

# A Study on Employee perception on training with reference to Sugar and Chemical Industry

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**Abstract-** The purpose of this study is to bring out the employee perception on the training and development program that is given in the industry. Workers in an organisation are always in need of training and development programs that help to develop their skills that are necessary at work. Every organisation spends money and time for these programs. In industry these programs are given at regular intervals and the management wants to know the perception of employees towards the provided training and development program. The study employs competing model selection by proposing three structural equation models to bring out the employee perception. The research design used for this study is descriptive in nature. The descriptive study helps the researcher to find out various characteristics of the population. Random sampling technique was adopted for selecting sample units from the employees. The methods of data collection for the study include both primary and secondary data. The primary data were collected through questionnaire by conducting personal interview with the employees. The source of secondary data was company profiles and websites. A sample of 120 employees helped to analyse their satisfaction level and provide valuable suggestions.

**Index Terms:** Training and development, Employee performance, Satisfaction level

## I. INTRODUCTION

Behavioural science concepts like motivation and enhanced productivity could well be used in such improvements in employee output. Training could be one of the means used to achieve such improvements through the effective and efficient use of learning resources. Training is said to be the acquisition of knowledge of skills, and the competencies. It has specific goals of improving one's knowledge, skills and their capacity, capability, performance and their productivity. It is said that observers of labour market have clearly mentioned, more than initial qualifications for a work, to upgrade and update skills. Vigorous training and development should be three in the organization.

Employees need to be trained on how to interact with their fellow workers and superiors. Not many people know how to behave at the workplace. Employees ought to be trained on business etiquette, workplace ethics and how should they conduct themselves in organization. There is a certain way of doing things and employees need to be suitably trained. Employees need to be trained on time management skills.

## II. OBJECTIVES OF THE STUDY

- 1)To understand employee's opinion about training programs held in the organization and understands scope for updating of training program.
- 2)To know whether employees are aware about their responsibilities and authorities
- 3)To know the effectiveness of the training programme conducted by the company
- 4)To provide employees with training opportunities enabling to extend your range of skills and abilities
- 5) To understand employees' perception about present T & D practices in the industry

### *Scope of the study*

The Training and perception of any organisation depends on the employees. For organisational productivity training and development assumes great significance. The study is conducted to know the level of knowledge and skills given to the employees in the organization. This will help the management to know the satisfaction levels of employees and they can take measures to increase productivity.

### *Need for the study*

Employee perception and employee Training play vital role in any given organizations in the modern-day. It is aimed at preparing employees for future or current jobs. The efficiency and productivity of the firm can be increased considerably with right training methods. This is the reason why HR department gives Training such a huge importance. So it is essential that we conduct studies and experiments to improvise our training methods.

**Limitations**

- Some of the information given by the respondents may be bias.
- Could not able to collect the information from all the employees of organization because of busy schedule of employees.
- The Questions that are asked being personal, some of them hesitated to answer it.
- Analysis is done on the assumption that respondents have given correct information through the Questionnaires.

**III. REVIEW OF LITERATURE**

**Mehrdad, Mahdi & Ali, 2023** The effect of employee training and development on the effectiveness of organisations cannot be underestimated. Moreover, employees who perceive their organisation as caring for them through training and development usually improve their performance and attitude towards their work. This highlights the assumption that human resource management activities also determine the attitudes and how employees behave in the workplace. It has been argued that employees positively influence their performances in the workplace when they perceive the organisation as taking care of their needs through training and development. However, argued that the basis of any organisational performance stems from the emotional relationship that exists between employers and employees.

**Gaba, 2023** It is a fact that training and development of employees benefits the organisation more than when the organisation invests in material resources. It is therefore the managerial function to perceive employees from a strategic position (future orienteers) and continuously supervise and encourage the development of new skills and knowledge as the foundation of organisational development. They also found out a reason as the employees have the feelings and attitudes that the training for management development systems are faculty to contribute the organizational goals and employees do not satisfy on it.

**Falola, Osibanjo & Ojo, 2023** Employee training and development procedures in many organisations are undeveloped. This means that training is done occasionally, is not linked with organisational strategy and it is not strategically significant. It is unfortunate that some top managers do not realise the importance of employee training, but rather view training as an expense instead of seeing it as an investment.

**Reed & Vakola, 2022** In that regard, organisations should provide employees with the opportunities to enhance their knowledge, skills and abilities in order for them to remain competitive in the corporate world. Training programs should assist employees to learn and at the same time tune them to become critical philosophers in their areas of expertise. In other words, employees should benefit the conceptual skills which would allow them to think in different ways.

**Kleiman, 2022** An effective training and development program is one that involves knowledge, goal setting and career development. These aspects are beneficial to both the employees and the organisation. It is the role of the organisation to ensure that employees are in possession of the necessary skills, knowledge and abilities for them to be able to effectively execute their tasks in the organisation. It is also important to ensure that the skills, knowledge and abilities must be at the same level with the demands of the job.

**IV. RESEARCH METHODOLOGY****Research design**

The type of research chosen for the study is descriptive research. In descriptive research various parameters will be chosen and analyzed. Descriptive research design is a type of research design that aims to systematically obtain information to describe a phenomenon, situation, or population.

**Methods of data collection**

This paper is solely based on the primary data. Self-administered questionnaires have been used to collect the data. The questionnaire method was employed while the data was collected.

