



**IMPACT OF TRAINING AND DEVELOPMENT OF YOE
ELECTRONIC INDIA PRIVATE LIMITED, CHINAIYAN
CHATRAM, KANCHIPURAM, TAMILNADU**

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Cite This Article: Sri Jeya Sundari S, V. Tamilselvi & Dr. B. Velmurugan, "Impact of Training and Development of Yoe Electronic India Private Limited, Chinaiyan Chatram, Kanchipuram, Tamilnadu", International Journal of Scientific Research and Modern Education, Volume 8, Issue 1, Page Number 91-94, 2023.

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Abstract:

Education as a training and development definition; in the behaviour of the individual through his own life it is the process of bringing about desired changes. Teaching, planned and planned education carried out in a certain place and in a time period called the programmatic part. Based on these definitions, my concept of education is more we can say that it is comprehensive. Development in the organization to increase the performance of the employee. Made by the management during the period from the start of the it includes all efforts related to activities. Training and development in organizations or businesses involving employees activities have a number of purposes. These; to achieve high efficiency at an affordable cost, to increase the quality of goods and services for production, to prevent waste of materials, raw materials and energy, to help the organization in effective time management, to increase the level of organizational commitment by providing motivation and job satisfaction of employees can be counted as increasing and strengthening the corporate culture. In this study, the training and development function in human resources management is mentioned.

Key Words: Training and Development, Human Resource Management, Training, Development

Introduction:

The purpose of training and development programs organizational capabilities. When the organization invests in improving the Knowledge and skills of its employees, the investment is returned in the form of more productive and effective employees training and development programs may be focused on individual performance or team performance. The creation and implementation of Training and management development programs should be based on training and Management development needs identified by training needs analysis so that time and Money invested in training and management development linked to the mission on core Horsiness of the organization Investing in human resources through training and management Improves individual employee capabilities and organization capabilities. But if an organization invests in improving the knowledge and skills of its Employees, there should be some benefit to the organization how the organization should Measure the effect. As measures of training program success Kirkpatrick (1959) suggested using 4 criteria. All organizations must manage four resources. Investment in better equipment may speed up production or Reduce waste information is power. Data about products, prices and customers are Essential to every business investment in training and development of employees can make them more productive or more effective in their jobs, directly contributing to the bottom line.

Training and Development Process:

Training and development is a continuous process as the skills, knowledge and quality of work needs constant improvement. Since businesses are changing rapidly, it is critical that companies focus on training their employees after constantly monitoring them & developing their overall personality. Employee training and development implies a program in which specific knowledge, skills and abilities are imparted to the employees, with the aim of raising their performance level, in their existing roles, as well as providing them learning opportunities, to further their growth.

Company Profile:

Yoe Electronic Private Limited is a private incorporated on 15 January 2009. It is classified as Non-Govt Company and is registered at Registrar of Companies, Chennai. It's Authorized share capital is Rs. 90,000,000 and it's paid up capital is Rs. 88,618,688. It is involved in Manufacture of Electronic valves and tubes and other electronic components. Annual General Meeting (AGM) was last held on 17 September 2021 and as per records from Ministry of Corporate Affairs (MCA), its balance sheet was last filed on 31 March 2021. Corporate Identification Number is (CIN) U32109TN2009PTC092730 and its registration number is

92730. Its Email address is financeyoe2018@gmail.com and its registered address is NO.150, Mummalpattu Village, Kancheepuram Taluk, Tamilnadu, India.

Updates:

- Copper
- Steel
- Air Conditioning
- Refrigerator

Review of Literature:

Bramley and Kitson (1994) discussed four levels of training evaluation. The first is the trainee's reaction to the program. It focuses on assessing what the trainees thought of the training program, usually in the form of a questionnaire. The second level is trainers' learning. It focuses on measuring their gained skills that were specified as training objectives. The third level is the behavioral outcome. It focused on measuring aspects of job performance, which are related to the training objectives. The fourth level is the organizational results. It focused on the results of the training program to organizational objectives and other criteria of effectiveness. The authors indicated that evaluation at the third and fourth levels are not understood because of measurement problems.

Mann and Robertson, (1996): examined trainees' reaction and knowledge gained as measures for effective training. The results indicated that training increased trainee's knowledge, however, positive attitudes did not predict how well people are able to perform actual tasks. Attitudes and reaction measure are not linked to later performance and therefore, such measures should be used with caution as ways of evaluating training programs.

Hashim (2001) in a survey identified the practices to training providers for evaluating training programs. The results showed that training providers use different evaluation methods that include trainee's feedback, observation, interview, performance analyses, and training reaction forms. However, the most used method was the training reaction forms as clients require them.

Cushway (2004) His research findings pointed that training is concerned with equipping one's responsibilities to the required standard in their job and is concerned with giving individuals the necessary knowledge, skills and experience to enable them to take greater and more demanding roles and responsibilities.

