Impact Of Training And Development Program: Special Reference To An Automobile Enterprise

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I. INTRODUCTION

Training and Development is a subsystem of an organisation. Training helps employees to learn specific knowledge or required skills to perform their jobs and to improve their performance in the existing jobs. Development is more focused on employee growth and future performance for the requirement of organisation, rather than an immediate job. Good Training and Development programs help the organisation to keep the right people with right skill set to the requirement of organisation and grow profit.

According to “Edwin B. Flippo; ”Training is the act of increasing knowledge and skill of an employee for doing a particular job.” According to Michael Armstrong; “Training is the systematic development of the knowledge, skills and attitudes required by an individual to perform adequately a given task or job.”

II LITERATURE REVIEW

1. Research paper by “Rekha Mudkanna”, “Dr.S.G.Losarwar”, helps us to understand the vital role of Training and Development in automobile industry. Also it helps the researcher to understand the various needs like individual need, occupational need and organisational need. It enables employees to learn and adapt new skills, techniques and which will help to achieve their personal goals and the organisational objectives to effectively.

2. Research paper by “Shelley Khosla” Assistant Professor, Rayat Bahra Institute of Management, Hoshiarpur, helps us to realise the importance of training and development in helping employees and organisation to arrive the win-win situation.

3. “Education and Training in the Auto Manufacturing Industry: a Comparative Analysis between Japan and Malaysia” by Hooi Lai Wan (Osaka School of International Public Policy (OSIPP), Osaka University, Japan) This research paper by “Hooi Lai Wan”, explains about the training methods followed by firms in Japan and in Malaysia it tends to compare what training policies had been adopted by Malaysia after their Prime Minister enunciated “The Look East Policy” in late 1981 with Japan specifically in mind. “Learning from the Japanese” has been in vogue for some time in Malaysia. This research is to reveal to what extent Japanese education and training practices are introduced and practiced in Malaysian auto manufacturing companies since the implementation of the Look East Policy.

4. Research paper by “Dr. Aliya Sultana, P. Naganandini Devi and Navyateja”, helps us to understand issues of Training & Development in Indian context and how these issues can be resolved to get better productivity. The present situation in any industries are to face the domestic competition as well as global competition. Training and Development is inevitable and boon to for present scenario to survive in this competitive environment.
III OBJECTIVE OF THE STUDY
1. To Study the impact of training in productivity of MIPL
2. To Study the effectiveness of training in 5 S’s maintenance
3. To Study the effectiveness of training and development programs carried out by MIPL

IV RESEARCH METHODOLOGY
1. We need to do depth study for the accuracy in any research. The prime objective of this research is to study the impact of T&D in productivity, 5 S’s and overall development of an employee in MIPL. The research methodology adopted is basically based on primary data via which the most recent and accurate piece of first-hand information which is been collected. Secondary data has been used to support primary data wherever needed.

2. Research design: Exploratory Research
3. Sampling design: Convenience Sampling
4. Sample size: 20 Employees
5. Research approach: Survey method
6. Research instrument: Questionnaire
7. Sample location: MIPL, MWC, CHENNAI
8. Data type: PRIMARY AND SECONDARY
9. Analytical Tools: Pie charts, Bar- graphs etc.
10. Sampling unit: Employees of MIPL, MWC, Chennai
11. Sampling Area: Chennai

V DATA ANALYSIS AND INTERPRETATION
1) How much you feel that training and development activities have increased the productivity of your work?
   a. Excellent   b. Good   c. Poor

![Productivity Increase](image-url)
2) How much relevant was training in practicality while performing your job?
   a. Excellent   b. Good   d. Poor

![Practicality Graph]

3) You think T&D has increased the level of skills required to perform a particular job
   a. Strongly agree   b. Agree   c. Strongly Disagree

![Skill Level Graph]
4) How do you feel the contribution of T&D for effective 5 S’ under your control?
   a. Excellent    b. Good    c. Poor

5) How do you feel the contribution of T&D to manage the 5 S’ not under your control?
   a. Excellent    b. Good    c. Poor
6) How effectively is the training conducted by Management in overall development of employee?
   a. Excellent  
   b. Good  
   c. Poor  

![Development of Employee](image)

7) How far you satisfied with the training program and method used in the organisation?
   a. Highly Satisfied  
   b. Satisfied  
   c. Highly Dissatisfied  

![Methods of T&D](image)
8) Does T&D activities help in improving your overall personality related to your profession?
   a. To a great extent   b. To a certain extent   c. Not at all

VI FINDINGS, SUGGESTIONS AND CONCLUSION

Results of the study are important to any research and researcher as it takes lot of efforts to work and complete on study. Result of this research has been in accordance with the objectives laid earlier in the study.

➢ As the first objective of this study is impact of training and development in productivity in MIPL, the various process of training and development of the organisation is well studied by the researcher. Goals of the organisation in terms of productivity is achieved on time and efficiency level of operators are good comparing to other units in the Group. Training and Development of this organisation given excellent contribution towards achieving the planned productivity. It was possible by the practicality of the training knowledge earned during the training program.

➢ Secondly the objective is to know the effectiveness of training in 5 S’ maintenance. It is well understood that training has played the key role in maintenance of 5 S’ which under the individual control comparing the activities of 5 S’ which is not the under the control of individual. However, overall development of 5 S’ in the campus is improved a lot by way training and suitable methods used.

➢ Third objective was to study the effectiveness of training and development in overall development of an employee in terms personality and professional development. Yes… Various methods of T&D like On the Job Training (OJT ) and Off the Job Training is imparted required skills to perform various job effectively within proper time period. Programs conducted at MIPL, as it has been done by getting answers through questionnaire filling and overall result is between very good and good as per the analysis done except few cases which is negligible. Employees are really satisfied with the kind of training and development activities held and also providing me as a researcher their satisfaction level with training and development department of their organization.

Objectives of this paper is to understand the impact of Training and Development in Productivity, maintenance of 5 S’ and overall development of employee in terms of their personality and professional development. Also it study its effectiveness as to what extent the T&D programs had helped the employees and how much they are satisfied with training and development programs conducted in their organization. Also as results show that employees have rated most of answers between very good and good to various questions related to training & development programs which
are conducted at MIPL, for organization to be successful even more they should timely take measures and other innovative methods should be followed such that employee’s satisfaction level increases from very good/ good to excellent. The various objectives as laid have been achieved of this research successfully. Also this research can be extended to other units of MIPL also by increasing the sample size and also overcoming other constraints of this research.

REFERENCES