

A STUDY ON TRAINING AND DEVELOPMENT OF EMPLOYEES SKILLS**Dr. S. Naresh and Dr. R. Ramesh Babu***¹Assistant Professor in Commerce, SRM University, Vadapalani Campus, Chennai.²Faculty of Science and Humanities, SRM University, Vadapalani Campus, Chennai.***Corresponding Author: Dr. R. Ramesh Babu**

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ABSTRACT

Training is concerned with improving and developing specific skills for a particular purpose. Training is the act of increasing the skills of an employee for doing a particular job. Management development is all those activities and programme when recognized and controlled have Substantial influence in changing the capacity of the individual to perform his assignment better and in going so all likely to increase his potential for future assignments. 'A manager develops people. How well or how poorly subordinates develop themselves in their work depends on the way a manager manages. A manager: Directs people or misdirects them; Brings out what is in them or stifles them; Strengthens their integrity or corrupts them; Trains them to stand upright and strong or deforms them.

KEY WORDS: Skills, Employees, Programme, Training and development.**INTRODUCTION**

Training is concerned with imparting developing specific skills for a particular purpose. Training is the act of increasing the skills of an employee for doing a particular job. Training is the process of learning a sequence of programmed behaviour. In earlier practice, training programme focused more on preparation for improved performance of particular job. Most of the trainees used to be from operative levels like mechanics, machines operators and other kinds of skilled workers. When the problems of supervision increased, the step was taken to train supervisors for better supervision. Management development is all those activities and programme when recognized and controlled have Substantial influence of changing in the capacity of the individual to perform his assignment better and in going so all likely to increase his potential for future assignments.

Statement of the Problem

The training director became a necessity, and soon this was a common title in the management hierarchy. The process of election was often crude, arbitrary, and fortuitous, further demonstrating the imperative need for the training director's services. Training gained importance during the world wars. World War-I promoted a tremendous stimulus for training. To fulfil the sudden demand of military requirements, the organizations set up training wings to train new workers to meet the challenges of huge supplies of war front. During World War-II the management of defence in

America found that without training, skilled supervisors were unable to produce adequately for the war effort.

Scope of the Study

Now came of the tremendous training impetus accomplished by the establishment of the War Production Board and, within that Organization, the Training within Industry group. Here we find as leaders the people who had 22 faced the war production manpower problems of World War I. They capitalized upon that experience by refining the techniques that had proved so effective in the prior conflict.

Needs of the Study

The rapid changes in technologies, especially those related to the internet, are leading to fundamental changes to how companies develop with employee's skills. The various development programmes to develop the employee's skills. As a result, it is necessary to the employees Produced a large volume of productions in the modern markets.

OBJECTIVES OF THE STUDY

The following are the main objectives of the research.

1. To study about the economic and social conditions of Employees.
2. To find out the factors which influence the employee's skills.
3. To analysis the factors of convenience that increases employee's skills.
4. To find out the employees satisfaction level.

RESEARCH DESIGN AND SAMPLING

In the present study, the descriptive research design has been administrated. The employees have been identified by the popular employees. A total of 100 employees, who reside in company have been identified as a sample customers for this study.

METHODOLOGY

The study was based on both primary data and secondary data. The major sources of secondary data has been collected from the various publications of report of company profile, Books, Periodical, Magazines, and published records of the Govt and other sources. For the purpose of collecting primary data with regard to the employee's skills the researcher was carefully design interview schedule and the same have been administered to the sample respondents living in Tamil Nadu.

LIMITATIONS OF THE STUDY

The following limitations were accrued during the study.

1. Due to the sensitive matter, the employees training does not reveals original data in connection with training and development.
2. This study was covered only in Tamilnadu not in other states. Because this was restricted to these states alone.

Data Analysis and Interpretation

Demographic profile of the respondents is play a crucial role of the any study because of it gives a more impact of other part of the study. Hence this chapter revels that demographic profile of the employees.

Gender - Wise Classification of the Respondents

Normally gender like that male and female etc. Most of the male employees are working in various companies and to take training programmes for developing of skills.

Table No 1: Gender wise classification of the respondents.

Sl. No	Gender	No. of Respondents	Percentage to Total
1	Male	73	73
2	Female	27	27
Total		100	100

Source: Primary Data

Table 1 Shows that the majority 73 Percentage of the respondents are male category and remaining 27 Percentage is female employees.

It is inferred from the table that most of the respondents are male. Because of female employees are engaged in employment. They have the opportunity to get into contact with various working employees groups.

Age -Wise Classification of the Respondents

The Age plays major role in salt production activity, because based on the age, the banks offer the financial services. An individual should complete the age of 18 years. More over the employee who are old and middle aged will have an interest to save money. The youngsters are not like that and they like to enjoy their life by way of spending money rather than saving, The Researcher has classified their age like up to 25 Years, 25-35 Years, 35-45 Years and Above 45 Years. Table 2 explains the age-wise segmentation of the respondents.

Table No 2: Age-wise classification of the respondents.

Sl. No	Age	No. of Respondents	Percentage to Total
1	Below 25 Years	15	15
2	25-35 Years	32	32
3	35-45 Years	45	45
4	Above 45 Years	8	8
Total		100	100

Sources: Primary Data

Table 2 Shows that the most of the respondents are (45 Percentage) 35-45 Years category, 8 Percentage of the respondents are age group above 45 Years, 32 Percentage of the respondents are between 25-35 age group and remaining 15 Percentage of the respondents are below 25 Years.

It is however noted from the table that majority of the employees belong to the age group between 35-45 Years and 25-35 Years. Because these group of employees crossed the younger life and enter into the family life. They have responsibility to look after the family, children's education medical expenses and like that.

CONCLUSION

Based on the results of the study, it became clear that training and development strategy was a haphazardly carried out activity. Although the respondents were aware of the various aspects of training and development, there was no strategic framework in place as the basis for an operational plan for the training and development strategy even though all respondents indicated that training and development was part of the Strategic business planning process.

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