



THE EFFECTIVENESS OF EMPLOYEE TRAINING AND DEVELOPMENT PROGRAMS OF KITEX LTD , ALUVA

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KeyWords

Key words: Training , Job, Skills, Job, Task, New skills, training and development programs.

ABSTRACT

Training is the process of increasing the knowledge and skills for doing a particular job. It is an organized procedure by which people learn **knowledge** and **skill** for a definite purpose. The purpose of training is basically to bridge the gap between **job requirements** and **present competence** of an employee. **Training** is aimed at improving the behaviour and performance of a person. It is a never ending or a continuous process. The study is an analysis on the **Training and development program** followed at Kitex Ltd and is carried out by interviewing 100 employees of Kitex Ltd. The main objectives of my study is to Find the effectiveness of employee training and development programs of Kitex Ltd. Training programs main objective is to improve the productivity of the company's employees which in turn will improve the company's profitability. Through training, the **employee skill** levels are upgraded which will make the **employees more productive**. When an employee gets promoted from one level to next level, the skills required to do his/her **job** changes and training is essential in equipping the employee with the **new skills**. Training provides self-motivation to the employees.

INTRODUCTION

A social unit of people that is structured to meet a need or to pursue collective goals. All organizations have a management structure that determines relationship between the different activities and the members and subdivides the assigns role, responsibilities and authority to carry out different tasks. Organizations are open systems they affect and are affected by their environment.

Training and development is the field concerned with the organizational activities aimed at bettering the performance of individuals and groups in organizational settings. It has been known by several names, including employee development, human resource development, and learning and development. Training and development ensures randomness in organizational setting is reduced , and learning or behavioral change take place in structured format.

An organization is set up with the purpose of achieving certain objectives. These objectives can be achieved only when organization is utilizing its resource in the best possible manner. Most important asset of any organization is human resource. This is possible only through effective utilization of the human resource potential. The success of the organization depends on the quality and work effort of the personnel. Proper attention should be given to the people through recognition of their talents and development of their potential. Hence, training and development has become an important function of Human Resource Management.

Hence, training and development is vital as it contributes to the efficiency of the organization and improves the performance and prospects of employees. Assessing how far the training program has been worth while is the bottom-line of Human Resource Development operations. Training evaluation is done to provide quality control over the design and delivery of training activities.

STATEMENT OF THE PROBLEM

Management development is aimed at preparing employees for future job with the organization or at solving organization wide problems concerning, acquiring or sharpening capabilities required performing various tasks and functions associated with their present or expected future roles. The motive behind this study is to understand and learn the impact of training and development programs on the employees of Kitex Ltd. training cannot be measured directly but the change in attitude and behavior that occurs as a result of training. So employee assessment should be done training sessions by the management, to know the effectiveness of training given to the employees.

SIGNIFICANCE OF THE STUDY

The development of any organization depends on its employees. For organizational productivity training and development assumes great significance. Training aims at increasing the knowledge and skills of the employees whereas organizational development on the other hand refers to overall improvement of the organization such as its structure , objectives , policies and procedures including managers and employees organizational development can be achieved by hiring the services of the professionals and consultants. Training and development programs are often viewed as part of organizational development.

A better knowledge about these things can facilitate the trainer as well as the trainee in conducting and benefiting from the training. But training being a very complex process makes it a bit difficult. So the best way to achieve it is of studying and analyzing the feedback of employees as well as managers. The project includes collecting information from staffs of Kitex Ltd , analyzing it interpreting it and concluding useful suggestions from it.

OBJECTIVES OF THE STUDY

- **Primary objective**
 - To study the effectiveness of employee training and development programs of Kitex Ltd. , Kizhakkambalam , Aluva , Ernakulam Dist.
- **Secondary objective**
 - To study the employees perception towards training and development program.
 - To find out whether the training program help to increase productivity of Kitex Ltd.

STATEMENT OF HYPOTHESIS

1. There is no association between gender and satisfaction from training programs
2. There is no association between age and satisfaction from working environment
3. There is no significant relationship between educational qualifications and satisfaction in present salary
4. There is no significant relationship between educational qualification and improving productivity and quality from learning
5. There is no significant relationship between gender and performance after training

RESEARCH METHODOLOGY

➤ **Sampling Technique**

The sampling technique used here is convenience sampling. The reason being, data collected from all of the employees in the company was impossible due to inaccessibility.

➤ **Sample Size**

The sample size was 100 and the technique used is convenience sampling.

➤ **Population**

The population for this study are the employees who have undergone the different training programs in Kitex Ltd.

➤ **Analysis**

The data are presented through charts , Tables, percentage method , ANOVA and Correlation.

➤ **Period of study**

The study was conducted for 2 months.

➤ **Method of data collection**

The data was collected by means of primary data as well as secondary data. The primary data was collected from the employees through structured questionnaire whereas secondary data was collected from books, periodicals, websites etc.

SCOPE OF THE STUDY

- The scope of this project is not too far stretching to the whole of Kitex ,rather it only covers the training activities conducted by Kitex for its workers.
- Project mainly deals with the present method of training given at Kitex industries during my tenure of the project January- March 2019.
- This project covers training , training programmed and training evaluation excludes all other human resource activities, conducted before and after training.

Apart from that it would provide me a great deal of exposure to interact with the high profile managers of the company.

LIMITATIONS OF THE STUDY

- Inherent limitation of sampling has affected the study.
- Employees hesitated to give information because of fear.
- Findings of the study are based on assumptions that the respondents are true and fair.
- There is no measure to check out whether the information's are correct or not.

REVIEW OF LITERATURE

- EDWIN .B. FLIPPO , "TRAINING IS THE ACT OF INCREASING THE KNOWLEDGE AND SKILLS OF AN EMPLOYEE FOR DOING A PARTICULAR JOB."
- MICHAEL .J.JUCIUS, "THE TERM TRAINING IS USED HERE TO INDICATE ONLY PROCESS BY WHICH THE APTITUDES, SKILLS AND ABILITIES OF EMPLOYEES TO PERFORM SPECIFIC JOBS ARE INCREASED."
- RICHARD P.CAPHOON, "THE FUNCTION OF TRAINING IS THE PROCESS OF AIDING EMPLOYEES TO GAIN EFFECTIVENESS IN THEIR PRESENT AND FUTURE WORK."
- THE NATIONAL INDUSTRIAL CONFERENCE BOARD, "MANAGEMENT OR EXECUTIVE DEVELOPMENT INCLUDES ALL THOSE ACTIVITIES AND PROGRAM WHICH HAVE SUBSTANTIAL INFLUENCE ON CHANGING THE CAPACITY OF THE INDIVIDUAL TO PERFORM HIS PRESENT ASSIGNMENT BETTER AND IN SO DOING ARE LIKELY TO INCREASE HIS POTENTIAL FOR FUTURE MANAGEMENT ASSIGNMENT."
- O.Jeff Harris, Jr. Obseeves , "Training of any kind should have as its objective the redirection or improvement of behavior so that the performance of the trainee becomes more useful and productive for himself and for the organization of which he is part/ training normally concentrates on the improvements of either operative skills, interpersonal skills, decision making skills, or a combination of these".
- Dr Sarbjit, (2009). "in todays fast moving economy and prevailing uncertainty all around us, the role of HRD is lot more than just identifying suitable manpower and meeting organizational training needs. Developing peoples full capabilities and managing them well is the heart of every organization."

