

Impact of Training on Self Development (With Reference To It Sectors)

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Abstract: Training and development is an attempt to improve current or future individual performance by increasing an individual ability to perform through learning, usually by changing the individual attitudes or increasing his/her skills and knowledge. Now-a-days IT sectors started own training centers for the employees to improve their skill sets, which successively develop the individual and organizational growth. This study aimed to investigate the impact of training on self development in IT sectors employees. The research design chosen is empirical in nature. Purposive sampling method is used for this study. Primary data collected through structured questionnaire from 40 employees who are working in IT companies and Secondary data were collected through previous research work, journals, websites, etc., Simple percentage analysis, Chi-square, Factor analysis and Friedman test are used for data analysis. The study reveals that majority of respondents are done on the job training and they have both theory and practical session on their training. The perception of training program is to be career approach, management approach, development approach and professional approach. The study concluded that training have positive impact on self development of individuals.

Keywords: Training, Development, IT Sectors employees

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I. INTRODUCTION:

The Indian IT sector is growing at a very fast pace. India's top five IT services companies (Tata consultancy service (TCS), Infosys, HCL technologies, Wipro and Tech Mahindra) are expected to account for more than 40% of the industry total recruitment in fiscal 2021, according to Economics Times report. With this rapid expansion of IT sector and coming up new technology like Artificial Intelligence, etc. There a need for human resources development has increased. So, IT sectors started their own training centers for the development of their organization by enhancing individual performances of the employees. Training and development is an attempt to improve current or future individual performance by increasing an individual ability to perform through learning. Training can change the individual attitudes or increase their skills and knowledge. Impact of training on self development gives the way to the employees to shape their future.

II. REVIEW OF LITERATURE:

Kamal Mohamed Osman¹ and Abdiaziz Ahmed Ibrahim (2019)

The article examines the impact of the on-the-job and off-the-job training on employee performance. Sample sizes of 171 respondents were collected by using questionnaire. The study revealed that positive impact on both training (on the job and off the job). The study concluded that (i) on the job training used for the employee learn procedure for doing job and (ii) off the job training intended to learn needs of employees.

Mohammed Raja Abulraheem Salah (2016)

The researcher explored different methods of training and development that affect and impact on employee's performance and productivity. Survey method was conducted by using a well structured questionnaire were 118 employee selected randomly from 6 company. Result revealed that on the job training, training design and delivery style have significant effect on both employees performance and productivity and all these have positively affected companies' performance by increasing it. Training and development has positive relationship and strong positive impact on employee's performance and productivity.

Nuray Akter (2016)

The article focused on two aspects: (1) to investigate the relationship between employee training and performance measured by the employee's perceptions and to explore the influence between employee development and employee performance measured by the employee's perceptions. The deductive approach and purposive sampling technique was used for the study. A sample size of 321 respondents from garments organization. The result revealed that a positive relationship between employee's training and employee's performance; employee's development and employees performance and a strongly positive influence of employee training and development on employee's performance.

P. Rajendran and Dr G. Udayasuriyan (2015)

The researcher aims to evaluate the effectiveness of training and development provided by ITES companies in Chennai city, Tamil Nadu. Descriptive research design was conducted by using structured questionnaire with 100 employees who are working in ITES companies were selected through Convenient sampling method. The researcher analyzing the collected data with the statistical tools like Simple Percentage Analysis, Analysis of variance (ANOVA), and t- Test. The study found that the company providing very good training and development facilities to its employees and the training and development is differed significantly based on age, gender and experience of the employees. The study suggested that the company may adopt new technologies to train their employees with help of competence faculties and also additional facilities should be provided in order to satisfy the employees towards training and development.

Neelam Tahir and et al. (2014)

The article examined that how training and development having impact on employee's perception, competency level and performance as well as productivity. A study used quantitative approach as well as structured questionnaire with sample of 76 respondents. HRM plays vital role on training and development; the competency level of employees is effective when they are using knowledge and skills in a proper way while doing their work; which will improve the work efficiency and standard of living and also the improve the productivity of an organization.

