

A Study on Effectiveness of Training among the Workers with Special Reference to Chennai Port Trust

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ABSTRACT

Over the most recent few decades there has been a developing enthusiasm for the job that little and new organizations can play in monetary advancement. Regardless of this development there is as yet an overall scarcity of thorough observational research that endeavors to survey the effect of activities, including those instruction and preparing programs intended to help new business creation. To survey the destinations of viable preparing program. To investigate the fulfillment dimension of preparing program among workers. It engages the relationship to add to the enhancement of a country's human capital, through its impact on guidance methodologies and structures and planning by open getting ready foundations, to all the almost certain serve business needs. In this examination the researcher has gotten an expressive research methodology. The scientist has grasped a likelihood strategy to ask for the ends from the agents (respondents) on the distinctive parts of execution assessment. Likelihood testing is likewise called as "Random Sampling". In straightforward irregular testing system "Lottery Method" has received. The aggregate number of unit in the populace is 8000 representatives. The example estimate for the examination embraced by the respondents was 108. To finish up with study when a representative gets elevated from one dimension to next dimension, the aptitudes required to do his/her activity changes and preparing programs are basic in outfitting the worker with the new abilities. Preparing program is likewise a path for the organization to exhibit to its workers that it thinks about representatives self-improvement.

Keywords: Training, Development, Effectiveness, Employees, Importance

INTRODUCTION

In an International dimension, each association has the preparation and advancement as delegate of its capacity. The association must inspire the representatives and students in positive approach to get the objective of the association. In our India the preparation and improvement assumes a fundamental job in development of the association of every association partake in the financial advancement of the nation. Preparing is considered as an apparatus for HRD. Preparing has huge potential in exchange and use of most recent specialized known-how, administration improvement, association of individuals, arrangement of self improvement gatherings, assembly of individuals and in addition assets, strengthening of asset poor provincial mass, business enterprise advancement, and so forth., which are viewed as fundamental segments of HRD. Chennai Port, the third most seasoned port among the 12 noteworthy ports, is a rising center point port in the East Coast of India. This passage port for all payload has finished 128 years of great support of the country's oceanic exchange. Sea exchange began route in 1639 on the ocean shore Chennai. It was an open street - stead and uncovered sandy drift till 1815. The underlying wharfs were worked in 1861, yet the tempests of 1868 and 1872 made them out of commission. So a fake harbor was manufactured and the activities were begun in 1881. The load tasks were completed on the northern wharf, situated on the northeastern side of Fort St. George in Chennai. In the primary couple of years the port enlisted traffic of 3 lakh huge amounts of payload dealing with 600 boats.

OBJECTIVES

To study the objectives of effective training programme. To analyse the satisfaction level of training programme among employees. To find out the barriers faced in of training programme. To study the mode of training method of Chennai port trust.

NEED FOR THE STUDY

Building up a national job in preparing is imperative for a businesses' association for a few reasons. To start with, it empowers the association to add to the advancement of a nation's human capital, through its effect on instruction approaches and frameworks and preparing by open preparing foundations, to all the more likely serve business needs. It additionally empowers it to impact businesses as to the requirement for them to put more in preparing and worker advancement - which managers ought to perceive as one key to their intensity later on. Second, it gives a vital administration to individuals, particularly in

mechanical relations in regard of which wellsprings of preparing for managers in creating nations are few.

SCOPE

The examination comprehends the significance and reason for preparing and development. It gives profitable recommendation for the advancement of representatives. It discovers whether the preparation and improvement program rouses the representatives. It investigates the learning and abilities of the workers.

REVIEWS

James w.thacker (2009), An ongoing report on the national makers affiliation found that 77 percent of the individuals utilized OJT as the essential type of preparing. OJT is the favored technique for preparing representatives for new innovation and expanding aptitudes in the utilization of existing innovation. OJT utilizes progressively experienced and gifted representatives, regardless of whether colleagues or administrators, to prepare less talented or less experienced workers. OJT takes numerous structures and can be enhanced with classroom preparing. **Maurer, T. & Rafuse, N. (2001)**, offers proposals to evade age segregation in preparing and improvement. Two points of view are inspected. Initial, an absence of preparing can be negative to more seasoned laborers. Second, the legitimate viewpoint, that an absence of preparing openings might be unfair. A few recommendations for staying away from separation in preparing and advancement are offered including: Culture and arrangements; choices about preparing and improvement openings; chiefs and formative connections; and preparing administrators on generalizations. **Newton, B. (2006)**, focal point of this article is on age separation in preparing and advancement. Be that as it may, the pragmatic exhortation offered can be connected for the most part to all zones of preparing and improvement in the work environment. There are down to earth ventures on the most proficient method to actualize a preparation arrangement to encourage access to all representatives in the association. All the vital territories of best practice in conveying preparing and improvement programs are recognized. **Shephard, R. J. (1992)** Preparing wellbeing experts to give smoking end intercessions measurably affected proficient execution. An unobtrusive, yet non-strong, impact on patient result was additionally discovered, recommending that preparation alone is probably not going to be a compelling technique for enhancing nature of consideration, except if authoritative and different

components are likewise considered. **Bedingham, K. (1997)**. Talks about the significance of demonstrating the adequacy of preparing. Viability is the essential thought process in preparing. Portrays approaches to assess preparing's adequacy, conduct changes at work being the most critical. Characterizes a methodology whereby people can perceive how they have changed and measure the measure of progress. **Ashok Kumar Katta (2018)**, Identifying and evaluating the factors which influence productivity are critical issues faced by construction managers.