- Paul Lewis, William J. Rothwell, Lindamillar, Ahmad, Osman-gani (2010). "This article says that ,the effective use of human resource is seen as a prerequisite , and the training and development of employees as paramount. The growth of training and development as an academic subject reflects its growth in practice."
- Department of psychology and institute of molecular Biology ,University of Oregon , Eugene, OR 97403, and Sackler Institute for Development Psychobiology, Weill Medical collage of Cornell University , New York (2005). "This article test training effects on different age group. They compared with different types of no training (control groups) in 4 years and 6 year old children and attention training (experimental groups)."
- Lane randule crocket California museum of science and industry, California museum foundation, 700 state drive ,los angels, California 90037, USA (2008). "This article identifies useful and feasible methods to meet these needs. Finally, it suggested that informal science learning is understood as a collective entity. Main focus is on learning activities and on methods."
- L.B.oio and D.A.Olanivan (2008), "This article examines the impact of training and development on the performance of home economics teaching schools important. The study revealed among others that training and development a positive impact on the performance of home economics teachers."
- Barid, Liayd, Girth Darrel ,Lunderson, John (2003) . "This article focuses on training and development strategies require remodeling due to globalization and fast moving business. In order to enhance performance with less cost and development certain as peers of business, learning options framework has been identified."
- Abalgadir.N. Abdel Hafiz Elbadri (2007), "In order to maintain competitiveness in the market, the organization need to adopt the training activities both internal and external. The emphasis accorded to such training activities was examined. 30 polish companies were chosen to undertake the study of determining the training needs, development of programs and assessing the results. The outcome showed the neglect of ascertaining the need for training by majority companies. The companies were lacking in evaluating the outcome properly."
- S.A. Mufied, Rafai Syed Nasreen(2003), "In this work tried to evaluate the perceptions of managerial as well as the non-managerial about the prevailing training and development program in J&K Tourism Development Corporation. The broad objective had interalia the main thrust on defining the need for training and development. The evaluation of perceived ideas of employees towards training and development. The reasons or the ineffectiveness of the implementation of the Training and Development system and to design the methodologies to implement the Training and Development program in a improved manner. The survey related to two sides viz. managerial and non-managerial staff training and development program should have an essential part to achieve the objective of the organization and its effectiveness."
- Thomas Acton and Willie Golden (2003), "In this research underlined the enormous need to manage the hands in IT field. The work force in IT field is considered as an asset of strategic importance. The shifting of soft skills and the knowledge from one area to another within an organization, may lead to very minimum loss of highly trained work force. The study was conducted among 39 software companies totaling 200 employees based on the affiliation to the software association

Ireland. The study identified the effect of training practices for employee retention, the efforts in initializing training programs, the training practices that are currently in use and the impact on retention of knowledge and soft skills. The outcome revealed that the training programs had a concrete and greater influence on the level of competency development and non-transfer of knowledge outside."

- Ravindra K Jain and Richa Agrawal (2004), "In this study traced the necessity and purpose and significance of training in organizations. It found out that all the organizations have got a very strong inclination towards training and development . the purpose of training was used as an agent for change in all perspectives of the organization and to maintain the competitive edge over the nearest rivals. The research revealed that though the training practices vary vastly from country to country, the same were insignificantly similar with in a specific country."
- Subarna M. Tuladhar(2004), "This paper has traced the importance and necessity of training. The training throws open a lot of revenues for the trainees to explore training and their own effectiveness to strengthen the organizational effectiveness and its performance. The study concluded that the process of training is treated as a systematic, organized way of learning in the possible shortest time. The process of identifying the needs for training, planning of objectives of the organizations, designing the methodologies required for training, implementation of the training methods and assessing the effectiveness of training were generally identified as the five different parts of a systematic training approach.
- Michale Grapham(2005), "The main thrust of this research study was to explore the demand and scarcity of IT skills and the methods through which shortage of skills could be augmented through training processes. The learning process include the establishment of training requirements, assessment of the existing skills among employees and the eagerness of the employees to attain high level of knowledge through constant learning. The study examined that all the organizations accept one thing in common. Upgradation of knowledge through on going process of IT skills learning , so that the skill shortage is reduced to the minimum.
- S. Narasimha Rao(2006), "The study indulged in a vastly misunderstood concept that is Human Resource in organizations. The study focused on training programs , practices in a select public sector undertakings and also to highlight the perception of managers, in all levels about the training requirements , training practices, the effectiveness of such programs. The research that the managers agree that the training programs are absolutely necessary for the individual growth and development so that it can result increased productivity. The study concluded that the top management of the organizations selected for the study felt the relevance and importance of training and its impact on the functioning of the managerial people at all levels.
- Cekada Tracey L (2011), "Traces the importance of the assessment of need for training in the interesting article. The authors suggest the approaches in developing the effective training needs assessment program. The article stresses on the importance of assessment of training needs where the actual and optimal performance are discussed. The knowledge level, the causes for problem areas are identified. The article notes that there must be a differentiation in developing training needs for skill developing and needs for information dissemination methods. The article focuses on the assessment of needs to training with an approach to achieve organizational goals. The determining of the training need is the first step in

needs assessment. The training needs assessment is based on organizational analysis (business safety resources) Person analysis (skills and attitudes required) and task analysis (identification of task and the required knowledge level to accomplish the task.). The study highlights the heterogeneity of workers, their abilities and the method to assess the needs for training.”

ANALYSIS AND INTERPRETATION

TABLE: 5.1

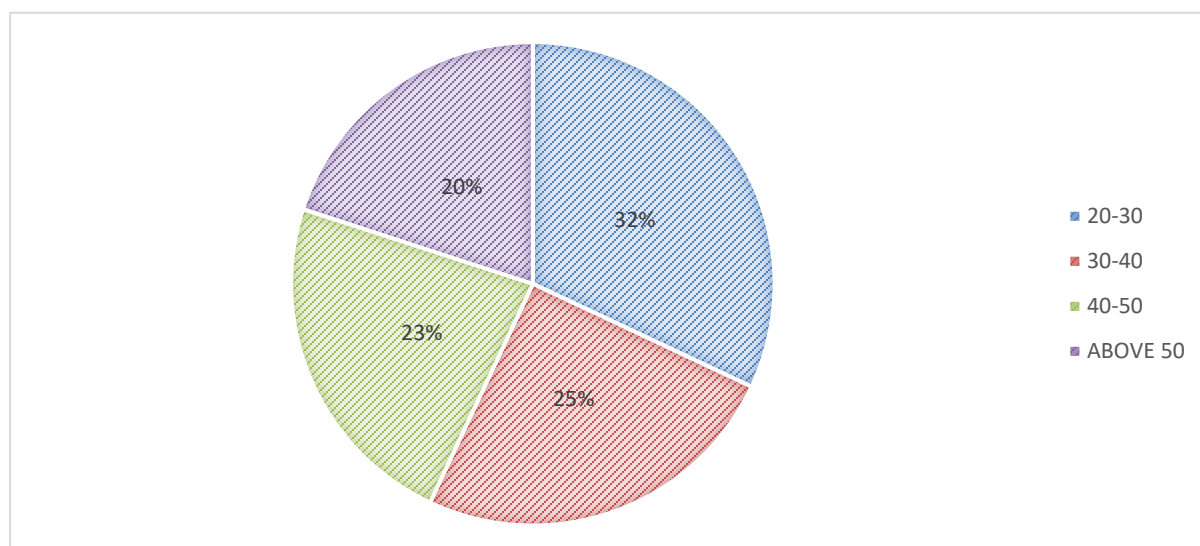
DISTRIBUTION OF RESPONSE BASED ON AGE

AGE	Frequency	Percentage
20-30	32	32
30-40	25	25
40-50	23	23
ABOVE 50	20	20
TOTAL	100	100

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INTERPRETATION:

FROM TABLE 5.1 IT IS CLEAR THAT 32% OF THE RESPONDENTS ARE OF THE AGE GROUP 20-30 YEARS FOLLOWED BY 25% OF THE RESPONDENTS OF THE AGE GROUP OF 30-40 YEARS FOLLOWED BY RESPONDENTS OF AGE GROUP 40-50 YEARS WHICH CONSTITUTE 23% OF THE POPULATION AND THE REMAINING 20% ARE OF THE AGE GROUP ABOVE 50 YEARS.