N. Akbar Jan and C. Muthuvelayutham (2012)

The researcher aim to examine the determinant factors of impact of training programmes in IT company's employees in Chennai city. Descriptive study was conducted by using questionnaire (consists of 18 variables) with sample size of 100 IT employees were selected through simple random sampling. In Structural Equation Modeling (SEM), specifically path analysis (Partial Least Square method) was to find out causal link between the impact of training programmes and their level of job satisfaction. The research concluded that the good training programmes will increase the productivity of the organization. The researcher recommended that IT companies must be greater attention to the development of the information pertaining in the training programmes, communication and technology.

Objectives:

- To analyze the impact of training on employees and their performance.
- To identify whether the development of employees performance based on training (or) personal knowledge.
- To examine how the training and development contribute to the individual performance and individual knowledge enhancement.
- To give suggestions for better development that would be enhanced by training

Research Methodology:

Research Design	Empirical Research
Sample Design	Purposive Sampling Method
Sample Size	40 Respondents
Period of Study	February – March 2020
Area of Study	Chennai
Primary Data	Structured Questionnaire
Secondary Data	Newspaper Article, Journals and Websites

Analytical Tools:

Percentage analysis
Chi-Square Analysis

Factor Analysis
Friedman Test (Ranking)

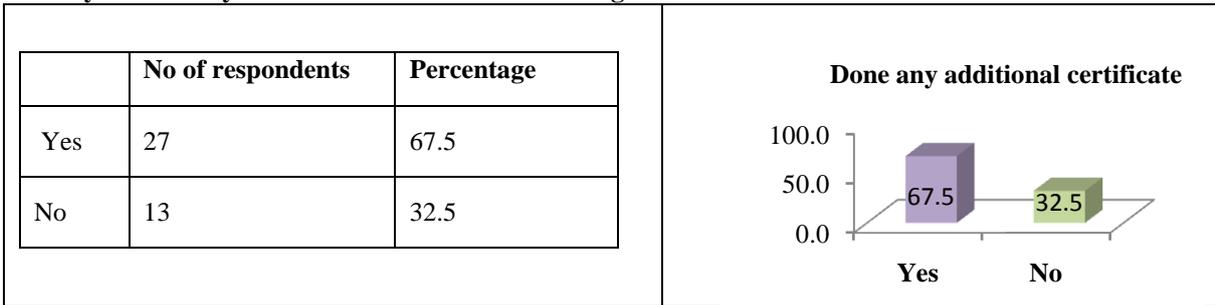
III. FINDINGS AND ANALYSIS

Percentage Analysis:

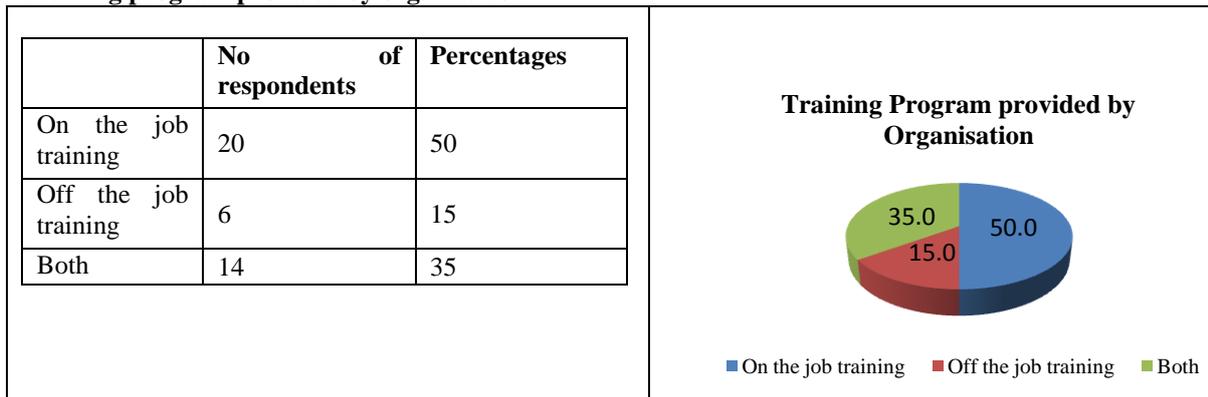
Table 1 Descriptive Summary of respondent’s Demographic data