RESEARCH METHODOLOGY

The present study demands descriptive research method. The primary data used for this project was collected using questionnaires. The information was collected from the customers through personal contacts. The secondary data about the company profile and other details were collected from the books, journal, and internet through personal discussion. The researcher has adopted Random Sampling. The sample size for the study undertaken by the respondents was 108. Sample area refers to the area on the locality to which the sample belongs. To frame the questionnaire nominal scale, ratio scale, likert scale and categorization scale has been used. To analyze the data and to interpret the results, various tools are applied like percentage analysis, weighted average method and chi-square test analysis.

Table 1 : Percentage analysis for Demographic Variables.

GENDER	NO. OF RESPONDENTS	PERCENTAGE
Male	63	58
Female	45	42
Total	108	100
AGE	NO. OF REPENDENTS	PERCENTAGE
Below 25 yrs	3	3
Between 25-30	6	6
Between 30-35	11	10
Between 35-40	45	42
Above 45 yrs	43	40
Total	108	100
EDUCATIONAL QUALIFICATION	NO. OF RESPONDENTS	PERCENTAGE
Below UG	4	4
ITI	11	10

Diploma	14	13
UG	43	40
PG	36	33
Total	108	100
DEPARTMENT	NO. OF RESPONDENTS	PERCENTAGE
HR	38	35
Finance	29	27
Logistics	23	21
Others	18	17
Total	108	100
SALARY	NO. OF RESPONDENTS	PERCENTAGE
Below 20000	5	5
Between 20000-30000	44	40
Above 40000	59	55
Total	108	100

Observation

58 percent of the respondents are male and 42 percent of the respondents are female. This table says that 42% of the respondents are between the age group of 35-40yrs and 3 percent of the respondents are below 25 years. It is clearly understood that 40 percent of the respondents are completed up to under graduates and 4 percent of the respondents are completed up to school. Based on this 35 percent of the respondents are belonging to HR department and 17 percent of the respondents are belonging to other departments. It is inferred that 55 percent of the respondents income levels are above 40000 and 5 percent of the respondents are less than 20000.

Table 1 : Weighted Average Method.

Training given is relevant to the job	Options	Frequency(f)	Weights(w)	$\sum fw$	Weighted average = $\frac{\sum fw}{\sum f}$	Inference
	Strongly agree	70	5	350	456/100	The employees strongly agreed that the training is
	Agree	19	4	78		
	partly agree	8	3	25	= 4.56 (5)	

	Disagree	2	2	2		relevant to their jobs. Weighted average result is 5.
	Strongly disagree	1	1	1		
	Total	100		456		
Rating of training provided	Excellent	53	5	269	427/100 , = 4.27 (4)	The employees are rating their training as very good . Weighted average result is 4.
	Very good	25	4	100		
	Good	17	3	50		
	Neutral	3	2	6		
	Fair	2	1	2		
	Total	100		427		
How frequently the training is necessary	Informal comment	4	5	18.5	319/100 , = 3.19(3)	The employees are saying that effectiveness of training is measured through on the job training. Weighted average result is 3.
	Questionnaires	25	4	237		
	On the job training	7.4	3	22.2		
	Reports from manager	12.03	2	24.06		
	Others	17.59	1	17.59		
	Total	100		319		

**Table 3 :CHI SQUARE ANALYSIS
EDUCATIONAL QUALIFICATION AND SALARY**

Educational qualification	Salary			
	Below 20000	20000-30000	Above 40000	Total
Up to school	10	5	11	26
ITI	4	8	5	19
Diploma	20	13	12	35
UG	0	11	6	17
PG	0	4	9	13
Total	34	41	33	108

Oij	Eij	Oij - Eij	(Oij – Eij)^2	(Oij – Eij)^2/Eij
10	8.2	1.8	3.24	0.39
5	9.87	-4.87	23.74	2.40
11	7.94	3.06	9.36	1.42
4	5.98	-1.98	3.92	0.65
8	7.21	0.79	0.62	0.085

5	5.8	-0.8	0.64	0.11
20	11.01	8.99	80.82	7.34
13	13.28	-0.28	0.078	0.005
12	10.69	1.31	1.71	0.15
0	5.35	-5.35	28.62	5.34
11	6.45	-4.55	20.70	3.20
6	5.19	0.81	0.65	0.12
0	4.09	-4.09	16.72	4.08
4	4.93	-0.93	0.86	0.17
9	3.97	5.03	25.30	6.37

Total = 31.83

$$\begin{aligned}
 \text{Degrees of freedom} &= (r-1)(c-1) \\
 &= (3-1)(5-1) \\
 &= 8
 \end{aligned}$$

Table value for χ^2 at degree of freedom and 5% level of significance = 13.23

But the calculated value of χ^2 is 31.83

As Table value is less than the (<) calculated value, we accept the alternative hypothesis.