Brmely, P, Newby, A.C. (1984), Evaluation of Training Part II: The Organizational Context, examined some organizational factors requiring consideration in an evaluation study, including publicities and the extent to which evaluations can be truly objective. The authors also pointed out that the specialized techniques developed outside the profession by non-trainers could be looked upon.

Objectives of the Study:

- To study the effectiveness of the Training Program given by the organization
- To identify the impact of the training given by the organization to the Employees.
- To find out in which training should be provided to the employees.
- To analyze the area in which the organization is lacking in training.

Need of the Study:

- The study was carried at Yoe Electronic India Pvt Ltd. Now, in every organization recruiting and selecting high-potential employees does not Mean everything as it does not guarantee they will perform effectively.
- The employees are required to be trained about the basic skills they need to perform their job.
- So, people who don't know what to do or how to do it cannot perform effectively even if they want to thus it becomes important to ensure that your employees know that to do and how to do-they have to be oriented end trainee.

Hypothesis of the Study:

- Null Hypothesis
- Alternate Hypothesis

Research Design:

Research design means concerning an inquiry or a research study constitute a research design. It can be defined as the arrangement of conditions for collection and analysis of data in a manner that .to combine the relevance to the research purpose to the economy procedure. Research design is needed because it facilitates the smooth sailing of the various research operations, thereby making research as efficient as possible yielding Research design is the decision regarding what, where, when, how much, by what maximal information with minimal expenditure of effort, time and money. In fact, research design has a great bearing on the reliability of the results arrived at end as such constitutes the firm foundation of the entire edifice of the research work.

Research Methodology:

Research is a systematic method of finding solutions to problems. It is essentially an investigation, a recording and an analysis of evidence for the purpose of gaining knowledge. According to Clifford woody, "research comprises of defining and redefining problem, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, reaching conclusions, testing conclusions to determine whether they fit the formulated hypothesis

Primary Sources:

Primary data are in the form of “raw material” to which statistical methods are applied for the purpose of analysis and interpretations. The primary sources are discussion with employees, data collected through questionnaire.

Secondary Sources:

Secondary data are in the form of finished products as they have already been treated statistically in some form or other. The secondary data mainly consists of data and information collected from records, company websites and also discussion with the management of the organization. Secondary data was also collected from journals, magazines and books.

Method of Data Collection:

Primary Data:

- Field Survey
- Personal Interview

Secondary Data:

- Internet
- Company Database

Data Analysis:

Last Training Program Organized:

S.No	Last Training Program Organized	No of Respondents	Percentage
1	1 Time	20	20
2	2 Time	30	30
3	More than 2 Time	25	25
4	Not Attend Satisfied	25	25
Total		100	100

Interpretation:

It is inferred the above table that a majority of 20% of the response 1 time of last training program organization, 30% of the response 2 time of last training program organization, 25% response more than 2 time of last training program organization and 25% of the response not attend satisfied of time of last training program organization.

Opinion about the Training and Development of the Respondents:

S.No	Opinion About the Training and Development	No of Respondents	Percentage
1	Beneficial Program	30	30
2	Provides Knowledge	20	20
3	Improve Communication	25	25
4	Improve Interpersonal Skills	20	20
5	Other	5	5
Total		100	100

Interpretation:

It is inferred the above table that a majority of 30% of the respondents are beneficial program, 20% of the respondents are provides knowledge are opinion about the training and development, 25% of the respondents are improve communication, 20% of the respondents are improve interpersonal skills, 30% of the respondents are beneficial program, 5% are other response

Findings:

- According to the (30%) of respondents the Last Training and Program Organized.
- According to the (30%) of respondents the Opinion About The Training And Development

Suggestions:

- Training Evaluation has to be conducted. The company has to implement modern training methods to help in boosting the self morale of the employee at work place. Most of the employees feel that Training is related to weak areas, so the management has to get awareness among the employees regarding Training & Development. The satisfaction level of the employees is not that much satisfactory. So, new changes in training have to bring to improve the satisfaction level of employees. Specific Training Programs has to be given to the selected personal.
- The moment of truth and glory for training would be when companies look at people as assets and training and development activities as an investments for the future and not as expenditure. Proper training program and their updating from time, help the individuals to develop their skills and knowledge and their by contribute positively towards the achievement of organization goals. Organization has to plan its training activities, and prepare a training calendar to suit its need and make it a more effective program.

Conclusion:

Training is a necessity for both the trainer and the trainee ,The trainer (the company) would want to make its staff more efficient in this highly competitive world. It would want its employees to know the latest trends and technologies and use them according to the company's principles and objectives. The trainees (staff) view training and development as a stepping stone for enriching their career and fulfilling their personal needs. Training and development is another round of education for them, the knowledge from which to be applied later. So, it's more of mutual necessity and agreement between the companies and their respective employees when it comes to training and development.

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