



A STUDY ON THE EFFICIENCY OF EMPLOYEE TRAINING AND DEVELOPMENT PERFORMANCE AT TAMIL NADU NEWSPRINT AND PAPERS LTD, KARUR

2205

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Abstract

Employees are an organization's most valuable asset, so it is important to pay attention to their learning if you want to improve their performance. The development of employees is crucial to the success of any business. To maintain a high level of competency and to survive in a dynamic business climate, businesses need to cultivate a professional and competent workforce. Tamil Nadu Newsprint and papers Ltd in Karur You can save your business tens of thousands of dollars a year by putting in place a training program. Your business will benefit from the savings, and you can also boost staff productivity. All levels of the workforce, regardless of hierarchy, can benefit from training to boost productivity. The purpose of this study was to determine the impact of training and development on the productivity of employees at Tamil Nadu Newsprint and papers Ltd in Karur. The study made use of descriptive analysis. Primary data was collected through distributing questionnaires to 100 employees, who were selected through there and sampling technique. Results show that overall training and development has a big impact on how well employees work. By lowering staff turnover, raising employee productivity, and boosting the organization's financial returns, it benefits the company. According to the report, there is a need for flexibility in determining the areas where training demands have actually arisen and wage structures should be updated on a regular basis.

Keywords: Training, Development, Employee performance, Organization

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Introduction:

Enhancing an employee's knowledge, talents, and skills to perform a certain task is done through training. The training process shapes an employee's mindset and results in high-caliber performance. It is a continuous process that never ends. The growth and success of an organization depend heavily on training. Both employers and employees of an organization benefit from it. If an employee had quality training, they would become more effective and productive. A component of an organization's subsystem, training and development focuses on enhancing both individuals and groups of employees. An employee's skill, knowledge, and abilities can be improved through training in order for them to perform a particular job. Employee development is the general development of the individual. It is a process by which managers and executives gain experience, competence, and the capacity to carry out future duties in their current roles.

Training is provided on four fundamental pillars: 1. an organization provides training to new hires. They become acquainted with the organizational mission, vision, guidelines, and working circumstances through this training. 2. Existing staff receive training to update and improve their knowledge. 3. Training is provided to deal with any technology updates and modifications that may occur. For instance, investing in new machinery, modifying production methods, or computer training. The usage of new tools and working techniques is trained into the workforce. 4. When career advancement and advancement become crucial. Employees receive training to help them be ready to share the duties of higher level jobs.

The first opportunity to get things going well is during training for new hires. It gives the new hire a boost. This momentum may be advantageous for a satisfying encounter. New employees must complete first training in order to perform better. For all levels of

employees, interval trainings are crucial. Training would be beneficial for individual proficiency and beyond. It is more beneficial for the production of the company. Competent workers will produce more in the present market and will have more opportunities at all levels and in all fields, therefore training is essential for the growth of both employees and organizations. The effectiveness and diversity of the staff training you offer are crucial for motivation.

Objective:

1. To determine how training affects employees' performance throughout the Tamil Nadu Newsprint and Print LTD.
2. To comprehend the significance of training and the chances for improving employee output and organizational growth.
3. To comprehend the necessity for, advantages of, and goal of training for an Employee capability inside the company.

Research Methodology

The descriptive research design served as the basis for this investigation. Using a straightforward random selection technique, 200 individuals were chosen at random from the target population of 1455 employees in the firm. This research study makes use of both primary and secondary data. Two sections of a self-structured questionnaire were created. Both the first and second sections include demographic and subjective questions. To establish the validity of the study, likert scales were used to phrase subjective questions. The questionnaire was filled out by employees with various designations for the study. We gathered secondary information from online resources. Standard deviation, mean, reliability test, frequency, and coefficient of skewness are some of the statistical methods that have been used. The SPSS16.0 version was used to analyse the data.

Purpose, Need and benefits of Employee Training in an Organization :



Organizational training's main goal is to give staff members the abilities they need to improve your company as a whole. In essence, skilled workers can contribute to the production of high-quality goods and services in a shorter amount of time. Highly skilled employees can engage more clients for longer periods of time and deliver superior customer service. According to McGhee (1997), a company should devote resources to a training initiative only if, in the opinion of management, the training may be expected to produce outcomes other than changing employee behavior. The alteration of employees' behavior impacted by training should serve some organizational goals, such as more efficient production or distribution of goods and services, product operating costs,

higher quality, or more efficient interpersonal relations. According to Boxall and Purcell (1992), "human resource benefit can be linked to better employees in companies with improved procedures. This is similar to the resource-based perspective of the business, which claims that Unique human resource methods contribute to the distinctive competencies that influence how businesses compete (Capelli& Crocker-Hefter, 1996).The root of an organization's competitive edge is its intellectual capital. To recruit, integrate, compensate, and keep skilled individuals who can lead a worldwide organization that is both responsive to its customers and "the rising prospects of technology," is a difficulty that businesses must overcome.

