have used these activities in different ways. Learning a sequence of preprogrammed behaviors is called training. It is the use of knowledge. It makes people aware of the policies and guidelines that should direct their actions. It aims to enhance their performance in their current role or get them ready for an ideal job.

The process of improving an employee's knowledge, talents, and skills for a specific job is called training. It shapes the way that workers think, which results in high-caliber work. It is a never-ending, ongoing process. Success of organizational development depend heavily on training. It is advantageous to an organization's management as well as employees. An employee that receives training increases their productivity and efficiency, performs exceptionally well in terms of both quality and quantity, and uses less time, money, and resources.

The foundation of good management is training, because that increases workers' productivity and effectiveness. Its activities are all functionally attached to one another, making it an essential component of the entire management program. A training program becomes necessary in order to address unique issues that arise within a given business due to new production lines, design changes, competitive demands, and other factors. Only training in technical and mechanical activities are referred regarded as training. It's intended audience isn't managers. Usually, training programs are created with a specific, time-bound goal in mind, like operating a certain piece of equipment.

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Training is an important component of the competent and demanding business model in today's competitive environment. Training is the key to meeting the demands of a fluid and efficient work environment, which benefits both organizational growth and employee quality of life at work. Especially at the managerial level, development is a process that results in both qualitative and quantitative advancements inside the business. It places more emphasis on knowledge, values, attitudes, and behavior than it does on specific talents. Therefore, it can be claimed that although training has defined regions and objectives, development is a continual process. Therefore, it is essential that all organizations conduct research on the function, significance, benefits, and development potential of training in order to support the organization's expansion.

LITERATURE

Mahadevan Ananthalakshmi (2019) examined how training approaches affected workers' performance in a Malaysian direct selling company. According to researchers, one of the most important things a company can do to guarantee a high degree of competency with a competent team in order to survive and thrive in a dynamic business climate is to develop a skilled and knowledgeable workforce. This study was designed to investigate the effects of both on-the-job and off-the-job training on worker performance. The results have shown that, with a significant value of 0.000, both on-the-job and off-the-job training attained a standard coefficient beta value of 0.370 and 0.546, respectively. The researcher discovered that off-the-job training has a greater effect on employee performance than on-the-job training based on the beta value analysis.

The impact of training and development on employee performance at a private company in Malaysia was examined by Sumaiya Shafiq et al. (2017). According to researchers, staff members are a company's most valuable asset and can contribute to its success. Therefore, it is essential to look after their education in order to improve worker performance. The goal was to look into how employee performance in private companies was affected by job enrichment, job rotation, off-the-job training, and on-the-job training. The study indicated that whereas the other independent variables were shown to be insignificant drivers of employee performance, job enrichment is the

only independent variable that significantly positively impacts the dependent variable (employee performance). Sumaiya Shafiq et al. (2017)

In the Mumias Sugar Company in Kenya, Ashikhube Humphrey Otuko et al. (2013) ascertained the impact of the training factor on worker performance. The purpose of the study was to determine how employee performance was affected by the assessment of training needs, by the substance of the training, and by the evaluation of the training. The outcome shows that employee performance and the evaluation of training needs had a favorable and substantial relationship. Thus, the majority of respondents said that an assessment of training needs was carried out prior to the start of the program. The outcome suggests that employee performance is positively and significantly impacted by training material. This suggests that increasing the training curriculum will raise employee performance standards. The findings suggested a positive and significant relationship between employee performance and training evaluation increases. This may be taken to indicate that, depending on the evaluation criteria selected, assessing the methods used and the training's content as well as measuring knowledge, ability, and attitude in relation to standards could all readily help to improve employee performance at work.

Tarun Singh (2015) suggested that the best way to utilize an employee's abilities is through training and development. Employee development refers to an employee's advancement at every managerial level whereas training is the process of giving them the tools they need to do their jobs. An investigation on the effect of training and development initiatives on workers' productivity at Bharat Heavy Electricals Ltd. (BHEL) was undertaken. The survey found that BHEL staff are quite happy with the company. The average mean score and percentage score for the 20 items were calculated to be 3.62 (65.5%). Employees find their current position satisfactory and so do not wish to change. The working environment is positive and there is good interaction between supervisors and subordinates. However, there are a few key issues that need to be implemented, including its policy, reward system, and training programs.

Philipina Ampomah (2016) stated that improving employee performance in firms is mostly dependent on training and development. The study's main goal was to examine how employee performance in a private Ghanaian tertiary institution was affected by training and development—a case study of Pentecost University College was conducted. The study found that training increases employee motivation, and that Pentecost University College performs better as a result of training and development. Pentecost University College undoubtedly had a well-established policy to support employee training and development. They also periodically arranged training sessions for staff members to refresh their knowledge and abilities. The report suggested that mandatory training and development programs for all employees be strictly enforced.

METHODOLOGY

The study covered the unorganized sector worker from different category of construction workers, workers in micro enterprises, casual labourers, Home based workers, Labours from other states, school dropout youth and adults in needs of skills and training in Chennai.