CHART: 5.1**DISTRIBUTION OF RESPONSE BASED ON AGE**

SOURCE : PRIMARY DATA

TABLE:5.2**Distribution of response based on gender**

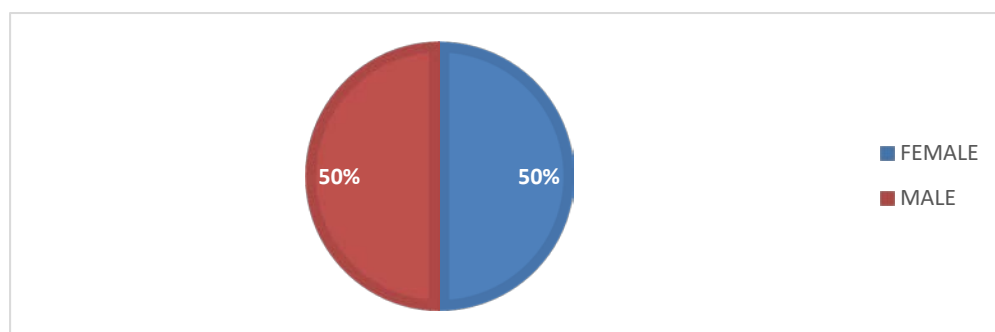
GENDER	FREQUENCY	PERCENTAGE
FEMALE	50	50
MALE	50	50
TOTAL	100	100

Source :Primary data

The population of the respondents are equally divided among the two sections Male and Female which constitute 50% each.

CHART: 5.2

Distribution of response based on gender



Source: Primary data

Table: 5.3

Distribution of response based on educational qualification

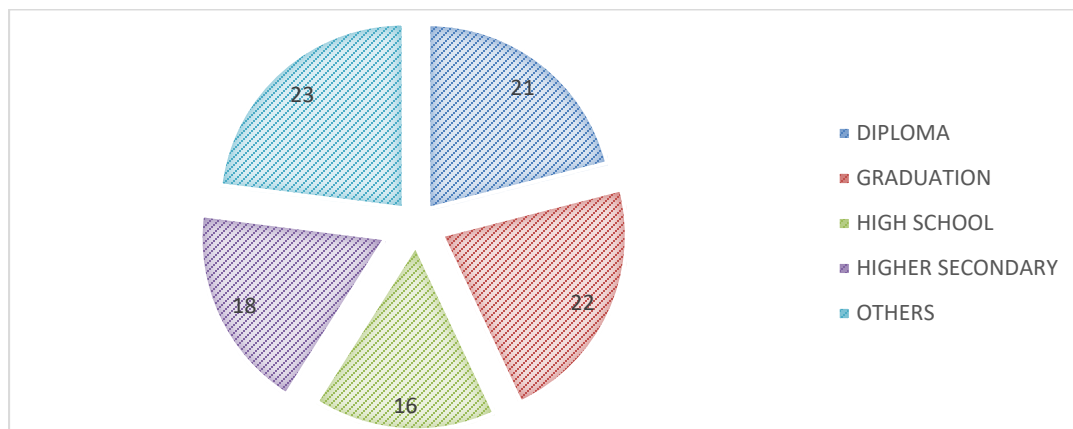
EDUCATIONAL QUALIFICATION	FREQUENCY	PERCENTAGE
DIPLOMA	21	21
GRADUATION	22	22
HIGH SCHOOL	16	16
HIGHER SECONDARY	18	18
OTHERS	23	23
TOTAL	100	100

Source: Primary data

Interpretation

Table 5.3 shows that 23% of the respondents have other qualifications educational qualification, followed by 22% of the respondents who are having diploma as educational qualification, followed by 21% of the respondents who have diploma as their qualification, followed by 18% who are having Higher Secondary and the remaining 16% are having high school as their educational qualification.

CHART: 5.3

Distribution of response based educational qualification

Source :Primary data

TABLE: 5.4

Distribution of response based on are you satisfied with the training program conducted in kitex ltd?

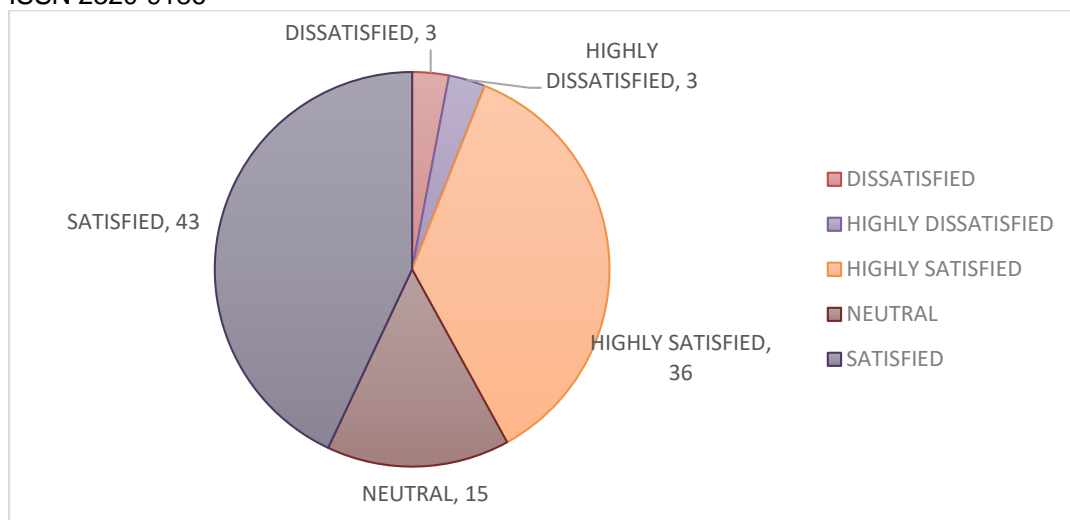
RESPONSES	FREQUENCY	PERCENTAGE
DISSATISFIED	3	3
HIGHLY DISSATISFIED	3	3
HIGHLY SATISFIED	36	36
NEUTRAL	15	15
SATISFIED	43	43
TOTAL	100	100

Source : Primary data

Interpretation

The study reveals that majority of the respondents are satisfied with the training program conducted at kitex Ltd. followed by 36% who are highly satisfied followed by 15% who are neutral and the remaining 6% are equally divided among Dissatisfied and highly dissatisfied.

CHART:5.4**Distribution of response based on are you satisfied with the training program conducted in kitex ltd?**



Source: Primary data

TABLE: 5.5

Distribution of response based on how is the quality of training offered in the organization?