Data Analysis and Interpretation

Analysis was carried out to determine the reliability of the questionnaires and the result obtained.

Summary of case processing:

TableNo.1 Summary of case processing:

	N	%
Valid	200	200.0
Excluded	0	.0
Total	200	200.0

Source: Various questionnaires from respondents TNPL has been measured for questionnaire to assess the employee training and development performance

Reliability information

TableNo.2 Reliability information

Cronbach's alpha	No of items
.945	15

Source: different survey forms from respondents

Reliability information: The results of the analysis were used to confirm the validity of the questionnaire. For the survey, the reliability metric Cronbach's alpha was determined. This coefficient (0.945 for 15 items), which satisfies the minimum acceptability level of 0.7, denotes reliability.



Details of the Respondents Demography:

Demographic		Frequency	Percentage
Gender	Male	64	64.0
	Female	36	36.0
Age group	21-30	33	33.0
	31-40	56	56.0
	41-50	12	12.0
	Above50	2	2.0
Education	H.S.C	5	5.0
	Graduate	45	45.0
	Post Graduate	66	66.0
	Above Post Graduate	18	18.0
Marital Status	Married	63	63.0
	Unmarried	44	44.0
Salary	Below15000	34	34.0
	15-000-30,000	42	42.0
	30,000-45,000	40	40.0
	Above45,000	12	12.0

Source: different survey forms from respondents

Employee demographic profiles help identify the types of people who make up an organisation. Without this knowledge, the study would not be taken seriously, hence an effort was made.

TableNo.3 depicts the demographic information of respondents. On the basis of this table, graphs are made to help explain the results. According to the report, men make up the bulk of employees in a firm, or 118% of them, while women make up 72% of the workforce. This is because TNPL is a manufacturing company and men are generally more physically active than women. The figures show that young people make up the majority of the workforce in businesses,

with 36% and 37% of workers in the age groups of 21 to 30 and 31 to 40, respectively. Young employees are eager and sincere about their work, which benefits the company. Additionally, they develop the most ground-breaking concepts that could boost the organization's growth and give it a competitive edge. The fact that 43% of the workforce holds a graduate degree shows how skilled and knowledgeable the workforce is. When it comes to marital status 79% of the respondents



TableNo.4 How long have you been in work in TNPL?

	Frequency	Percentage
Lessthan 10years	64	64.0
10-15years	46	46.0
15-20years	51	51.0
Morethan20years	39	39.0
Total	200	00.0

Source: different survey forms from respondents

Table No. 4 shows that 64% of employees have been with the company for less than ten years. It implies that they are relatively fresh to the company and urgently require training. 39% of employees have been with the company for ten to fifteen years, showing that employees are committed to the business.

TableNo.5 Does your TNPL management conduct training for employees?

	Frequency	Percentage
Yes	160	160.0
No	40	40.0
Total	200	200.0

Source: different survey forms from respondents

Table No. 5 provides evidence that the company offers training. since the aforementioned statement is supported by 160% of respondents. Therefore, improving performance benefits both people and organisations.

TableNo.6 How frequently does your company offer training programmes?

	Frequency	Percentage
Per month	25	25.0
quarter	65	65.0
Half-yearly	55	55.0
Per year	55	55.0
Total	200	200.0

Source: different survey forms from respondents

Table No. 6 provides evidence that the organisation holds training sessions on a quarterly basis. The responses are inconsistent overall, therefore it may be presumed that the company holds training sessions as needed.



TableNo.7 who leads the training?

	Frequency	Percentage
Internal	27	27.0
External	40	40.0
Both	133	133.0
Total	200	200.0

Source: different survey forms from respondents

As seen in the above table, 133% of respondents indicated that training is typically provided by both internal and external sources in enterprises. Depending on the training requirements, a trainer will be selected.

TableNo.8 under which method is training is taken?