ATTRIBUTES	NO. OF RESPONDENTS (40)	PERCENTAGE
Gender		
Male	21	52.5
Female	19	47.5
Age		
Less than 25 years	10	25
25 – 35 years	26	65
Above 35 years	4	10
Educational qualification		
Graduates	25	62.5
Post graduates	10	25
Professionals	5	12.5
Marital status		
Married	17	42.5
Unmarried	23	57.5
Monthly salary		
Less than Rs.20,000	7	17.5
Rs.20,001 – Rs.50,000	23	57.5
Rs.50,001 – Rs.80,000	6	15
Above Rs.80,001	4	10

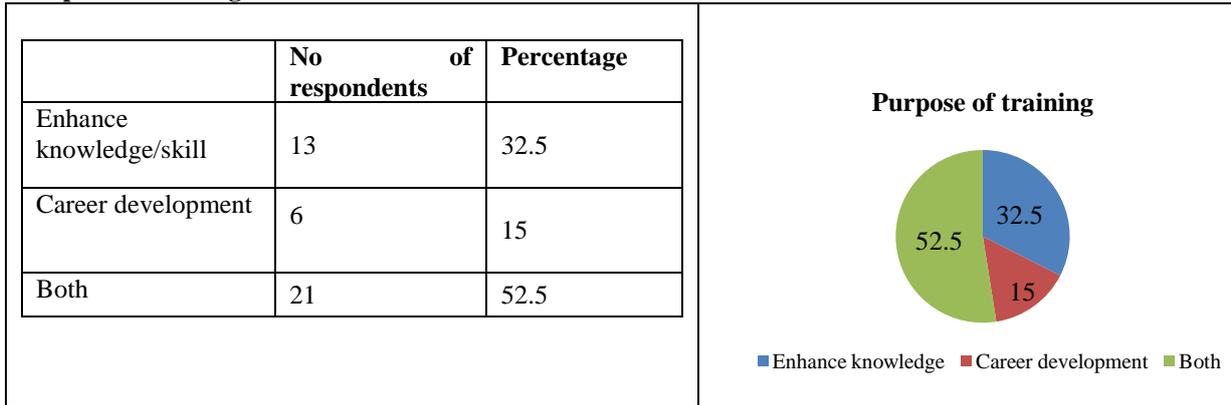
Have you done any additional courses other than degree?



Training program provided by organization



Purpose of training



Chi-square analysis:

Association between experiences with the job effectiveness of respondents

H₀: There is no association between years of experiences and job effectiveness of respondents

H_a: There is association between years of experiences and job effectiveness of respondents

Interpretation:

Since, the p value (symmetric value 0.268) is greater than significance value (0.05). Null hypothesis is **accepted**. Hence, there is no association between year of experience and job effectiveness of respondents.

Association between shifted jobs from one company to other for the purpose of training

H₀: There is no association between shifted jobs from one company to other for the purpose of training

H_a: There is association between shifted jobs from one company to other for the purpose of training

Interpretation:

Since, the p value (symmetric value 0.133) is greater than significance value (0.05). Null hypothesis is **accepted**. Hence, there is no association between shifted jobs from one company to other for the purpose of training.

Friedman- Ranking 1:

Friedman test has been applied to find out which factors considered as training based development is important.