RESPONSES	FREQUENCY	PERCENTAGE
DISSATISFIED	8	8
HIGHLY DISSATISFIED	4	4
HIGHLY SATISFIED	40	40
NEUTRAL	11	11
SATISFIED	37	37
TOTAL	100	100

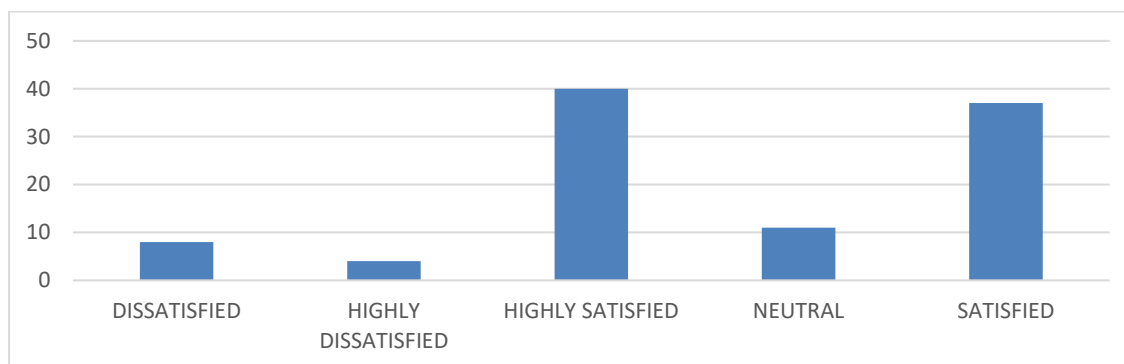
Source : Primary data

Interpretation

The study reveals that majority of the respondents are highly satisfied with the training program conducted at kitex Ltd.constituting to 40% followed by 37% who are satisfied followed by 11 % who are neutral, followed by 8% who are dissatisfied and the remaining 3% is highly dissatisfied .

CHART: 5.5

Distribution of response based on how is the quality of training offered in the organization?



Source : Primary data

TABLE:5.6

Distribution of response based on what type of training program have you attended?

RESPONSES	FREQUENCY	PERCENTAGE
CLASS ROOM TRAINING	21	21
OFF THE JOB TRAINING	25	25
ON THE JOB TRAINING	54	54
TOTAL	100	100

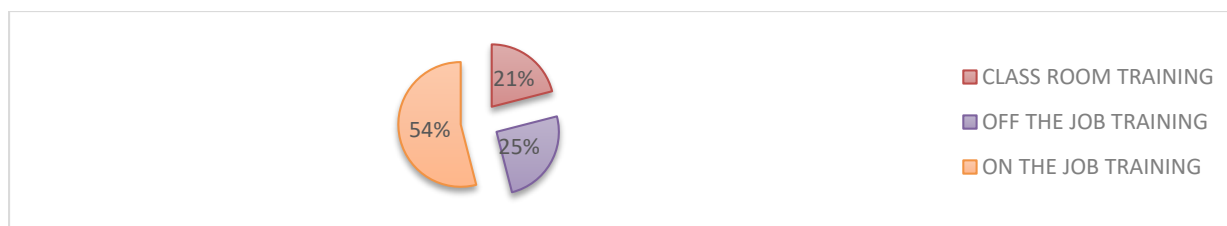
Source : Primary data

Interpretation

The study reveals that majority of the respondents had attended ON THE JOB TRAINING constituting to 54% followed by 25% of them who had received OFF THE JOB TRAINING and the remaining 21% of them had received CLASS ROOM TRAINING.

CHART:5.6

Distribution of response based on what type of training program have you attended?



Source : Primary data

TABLE:5.7

Distribution of response based on do you agree that the training program helps in improving technical skills?

RESPONSES	FREQUENCY	PERCENTAGE
AGREE	44	44
DISAGREE	3	3
NEUTRAL	4	4
STRONGLY AGREE	47	47
STRONGLY DISAGREE	2	2
TOTAL	100	100

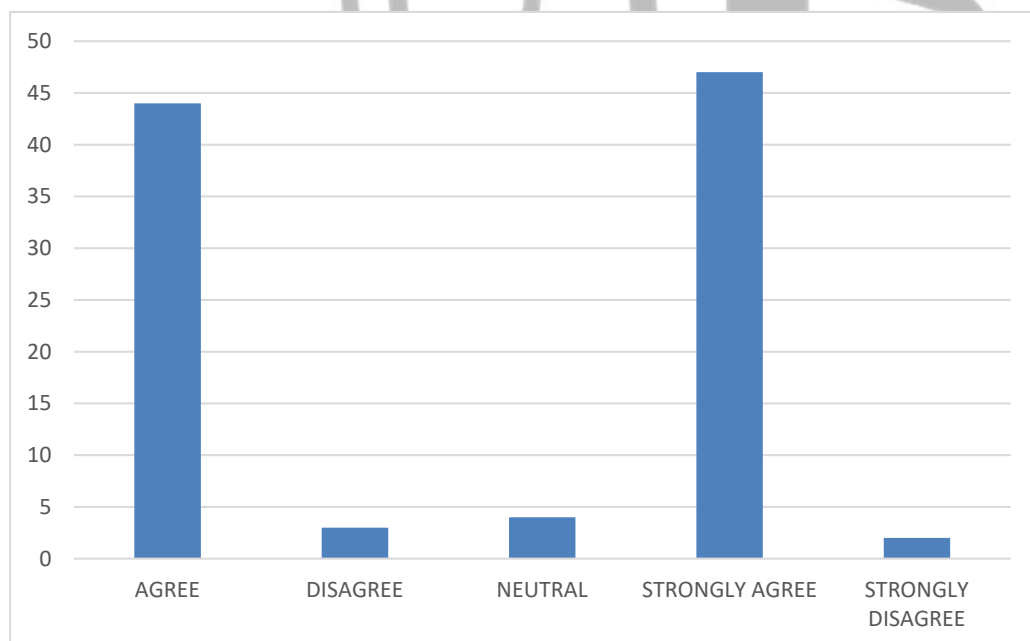
Source :Primary data

Interpretation

The study shows that 47% of the respondents strongly agree that training program helps to improve their technical skills followed by 44% who strongly agree followed by 4% of them who are neutral followed by 3% who disagree and the remaining 2% of them strongly disagree that training helps in improving technical skills.

CHART:5.7

Distribution of response based on do you agree that the training program helps in improving technical skills?



Source :Primary data

TABLE:5.8

Distribution of response based on do you agree that the training program helps in increasing productivity or quality ?

