Impact of traiining methods on employee performance in it sector essay sample

Training is crucial for organizational development and its success. It is fruitful to both employers and employees of an organization. An employee will become more efficient and productive if he/she is trained well. | Training is imparted on four basic grounds:

* New candidates who join an organization are given training. This training familiarizes them with the organizational mission, vision, rules and regulations and the working conditions. * The existing employees are trained to refresh and enhance their knowledge. * If case of any technological advancements, training is given to adopt to new technologies For instance, purchasing a new equipment, changes in technique of production, computer impartment. The employees are trained about use of new equipments and work methods. * When promotion and career growth becomes important, Training is given so that employees are prepared to take up the responsibilities of the higher level job. SIGNIFICANCE OF THE STUDY:

Training presents a prime opportunity to expand the knowledge and skill base of all employees, but many employers find the development opportunities expensive. Employees also miss out on work time while attending training sessions, which may delay the completion of projects. Despite the potential drawbacks, training and development provides both the company as a whole and the individual employees with benefits that make the cost and time a worthwhile investment. OBJECTIVES OF THE STUDY:

* To study the reflection of the training programme
* To study about the worker attitude and involvement regarding training

programme. * To determine the efficiency of the training programme w. r. t stated objectives and achieved. * To study the changes in the employee behaviour post the training programme.

SCOPE OF THE STUDY:

The present study is conducted to understand the training methods followed by the various companies and how the employees of the organisation are are benefitted out of the training program. LIMITATIONS:

The present study is only limited to the knowledge of the training methods followed by various companies and how does it affect the performance of the employees. The findings of the study can't be applied to other aspects of training such as design, feedback and evaluation of the training program.

REVIEW OF LITERATURE

GUNDARS KAUPINS say's Training refers to the method used to give new or present employees the skills they need to perform their job and development is a long term educational process utilizing a systematic and organized procedure by which managerial personnel learn conceptual and theoretical knowledge. And the surveys have been included in management textbooks, training guides, and training programs as a basis for comparing training methods (Training plays a key role in performance management. The six objectives that they studied in common were knowledge acquisition, problem solving, participant acceptance, changing attitudes, interpersonal skills, and knowledge retention. The process employers use to make sure employees are working towards organizational goals. It means taking an integrated,

goal oriented approach to assinging, training, assessing and rewarding employees performance. Training is a process of learning a sequence of programme of behaviour.

It is application of knowledge. It attempts to improve their performance on the current job or prepare them for an intended job. Vikas Agarwal say's Training programme available now for developing a variety of skills starting from memory improvements, leadership, motivation, team building, rational decisions making human resources development, computer programming corporate planning to entrepreneurship development. Training can be made very useful for organization if the training function is managed well. And the following are the types of training methods On the job training (OJT): Training a person to learn a job while working on it. 2) Off the job training: It is of following types a) Lectures – it has several advantages. It is quick and simple way to provide knowledge to large group of trainees. b) Case study – a development method in which the manager is presented with a written description of an organizational problem to diagnose a solve.

RESEARCH METHODOLOGY

RESEARCH:

' Research' is a systematic and scientific activity to achieve the truth. Research includes procedures of collecting data, analysis the data and finding the conclusion or truth. RESEARCH METHODOLOGY:

' Research Methodology is a way of systematically solving the research problem. It is a science of studying how the research is done successfully.

RESEARCH DESIGN

' Research Design' means the exact nature of Research work in a systematic manner . It involves the information about the research work in view of the framework of the study, availability of various data, observations, analysis , sampling etc., DESCRIPTIVE RESEARCH DESIGN:

The researcher has followed the descriptive research by using primary and secondary data collections. Descriptive studies try to discover answers to the questions who, what, when, where and sometimes how the researcher attempts to describe or define a subject, often by creating profile of a group of problems. People or events such studies may involve the collection of data and the creation of distribution of the number of times the researcher observes a single event or characteristics or they may involve relating the interaction of two or more variables.

UNIVERSE OF THE STUDY: All the employees in the selected organization under study

SAMPLING FRAME: The population considered for the research is the working personnel from SAMPLING:

Once the Researcher has clearly specified the problem and developed an appropriate design and data collection instruments , the next step in research process is to select those elements from which the information will be collected. Following sampling methods may collect the required information in any scientific enquiry. Stratified Random Sampling shall be adopted for data collection SAMPLE SIZE:

The researcher takes the sample size as 100

STRATIFIED RANDOM SAMPLING:

Stratified Random Sampling is a sampling method (a way of gathering participants for a study) used when the population is composed of several subgroups that may differ in the behavior or attribute that you are studying

DATA COLLECTION METHODS:

PRIMARY: Questionnaire and in-depth interview

SECONDARY:

* Company Magazine, Website, News Papers and Case Studies * Journals

* Text Books

RESEARCH HYPOTHESES: Training methods improve employee performance

Ho: Effective Training Methods have no implications on Employee

Performance. H1: Effective Training Methods have a positive impact on

Employee Performance. STATISTICAL TOOL USED: SPSS