	Frequency	Percentage
OJT	75	75.0
Offline training	25	75.0
Both	100	100.0
Total	200	200.0

Source: different survey forms from respondents According to table no. 8, all participants (100%) agree that the organisation conducts training using both on-the-job and off-the-job approaches. The selection of a training method is based on a number of factors, including the program's objectives, the number of participants, and others.

TableNo.9 Analysis of TNPL training and development programme

Questions	SA	A	N	DA	SDA	Total	X	Std-dev	Skew-ness	Mean rank
The identified training needs are practical, realistic, and based on the company plan.	32	20	4	68	78	200	4.120	2.620	.100	1
	(32.0)	(20.0)	(4.0)	(68.0)	(78.0)	(200.0)				
There is a comprehensive training programme in place to provide new hires with the necessary training.	24	96	36	46	16	200	6.130	2.200	-.634	5
	(24.0)	(96.0)	(36.0)	(46.0)	(16.0)	(200.0)				



The efficiency of the training can be determined using a formal method of evaluation.	18	80	59	16	32	200	6.480	2.218	-.934	6
	(18.0)	(80.0)	(59.0)	(16.0)	(32.0)	(200.0)				

Source: respondents from various questionnaires

According to the table 9, the following table shows unequivocally that if training and development initiatives are carried out within the firm successfully, considerable results will undoubtedly be obtained. These questions received maximum positive response from respondents which we can interpret from the above table. The majority of respondents agreed with the statement that "there is a formal training programme to teach new employees the skill they need, there is formal training evaluation method to assess the effectiveness of the training, training and development programme are well planned, instructor responses to trainee's doubts, training and development has resulted in higher employee performance in the organisation, higher production and reshape our perspective on the work and inspire us to work hard" the assertions' standard deviations are 4.120, 6.130, and 6.480

TableNo.10 Mann-Whitney Ztest test statistic and programme analysis for training and development

	Mann-WhitneyU	Wilcoxon W	Z	Asymp. Sig.(2-tailed)
Realistic in training	628.000	4156.000	-2.582	.050
a formal education programme	850.000	5378.000	-3.199	.076
formal training assessment	642.000	5370.000	-5.349	.062
organised programme	930.500	6458.500	-5.254	.196
adapt to technology	804.000	4332.000	-1.455	.074
the teacher assists	949.000	5477.000	-2.280	.231
higher performance from employees	999.000	9527.000	-.665	.397
increased productivity	855.000	1361.000	-.819	.665
Employee churn	945.000	3553.000	-.494	.659
decreased absenteeism	897.000	3565.000	-.915	.339
useful in the long run	924.500	3572.500	-.667	.516
Salary status	832.500	3480.500	-1.413	.152
Job is standing.	879.000	3517.000	-1.140	.279



Personal development and attitude	974.000	1380.000	-.270	.757
a formal education programme	866.000	3494.000	-1.120	.263

Source: different survey forms from respondents

According to Table No. 10 Male and female employees responded differently to the statement "Training need is practical, formal training programme, formal training evaluation, deal with technology," although the difference was smaller than 0.05, indicating that the difference was meaningful and not random. The alternative theory is acceptable in this instance. While there is no statistically significant difference between men and women for the statement "well-planned programme, the instructor helps, higher employee programme, higher productivity, employee turnover, reduction in absenteeism, helpful in the long run, salary status, job understanding, personal growth, effect on attitude," the difference between men and women is higher than 0.10. The null hypothesis is accepted in this case.

Conclusion

Training and development are crucial to improving employee performance since they produce highly skilled workers and aid in personal development. The purpose of this study was to evaluate the impact of training and development on the productivity of Tamil Nadu Newsprint and Papers LTD. employees. The study found a significant relationship between training and development and employee performance, as evidenced by the fact that TNPL's training and development initiatives have increased employee performance, productivity, and financial return. Employees' perception towards training and development programs carried out in the organization is found

positive either. They believed that training and development supported their personal growth and inspired them to approach their work with passion. After employees received the training, employee turnover and absenteeism decreased. Since the firm was founded, offering formal training programmes to both new hires and current staff and analyzing the results have been the key success factors. Training and development are crucial to improving employee performance since they produce highly skilled workers and aid in personal development. This study was done to see how successful it is to monitor students' learning and correct them when necessary. We get to the conclusion after analysing the research findings that there is a need for innovation in recognising the area where training demands have truly arisen and that compensation structures need to be updated on a regular basis.

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