RESPONSES	FREQUENCY	PERCENTAGE
AGREE	42	42
DISAGREE	8	8
NEUTRAL	9	9
STRONGLY AGREE	39	39
STRONGLY DISAGREE	2	2

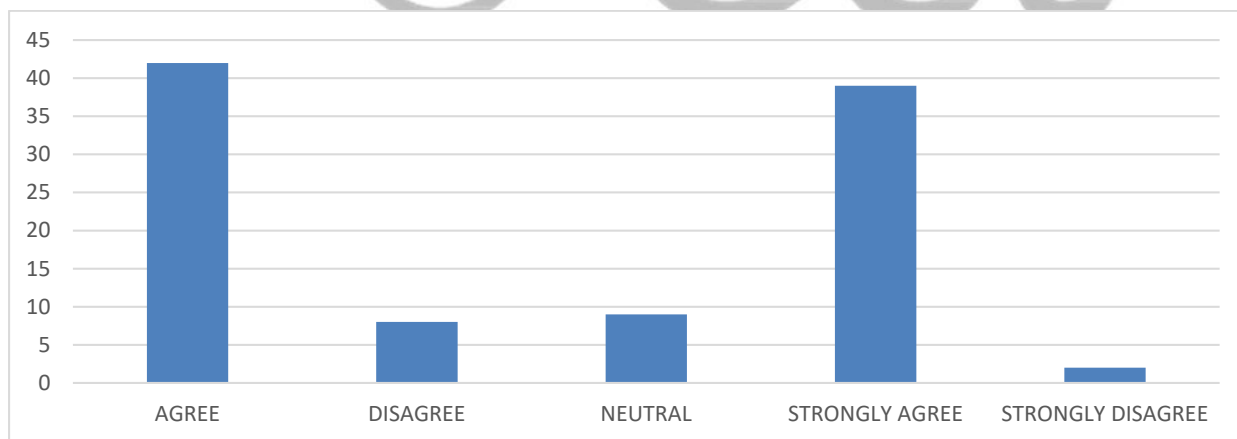
Source: Primary data

Interpretation

Table 5.8 shows that 42% of the respondents agree that training program helps to increase productivity or quality followed by 39% who strongly agree, by 9% who are neutral, 8% of the respondents disagree and remaining 2% who strongly disagree that the training program helps in increasing productivity or quality.

CHART :5.8

Distribution of response based on do you agree that training program helps in increasing productivity or quality ?



Source : Primary data

TABLE:5.9

Distribution of response based on are you satisfied with the working environment in the organization?

RESPONSES	FREQUENCY	PERCENTAGE
DISSATISFIED	3	3
HIGHLY DISSATISFIED	4	4
HIGHLY SATISFIED	45	45
NEUTRAL	10	10
SATISFIED	38	38
TOTAL	100	100

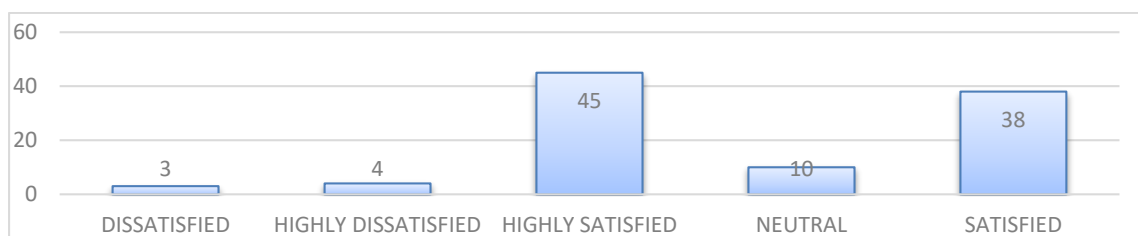
Source: Primary data

Interpretation

The study shows that 45% of the respondents are highly satisfied with the working environment in the organization, 38% of them are satisfied, 10% of them are neutral, 4% of them highly dissatisfied and 3% of them dissatisfied with the working environment in the organization.

CHART:5.9

Distribution of response based on are you satisfied with the working environment in the organization?



Source :Primary data

TABLE:5.10

Distribution of response based on do you agree that the training program helps in improving communication skills?

RESPONSES	FREQUENCY	PERCENTAGE
AGREE	49	49
DISAGREE	3	3
NEUTRAL	1	1

STRONGLY AGREE	45	45
STRONGLY DISAGREE	2	2

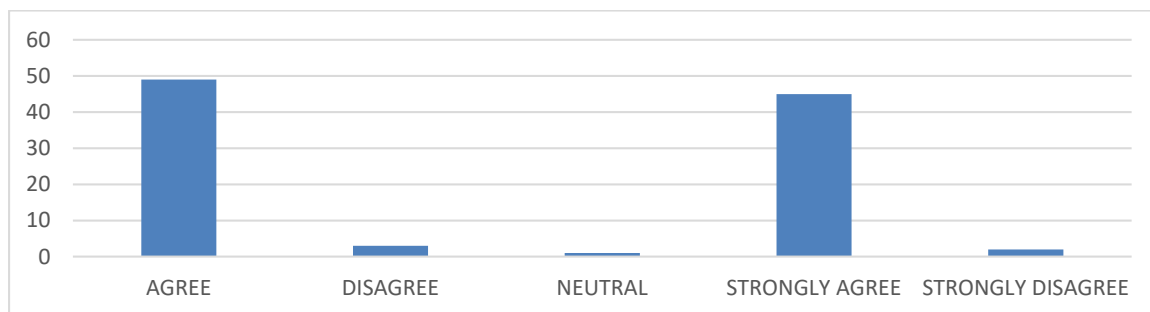
Source: Primary data

Interpretation

Table 5.10 reveals that 49% of the respondents agree that the training program has helped to improve their communication skills followed by 45% who strongly agree ,3% of them disagree , 2% of them strongly disagree and 1% of the respondent are neutral that the training program has helped to improve communication skills.

CHART:5.10

Distribution of response based on do you agree that the training program helps in improving communication skills?



Source: Primary data

TABLE:5.11

Distribution of response based on do you agree that after training, you can perform better?

RESPONSES	FREQUENCY	PERCENTAGE
AGREE	48	48
DISAGREE	5	5
NEUTRAL	6	6
STRONGLY AGREE	37	37
STRONGLY DISAGREE	4	4
TOTAL	100	100

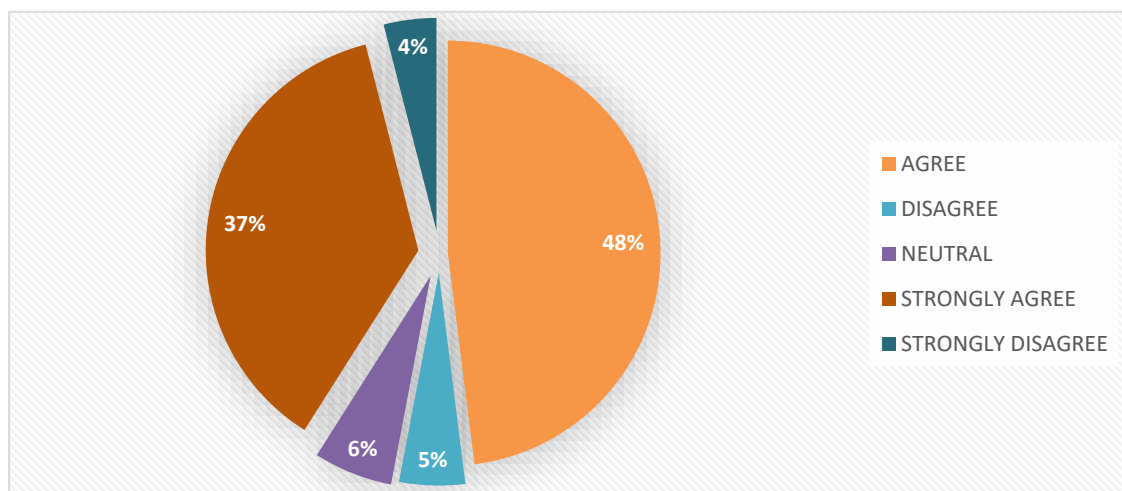
Source : Primary data

Interpretation

Table 5.11 shows that 48% of the respondents agree that after training, you can perform better, 37% of the respondents strongly agree, 6% of them neutral, 5% disagree and remaining 4% strongly disagree that after training, you can perform better.