**Sample size**

The sample size of the study is 120 respondents.

**Tools used for data analysis**

The tools for data analysis will involve descriptive statistics and inferential statistics. Descriptive statistics will be used to summarize the data collected, while inferential statistics will be used to test hypothesis and identify significant relationship between variables. The data will be analysed using statistical software SPSS.

**Percentage analysis:**

Percentage analysis in research methodology refers to a statistical technique used to analyze data and express it in terms of percentages. It involves converting raw data into percentages to facilitate comparison, interpretation, and presentation of data in a more understandable and concise manner.

**Chi-Square Test:**

Chi Square test or homogeneity is used to determine if two or more independent sample vary by distribution on a single variable. A common use of this test is to compare two or more groups or conditions on a categorical result. Formulation of omnibus test statistic is formed as independence test and homogeneity test.

**Correlation:**

Correlation refers to a statistical measure that describes the extent to which two variables change together. In simpler terms, it indicates whether and how much two variables are related to each other.

**Scaling Method**

The scaling method for this study will be a likert scale, which will be used to measure the responses of employees to the survey questionnaire. The likert scale is a commonly used scaling method that allows respondents to indicate their level of agreement or disagreement with a statement.

**V. DATA ANALYSIS AND INTERPRETATION**

Data analysis is the most crucial part of any research. Data analysis summarizes collected data. It involves the interpretation of data gathered through the use of analytical and logical reasoning to determine patterns, relationships or trends. Data analysis is a process of inspecting, cleaning, transforming, and modeling data with the goal of discovering useful information, informing conclusions, and supporting decision-making.

**5.1 PERCENTAGE ANALYSIS**

**Training Session and Training Duration  
Table 5.1.1**

	Frequency	Percentage (%)
Strongly disagree	29	24.2
Disagree	22	18.3
Neutral	24	20
Agree	26	21.7
Strongly agree	19	15.8
Total	120	100

**Inference:**

The above table shows that training session and training duration getting appropriate knowledge, 24.2% of the respondents are strongly agree, 18.3% of the respondents are agree, 20.0% of the respondents are neutral, 21.7% of the respondents are disagree and remaining 15.8% of the respondents are strongly disagree

Majority 24.2% of the respondents are strongly agreed with training session and training duration getting appropriate knowledge

**5.2 Chi-square**

**5.2.1 Hypothesis Statement**

**HO:** There is no significance association between working experience of the respondents and trainees are selected on the basis of their education, income and experience

**H1:** There is a significance association between working experience of the respondents and trainees are selected on the basis of their education, income and experience

**Table No. 5.2.1**

**working experience of the respondents and trainees are selected on the basis of their education, income and experience**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.773E2 <sup>a</sup>	16	.000
Likelihood Ratio	237.372	16	.000
Linear-by-Linear Association	93.798	1	.000
N of Valid Cases	120		

**Inference:**

From the chi square analysis, it is generated the significant value is less than 0.05. So, reject the null hypothesis and accept the alternative hypothesis. Thus, there is an association between the working experience of the respondents and trainees are selected on the basis of their education, income and experience.

### 5.3 Correlation

#### 5.3.1 Hypothesis Statement

**HO:** There is no significance association between Monthly income of the respondents and Training session and training duration getting appropriate knowledge

**H1:** There is a significance association Monthly income of the respondents and Training session & training duration getting appropriate knowledge

**Table No. 5.3.1**

**Monthly income of the respondents and Training session & training duration getting appropriate knowledge**

	Monthly income of the respondents	Training session and training duration getting appropriate knowledge
Monthly income of the respondents	1	.819**
Sig. (2-tailed)		.000
Sum of Squares and Cross-products	163.792	161.667
Covariance	1.376	1.359
N	120	120
Training session and training duration getting appropriate knowledge	.819**	1
Sig. (2-tailed)	.000	
Sum of Squares and Cross-products	161.667	237.867
Covariance	1.359	1.999
N	120	120

#### Inference:

From the correlation analysis found that the significant value is less than 0.05. So, reject the null hypothesis and accept the alternative hypothesis. There is a significance association Monthly income of the respondents and Training session & training duration getting appropriate knowledge.

### VI. FINDINGS

- Majority 24.2% of the respondents are strongly agreed with training session and training duration getting appropriate knowledge.
- There is an association between the working experience of the respondents and trainees are selected on the basis of their education, income and experience.
- There is a significance association Monthly income of the respondents and Training session & training duration getting appropriate knowledge.

### VII. SUGGESTIONS

Employees must be motivated to take up Training Programmes regularly to update their skills and learn new technique to perform their work effectively and efficiently. Objectives of the training programme must be in line with the need of the trainees and must be clearly explained to them and so that they can be easily attained. Training Programme must be conducted at frequent intervals to help the workers update with new technologies and improve their performance. Trainers must extend their personal care and concern to create a friendly atmosphere and always be ready to help the trainees in difficult situation. Organization must take efforts to see that trainees are provided with the best of facilities bringing in new improvement with every training programme.

### VIII. CONCLUSION

The Study throws light on the limitations on employee perception and training being conducted in sugar chemical industry. Based on the findings, the management can redesign and develop new modules in the training and development programme, so that ultimately the resources of employees are utilized at optimum level. Training is an incomparable resource among the resources of the universe “no training development”. Therefore, training and development is a part of any organization in the world.

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