Observation

This indicates that there is a significant relationship between the educational qualification of the respondents and the salary of the respondents.

CHI SQUARE ANALYSIS SATISFACTION LEVEL OF TRAINING AND PERFORMANCE IMPROVEMENT

Satisfaction level of training	Performance improvement					
	Strongly agree	Agree	Partly agree	Dis-agree	Strongly disagree	Total
Highly satisfied	15	14	5	2	1	37
satisfied	19	10	2	1	0	32
Neutral	13	6	3	2	1	24
Dissatisfied	2	3	1	2	1	9
Highly Dissatisfied	2	1	2	1	0	6
Total	51	34	13	8	3	108

O_{ij}	E_{ij}	O_{ij} - E_{ij}	(O_{ij} – E_{ij})²	(O_{ij} – E_{ij})²/E_{ij}
15	17.47	-12.47	155.50	8.90
14	11.30	2.7	7.29	0.64
5	4.45	0.55	0.302	0.067
2	2.74	-0.74	0.547	0.19
1	1.02	-0.02	0.0004	0.0003
19	15.11	3.89	15.13	1.001
10	9.77	0.23	0.052	0.005
2	3.85	-1.85	3.42	0.88
1	2.37	-1.37	1.87	0.78
0	0.88	-0.88	0.77	0.79
13	11.33	1.67	2.78	0.24
6	7.33	-2.33	5.42	0.73
3	2.88	0.12	0.014	0.004
2	1.77	0.23	0.05	0.02
1	0.66	0.34	0.115	0.17
2	4.25	-2.25	5.06	1.19
3	2.75	0.25	0.062	0.02
1	1.08	-0.08	0.006	0.005
2	0.66	1.34	1.79	2.71
1	0.25	0.75	0.56	2.24
2	2.83	-0.83	0.68	0.24
1	1.83	-0.83	0.68	0.37
2	0.72	1.28	1.63	2.26
1	0.44	0.56	0.31	0.70
0	0.16	-0.16	0.02	0.12

TOTAL= 24.27

$$\begin{aligned}
 \text{Degrees of freedom} &= (r-1) (c-1) \\
 &= (5-1) (5 -1) \\
 &= 16
 \end{aligned}$$

Table value for χ^2 at degree of freedom and 5% level of significance = 16.92

But the calculated value of χ^2 is 24.27

As Table value is less than the ($<$) calculated value, we accept the alternative hypothesis.

Observation

This indicates that there is a significant relationship between the satisfaction level of training and the performance improvement of the respondents.

FINDINGS

39 percent of respondents say that their training objectives are excellent. 43 percent of respondents are satisfied with training provided to them. 53% of the respondents agreed that training helps to improve their own performance. 62 percent of respondents strongly agreed that a facility provided during training is adequate. 40 percent of respondents say that they have attended 3-5 training programmes. 38 percent of the respondents partly agreed that method of training provided is systematic. 70 percent of the respondents say that the training given is relevant to their job. 53 percent of respondents rate their training as excellent. 58 percent of respondents strongly agree that effective training programme helps to adopt their work environment. 77 percent of respondents considered that safety procedure training as necessary. 35% of respondents partly agreed that their trainers keep the training session as lively and interesting. 85% of respondents say that time is the only barrier which affects the effective training. 77 percent of respondents say that their training method is normally a programmed instruction. 59 percent of respondents say that effectiveness of training is measured through questionnaires. 82 percent of respondents strongly agreed that time spent for training is effective. 58% of respondents say that whenever there is necessary training should be given. 80 percent of employees say that their relationship with other participants is good.

SUGGESTIONS

The targets of successful preparing system can be clarified all the more plainly and in straightforward way. Along these lines, that coaches can ready to comprehend in less demanding. Preparing can be intelligent session and job which can enhance the fulfillment dimension of preparing program among representatives. The boundaries can be redressed by

directing intermittent reports of the mentors. Preparing technique can be enhanced by giving down to earth works and modified guidance.

CONCLUSION

Organizing program principle objective is to enhance the efficiency of the organization representatives which thus will enhance the organization's productivity. Through preparing programs, the representative's expertise levels are overhauled which will make the workers increasingly profitable. Preparing program is likewise set up to enable workers to get utilized with new jobs and duties more often than not after advancement. At the point when a worker gets elevated from one dimension to next dimension, the abilities required to do his/her activity changes and preparing programs are fundamental in furnishing the representative with the new aptitudes. Preparing program is additionally a route for the organization to feature to its workers that it thinks about representatives self advancement.

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