CHART:5.11

Distribution of response based on do you agree that after training, you can perform better?



Source: Primary data

TABLE:5.12

Distribution of response based on do you agree that relevant topics related to the program objectives are covered in training program?

RESPONSES	FREQUENCY	PERCENTAGE
AGREE	39	39
DISAGREE	6	6
NEUTRAL	5	5
STRONGLY AGREE	42	42
STRONGLY DISAGREE	8	8
TOTAL	100	100

Source :Primary data

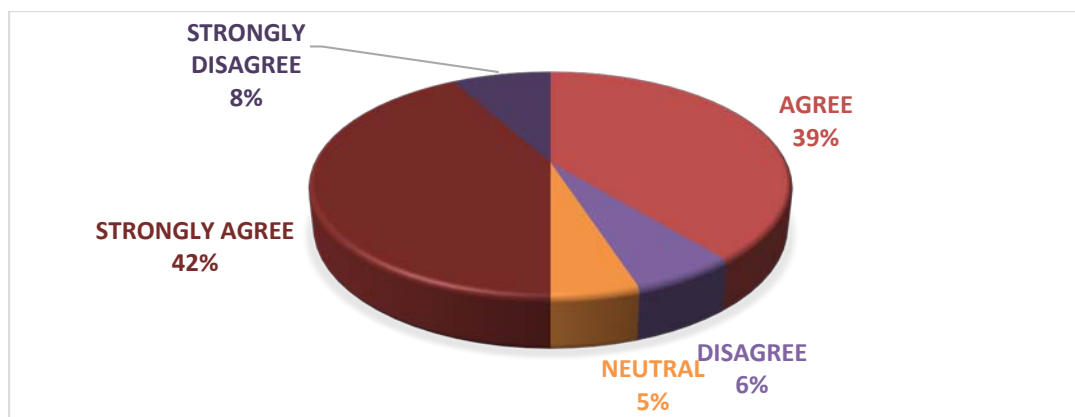
Interpretation

The study reveals that 42% of the respondents strongly agree that relevant topics related to the program objectives are covered in training program, 39%of the respondents agree, 8% of them strongly disagree,6% of them disagree and remaining 5% of them are

neutral that relevant topics related to the program objectives are covered in training program.

CHART:5.12

Distribution of response based on do you agree that relevant topics related to the program objectives are covered in training program?



Source :Primary data

TABLE:5.13

Distribution of response based on do you think that right amount of time was spent on each topic covered in the training program?

RESPONSES	FREQUENCY	PERCENTAGE
AGREE	34	34
DISAGREE	6	6
NEUTRAL	6	6
STRONGLY AGREE	50	50
STRONGLY DISAGREE	4	4
TOTAL	100	100

Source: Primary data

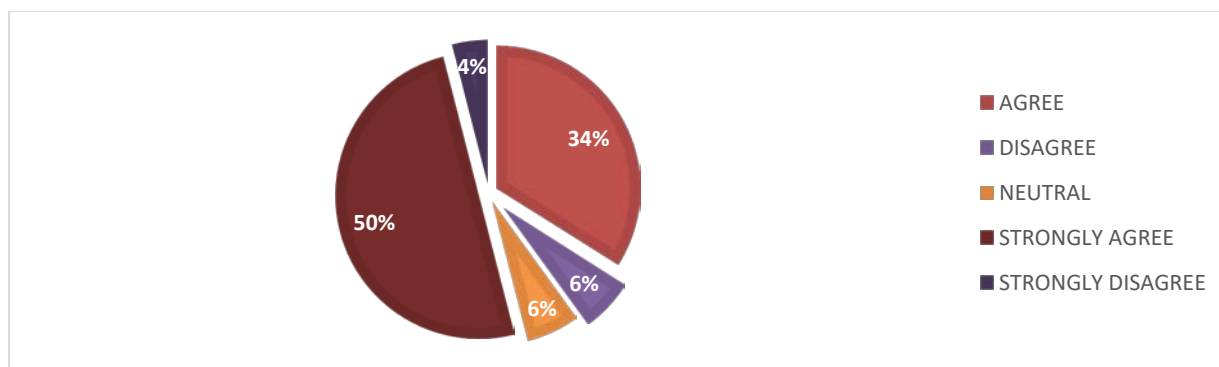
Interpretation

The study revealed that 50% of the respondents strongly agree that right amount of time was spent on each topic covered in the training program, 34% agree, neutral and disagree are constituted equally with 6% each and the remaining 4% of the respondents

strongly disagree that right amount of time was spent on each topic covered in the training program.

CHART:5.13

Distribution of response based on do you think that right amount of time was spent on each topic covered in the training program?



Source :Primary data

TABLE:5.14

Distribution of response based on are you satisfied with the present salary?

RESPONSES	FREQUENCY	PERCENTAGE
DISSATISFIED	8	8
HIGHLY DISSATISFIED	7	7
HIGHLY SATISFIED	39	39
NEUTRAL	11	11
SATISFIED	35	35
TOTAL	100	100

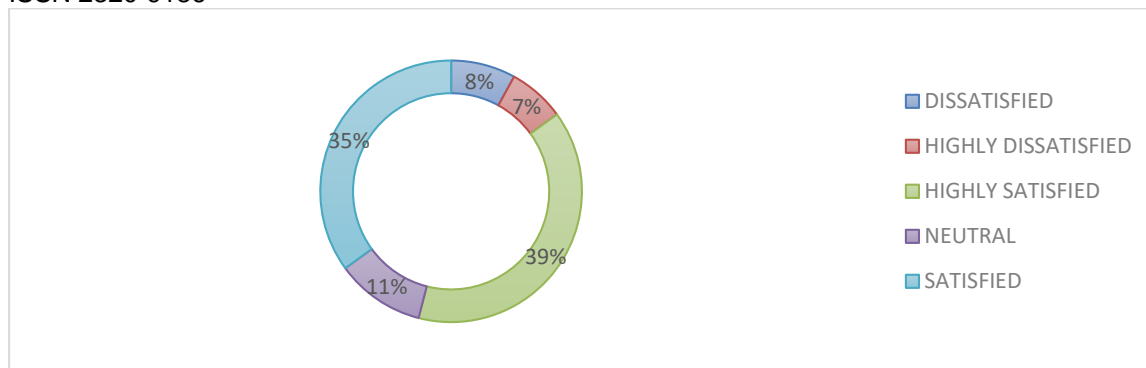
Source :Primary data

Interpretation

The study showed that 39% of the respondent are highly satisfied with the present salary, 35% of them are satisfied, 11% of them are neutral, 8% of the dissatisfied and the remaining 7% are highly dissatisfied with the present salary.

CHART:5.14

Distribution of response based on are you satisfied with the present salary ?



Source :Primary data

TABLE:5.15

Distribution of response based on do you think that you have the confidence of accepting new tasks and responsibilities through training ?