Objectives:

1. To know the training programme need for unorganised sector workers in achieving its set goals.
2. To identify the shortcomings, if any
3. To suggest the suitable measures for the effective implementation of training programs

Tools for Analysis:

Collected data are analysed by the use of various statistical tools like:

- 1) Simple Percentage analysis
- 2) ANOVA
- 3) MANN WHITNEY Analysis

ANALYSIS

DEMOGRAPHIC DETAILS OF RESPONDENTS

Demographic Variable		Frequency	Percentage
Gender	Male	76	76 %
	Female	24	24 %
Age Group	21 -30	42	42 %
	31 – 40	18	18 %
	41 - 50	28	28 %
	Above 51	12	12 %
Education	Illiterate	46	46 %
	10 th	29	29 %
	Above 10 th	25	25 %
Marital Status	Married	79	79 %
	Unmarried	21	21 %
Salary	Below 5000	53	53 %
	5000 - 10000	25	25 %

	10000 -15000	12	12 %
	Above 15000	10	10 %

The above table depicts the demographic data of respondents. According to the study, it is found out that the majority of the employees working in an organization are male i.e.,76%, and females are in the minority i.e 24%. From the graphs, it is found out that, organizations have young employees in the majority as employees whose age group fall under 21-30 and 31-40 are 42% and 28% respectively. It is beneficial for the organization since young employees are enthusiastic and sincere towards their job. Also, they come up with the most innovative ideas that would help the organization to grow and gain a competitive advantage. 46% of the workers from illiterate which indicates that workers are less qualified and knowledgeable. When it comes to marital status 79% of workers are married. The organization has worker who work at different level of salary depends upon their skill set. But the majority of respondents receive salaries between below 5000.

An analysis on training and development program

	Mann-Whitney U	Wilcoxon W	Z	Asymp. Sig. (2-tailed)
Training need	897.000	3215.000	-3.681	.002
Formal training evaluation	680.000	3270.000	-2.009	.000
Cope up with technology	915.000	1680.000	1.051	.001
Instructor helps	866.000	3443.000	-.981	.199
Higher employee performance	874.000	1561.000	1.285	.787
Higher productivity	651.000	2967.000	1.546	.251
Reduction in absenteeism	789.000	3620.000	-.764	.187
Personal growth	699.000	1462.000	-.632	.475

The above table represents of unorganized sector workers for the statement of training need, training evaluation cope up with technology is lesser than the 0.05, which means the difference is significant. Hence, alternative hypothesis is accepted. While comparing with statement of higher productivity, reduction in absenteeism and personal growth is higher than 0.05, which means there is no significant. That there is no difference between training impact and personal growth and absenteeism.

H0: There is no significant association Training needs among workers

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.85	2	2.85	12.61	.000
	Residual	8.80	98	.18		
	Total	11.65	100			

ANOVA table shows that the significant value is less than 0.01, which means dependent variable that is Training and Development is significantly predicted by independent variables namely Training Need, Formal Training Evaluation, Cope up with Technology, Trainer Help, Higher Productivity, Reduction in absenteeism and personal growth at 99% of confidence level.

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	912.61	696.21		1.574	.176
	Training Need	2.36	0.23	.832	14.76	.000
	Formal Training Evaluation	7.57	3.6	0.365	15.36	.000
	Cope up with Technology	-102.63	125.33	-.041	.570	.000
	Trainer Help	--289.36	236.8	.078	2.175	.000
	Higher Productivity	.698	.369	.482	1.092	.000
	Reduction in absenteeism	-75.869	.698	-.081	1.316	.000
	Personal Growth					
a. Dependent Variable: Training and Development						

The B Value of regression coefficient indicated that, which variable was highly Influencing requirement for training for the workers. Among all the variable t value is 14.76 for Training Need. Remaining variables for Training and Development co efficient values which were substantially lower than the Training and Development. Regression table signifies that the significant value is greater than 0.05, which means dependent variable that is Training Need towards workers is significantly not predicted by the independent variable at 95% of confidence level. The coefficient represents that there is a significant association Training needs among the respondents.

CONCLUSION

Maximizing employee performance requires training and development since it produces a highly skilled workforce and supports employees' personal development. This study was conducted randomly at Chennai data was collected from unorganized sector workers to investigate the impact

of training and development on worker performance. Training and development programs have increased employee performance, productivity, and financial return on investment for the company, the study found an important correlation between training and development and employee performance. They recognized training and professional growth helped in their personal development and motivated them to work hard at their jobs. Since employees were given the training, there has been a decrease in employee absenteeism and turnover. Formal training programs for both newly recruited and existing employees, along with evaluation of the results, are the primary drivers of an organization's success since they ensure that personnel are learning and receiving the necessary corrections when needed. After analysing the research findings, we can conclude that salary structures should be modified on a regular basis and that creativity is required to determine the area where needs for training have genuinely developed.

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