	Mean Rank	Rank
More Efficiency Of Work	1.93	1
Less Supervision	2.75	2
Greater Job Satisfaction	3.03	3
Decreased Errors In Work	4.05	4
Time Management	4.23	5
Efficient Utilization Resources	5.03	6

Interpretation:

By using Friedman test it has be concluded that, most of respondents considered as training based development is important because of **More Efficiency on Work**.

Friedman- Ranking 2:

Friedman test has been applied to find out outcomes on training based development.

	Mean Rank	Rank
Enhancement	2.65	1
Job Knowledge	3.38	2
Techniques	3.43	3
Skills	3.78	4
Ability	4.33	5
Competency	5.03	6
Morality	5.43	7

Interpretation:

By using Friedman test it has be concluded that, the outcomes on training based development will have **enhancement** in their life at all level.

Factor analysis:

Perception over training based development:

KMO and Bartlett's Test

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.539
Bartlett's Test of Sphericity	Approx. Chi-Square	251.382
	Df	66
	Sig.	.000

INFERENCE:

From the table, it is clear that the value of KMO i.e., 0.539 is higher than the acceptable value of 0.5, as prescribed by Kaiser. Hence **KMO supports Factor analysis**. By seeing the value of Bartlett's Test, the significance value 0.000 is less than 0.05. Hence from this perspective also, the **Factor Analysis is feasible**. This forces us to conclude that the factor analysis applied on the 12 variables of nature for 40 respondents is perfectly justified. The 12 variables reduced to four factors namely,

Career approach	Training gives a clear view about the job	.782
	Training is effective tool for learning new skills	.731
	Bottlenecks and deadlines can be met up with training	.728
	Training program changes the attitude and view towards the career path	.656
Management approach	Training improves confidants with help to face real work condition	.919
	Training helps to maintain a smooth relationship with subordinates and superior	.724
	Training helps in management of stress factor	.669
Development approach	Development training improves effective communication and team building skills	.790
	Updated training are required according to the requirement of the position	.769
	Training session are meaningful and motivational factors	.669
Professional Approach	Actual training given with real work conditions are very useful	.813
	Training helps to do job effectively	.797

General Findings:

By applying percentage analysis, the following findings have been drawn:

- ✓ **52.5%** of the respondents are **male**
- ✓ **65%** of the respondents are belong to the age group between **25 – 35 years**
- ✓ **62.5%** of the respondents are **graduates**
- ✓ **57.5%** of the respondents are **unmarried**
- ✓ **57.5%** of the respondents have their monthly salary between **Rs.20, 001 and Rs.50, 000**.
- ✓ **67.5%** of the respondents have **done additional course other than degree**.
- ✓ **50%** of the respondents done **on the job training program**.
- ✓ **85%** of the respondents has **both theory and practical session** on their training program
- ✓ **52.5%** of the respondents **purpose of doing training for career development and enhancing knowledge/ skill**.

Specific Findings:

By applying Chi Square Analysis, the following findings have been drawn:

- ✓ There is no association between year of experience and job effectiveness of respondents.
- ✓ There is no association between shifted jobs from one company to other for the purpose of training.

By applying Friedman Test (Ranking), the following findings have been drawn:

✓ Most of respondents considered as training based development is important because of **More Efficiency on Work.**

✓ The outcome on training based development is **enhancement.**

By applying Factor Analysis, it is concluded,

✓ 12 variables were reduced into four factors

IV. CONCLUSION

In this era, HRM plays an important role in IT sectors and so it is the right time to evaluate the impact of training on self development of employees and to ensure its positive use. The outcome of training based development is enhancing the individual performance. The perception of training program is to be career approach, management approach, development approach and professional approach. The study concluded that there is positive impact of training on self development of individuals. Many IT sector gives training program to his employees on their own center. Individual employees in order to achieve excellence are encouraged to carry out self assessment, where they are expected to identify their opportunity and needs for improvement.

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