RESPONSES	FREQUENCY	PERCENTAGE
AGREE	34	34
DISAGREE	3	3
NEUTRAL	3	3
STRONGLY AGREE	58	58
STRONGLY DISAGREE	2	2
TOTAL	100	100

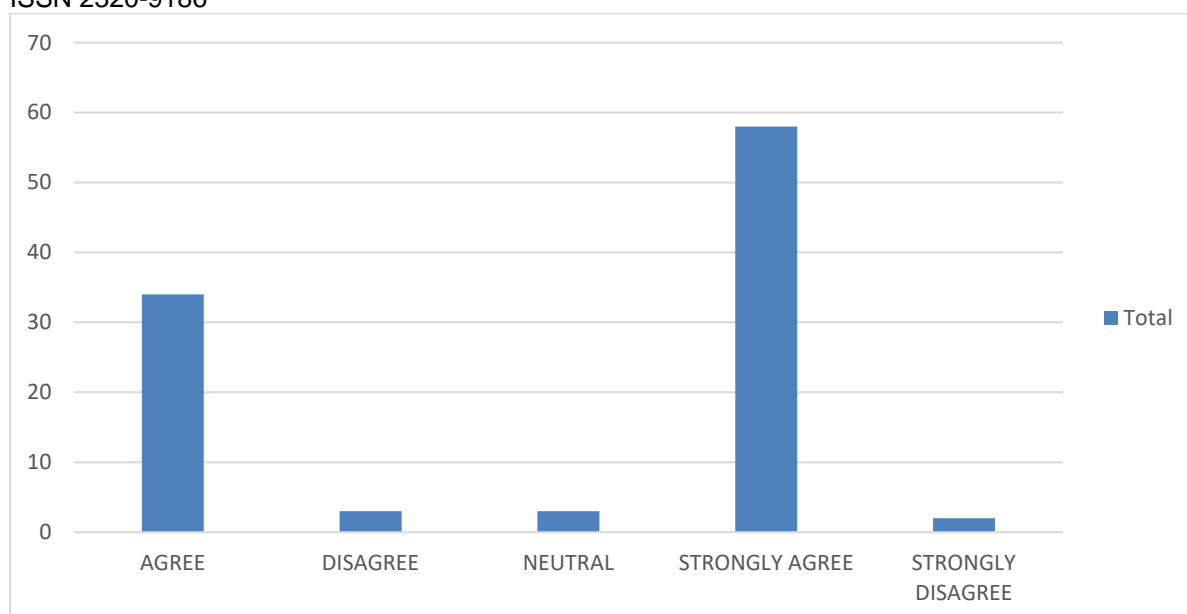
Source :Primary data

Interpretation

The study reveals that 58% of the respondent strongly agree that they have the confidence of accepting new tasks and responsibilities through training, 34% agree, disagree and neutral are distributed equally and is constitutes by 3% each and the remaining 2% is being constituted by strongly disagree.

CHART:5.15

Distribution of response based on do you think that you have the confidence of accepting new tasks and responsibilities through training?



Source: Primary data

TABLE:5.16

Distribution of response based on do you feel that the topics covered are easy to understand ?

RESPONSES	FREQUENCY	PERCENTAGE
AGREE	49	49
DISAGREE	6	6
NEUTRAL	5	5
STRONGLY AGREE	37	37
STRONGLY DISAGREE	3	3
TOTAL	100	100

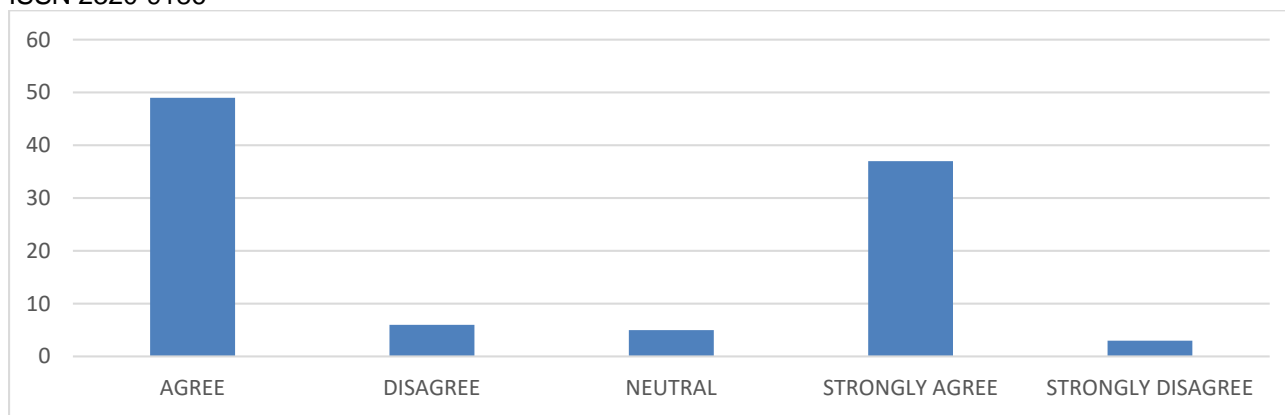
Source: Primary data

Interpretation

The study reveals that 49% of the respondents agree that topics covered are easy to understand, 37% of them strongly agree, 6% disagree, 5% neutral and remaining 3% strongly disagree that topics covered are not easy to understand.

CHART:5.16

Distribution of response based on do you feel that topics covered are easy to understand?



Source: Primary data

TABLE:5.17

Distribution of response based on do you suggest any improvement or modification in the present training programs ?

RESPONSES	FREQUENCIES	PERCENTAGE
LENGTHEN THE TRAINING PROGRAM	33	33
NO IMPROVEMENT REQUIRED	34	34
SHORTEN THE TRAINING PROGRAM	33	33
TOTAL	100	100

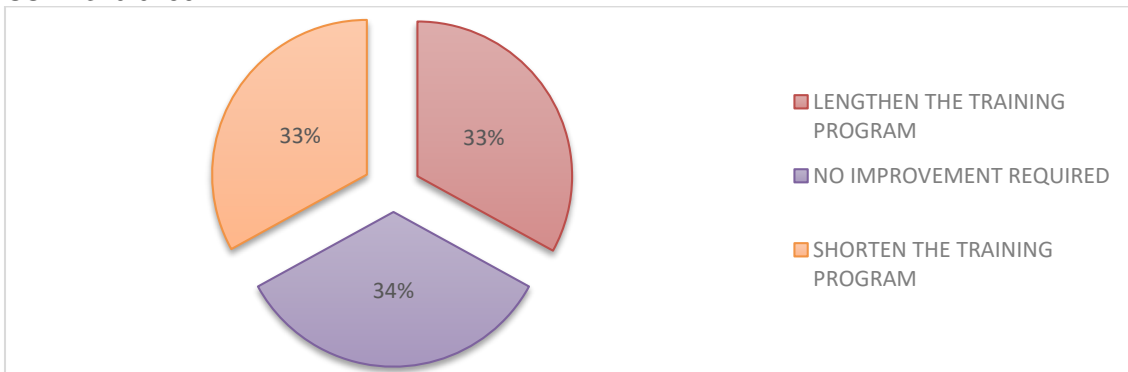
Source :Primary data

Interpretation

The study reveals that most of the respondents constituting to 34% suggest that no improvement required and the remaining 66% is divided equally among lengthen the training program and shorten the training program constituting 33% each.

CHART: 5.17

Distribution of response based on do you suggest any improvement or modification in the present training programs ?



Source :Primary data

TESTING HYPOTHESIS

TABLE 5.18

Hypothesis 1: There is no association between gender and satisfaction from training programs.

Test applied: One way anova

ANOVA

Employee Satisfaction from Training Programmes

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.040	1	.040	.044	.835
Within Groups	89.600	98	.914		
Total	89.640	99			

Source :Primary data

Interpretation

The p value = .835 which is not less than .05, therefore not significant. Hence the null hypothesis cannot be rejected. Hence there is no association between gender and satisfaction from training programs.

TABLE 5.19

Hypothesis 2: There is no significant relationship between age and satisfaction from working environment

Test applied: One way anova

ANOVA

Satisfaction from Working Environment

	Sum of Squares	Df	Mean Square	F	Sig.

Between Groups	6.852	3	2.284	2.351	.077
Within Groups	93.258	96	.971		
Total	100.110	99			

Source: Primary data

Interpretation

The p value = .077 which is not less than .05, therefore not significant. Hence the null hypothesis cannot be rejected. Hence there is no association between age and satisfaction from working environment.

TABLE 5.20

Hypothesis 3: There is no significant relationship between educational qualifications and satisfaction in present salary
Test applied: Correlation

Correlations

		Educational Qualification	Satisfaction in Present Salary
Educational Qualification	Pearson Correlation	1	.225*
	Sig. (2-tailed)		.024
	N	100	100
Satisfaction in Present Salary	Pearson Correlation	.225*	1
	Sig. (2-tailed)	.024	
	N	100	100

*. Correlation is significant at the 0.05 level (2-tailed).

Source: Primary data

Interpretation

The p value = .024 which is less than .05, therefore significant. Hence the null hypothesis is rejected. Hence there is a significant relationship between educational qualifications and satisfaction in present salary.

TABLE 5.21

Hypothesis 4: There is no significant relationship between educational qualification and improving productivity and quality from learning

Test applied: Correlation .

Correlations

		Educational Qualification	Improving productivity and quality from learning
Educational Qualification	Pearson Correlation	1	.017
	Sig. (2-tailed)		.865
	N	100	100
Improving productivity and quality from learning	Pearson Correlation	.017	1
	Sig. (2-tailed)	.865	
	N	100	100

Source :Primary data

Interpretation

The p value = .865 which is not less than .05, therefore not significant. Hence the null hypothesis cannot be rejected. Hence there is no significant relationship between educational qualification and improving productivity and quality from learning.

TABLE 5.22

Hypothesis 5: There is no significant relationship between gender and performance after training

Test applied: Correlation

Correlations

		Gender	Performance after Training
Gender	Pearson Correlation	1	-.071
	Sig. (2-tailed)		.485
	N	100	100
Performance after Training	Pearson Correlation	-.071	1
	Sig. (2-tailed)	.485	
	N	100	100

Source :Primary data

Interpretation

The p value = .485 which is not less than .05, therefore not significant. Hence the null hypothesis cannot be rejected. Hence there is no significant relationship between gender and performance after training.

FINDINGS

- The study revealed that there is no significant relationship between educational qualifications and satisfaction in present salary
- The study revealed that there is no association between gender and satisfaction from training programs.

- The study showed that there is no association between age and satisfaction from working environment.
- The study shows that there is no significant relationship between educational qualification and improving productivity and quality from learning.
- The study concluded that there is no significant relationship between gender and performance after training.
- THE STUDY SHOWS THAT 32% OF THE RESPONDENTS ARE OF THE AGE GROUP 20-30 YEARS FOLLOWED BY 25% OF THE RESPONDENTS OF THE AGE GROUP OF 30-40 YEARS FOLLOWED BY RESPONDENTS OF AGE GROUP 40-50 YEARS WHICH CONSTITUTE 23% OF THE POPULATION AND THE REMAINING 20% ARE OF THE AGE GROUP ABOVE 50 YEARS.
- The population of the respondents are equally divided among the two sections Male and Female which constitute 50% each.
- The study shows that 23% of the respondents have other qualifications educational qualification, followed by 22% of the respondents who are having diploma as educational qualification, followed by 21% of the respondents who have diploma as their qualification, followed by 18% who are having Higher Secondary and the remaining 16% are having high school as their educational qualification.
- The study reveals that majority of the respondents are satisfied with the training program conducted at kitex Ltd. followed by 36% who are highly satisfied followed by 15% who are neutral and the remaining 6% are equally divided among Dissatisfied and highly dissatisfied.
- The study reveals that majority of the respondents are highly satisfied with the training program conducted at kitex Ltd. constituting to 40% followed by 37% who are satisfied followed by 11 % who are neutral, followed by 8% who are dissatisfied and the remaining 3% is highly dissatisfied .
- The study reveals that majority of the respondents had attended ON THE JOB TRAINING constituting to 54% followed by 25% of them who had received OFF THE JOB TRAINING and the remaining 21% of them had received CLASS ROOM TRAINING.
- The study shows that 47% of the respondents strongly agree that training program helps to improve their technical skills followed by 44% who strongly agree
- The shows that 42% of the respondents agree that training program helps to increase productivity or quality followed by 39% who strongly agree
- The study shows that 45% of the respondents are highly satisfied with the working environment in the organization, 38% of them are satisfied, 10% of them are neutral.
- The study reveals that 49% of the respondents agree that the training program has helped to improve their communication skills followed by 45% who strongly agree .
- The study shows that 48% of the respondents agree that after training, you can perform better, 37% of the respondents strongly agree.
- The study reveals that 42% of the respondents strongly agree that relevant topics related to the program objectives are covered in training program, 39% of the respondents agree

- The study revealed that 50% of the respondents strongly agree that right amount of time was spent on each topic covered in the training program, 34% agree.
- The study showed that 39% of the respondent are highly satisfied with the present salary, 35% of them are satisfied.
- The study reveals that 58% of the respondent strongly agree that they have the confidence of accepting new tasks and responsibilities through training, 34% agree.
- The study reveals that 49% of the respondents agree that topics covered are easy to understand, 37% of them strongly agree.
- The study reveals that most of the respondents constituting to 34% suggest that no improvement required and the remaining 66% is divided equally among lengthen the training program and shorten the training program constituting 33% each.

SUGGESTIONS

- In today's competitive world attitude is the factor which is the dividing line between failure and success. Thus recruitment of the workers must be made not on skills but also the attitude of the worker. If a worker has a positive attitude then the training for him can be more effective, he has a positive effect on the climate.
- The training should be assessed by observing the performance of workers and also from feedback.
- The training records must be maintained, preserved properly and updated timely.
- Proper care should be taken while selecting the trainers.
- Trainers must be given continuous feedback and the training should be performed as a continuous planned activity.
- New and different trainers should be invited so that the maximum impact can be getting from the training programs.
- Try to consider the personal goals of participants also when designing the training module. By which the interest and satisfaction of participants can be increased.

CONCLUSION

The study was conducted in Kitex Ltd. The training and development programs play integral parts of most organizations. Employees gain skills, abilities, knowledge and attitude that helps them to perform more effectively in present job. The main objective of this study is to know about the different training and development programs that are being adopted by Kitex Ltd. and techniques provided by the company. The study revealed and ensured the fact that Kitex is conducting training and development programs in the organization. Each and every employee has a good opinion about the present training programs. The organization should give more emphasis on training because it is very important for the success of the organization. The organization should conduct various training and development programs to increase the skills and knowledge of the employees for the better utilization of resources. The study helps to analyze the importance of training programs of the company and how it affects employees' programs and attitudes.

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