

# **Effectiveness of Training and Development Programs by Corrival corporate solutions, Hyderabad**

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## **ABSTRACT**

*The study is about to know the effectiveness of training and development programs adopted by Corrival corporate solutions, Hyderabad. To achieve the aforesaid objectives data is collected from 100 respondents randomly. It is found that the most of the employees are satisfied with training and development programs adopted by Corrival corporate solutions and the training and development programs helping employees to increase their efficiency in their job, 72% of respondents have rated as good about Overall Quality and Effectiveness of Training and Development programs.*

**Keywords:** Effectiveness of training and development, Corrival corporate solutions.

## **1. INTRODUCTION**

When Knowledge and skills development is vital to the health of organizations. We live in an information age today, and organizations are routinely valued not just on their physical but on their intellectual capital. Training is one of the chief methods of maintaining and improving intellectual capital, so the quality of an organization's training affects its value. Untrained or poorly trained employees cost significantly more to support than well-trained employees do. Training affects employee retention and is a valuable commodity that, if viewed as an investment rather than as an expense, can produce high returns. Training is organizational effort aimed at helping employees to acquire the basic skills required for the efficient execution of the functions for which they are hired. Development, on the other hand, deals with activities undertaken to expose employees to perform additional duties and assume positions of importance in the organization.

Training is the act to gain the knowledge and skill of an employee for doing particular job. Training is a short-term educational process and utilizing a systematic and organized procedure by which employees learn technical knowledge and skill for a definite purpose. Training improves changes and moulds the employee's knowledge, skills, behavior and aptitude and attitude towards the requirement of the job and the organization. Training refers to the teaching and learning activities carried on for the primary purpose of helping members of an organization, to acquire and apply the knowledge, skills, abilities and attitudes needed by a particular job and organization. Employee development is the important sub-system of human resource development. Employee development is the specialized function and is one of the fundamental operative functions for human resources management. Management development is a systematic process of growth and development by which the managers develop their abilities to manage. So it is the result of not only participation in the formal courses of instruction but also of actual job experience. It is concerned with improving the performance of the managers by giving them opportunities for growth and development.

## **2. IMPORTANT OBJECTIVE IS AS FOLLOWS**

- To provide the basic knowledge and skill to the newly joined people to perform the tasks as designed by the organization.
- To develop the existing employees by exposing them to latest concepts, information and techniques, and there by strengthen their skills.
- To develop second and third line executives to strengthen the working links and levels, so that they can occupy higher positions.
- To improve the outlook of senior level managers and other policy makers enabling them to look into new horizons of the organization.
- To make employees more effective and productive which increase the image of employees earning power and job security.
- To mould the employee attitude with the purpose of achieving a better co-operation with the company a develop loyalty to the organization.

- To ensure smooth and efficient working of a department
- To ensure economical output of required quality
- To prevent Obsolescence

#### **A. STATEMENT OF THE PROBLEM**

The success or failure of any organization depends on employees and their skills. The skills of any employees depend on the training and development programmes which are adopted by company. It is important to mention that a skill of employees improves the efficiency, productivity and effectiveness of the organization. In this background study is selected to know the training and development programmes adopted in CORRIVAL CORPORATE SOLUTIONS to improve the skill of an employees in order to accomplish the objectives of the organization. Hence study is undertaken

#### **B. OBJECTIVES OF THE STUDY**

To understand the concept of training and development

1. To study the purpose for attending training and development by employees
2. To study the impact of training and development on overall productivity of the organization
3. To know the satisfaction level of employees regarding training.
4. To know the effectiveness of training and development programs at CORRIVAL CORPORATE SOLUTIONS
5. To offer suggestions based on findings of the study.

#### **C. SCOPE OF THE STUDY**

The study is confined to Training and development programs adopted by CORRIVAL CORPORATE SOLUTIONS in Hyderabad. The study aimed to find out effectiveness of training and development programs on the employees at CORRIVAL CORPORATE SOLUTIONS.

#### **D. METHODOLOGY**

Random Sampling method was taken for the study. Primary data and secondary data are used to collect facts and figures. Primary data is collected through questionnaire meant for the employees. Secondary data collected through company published Magazines, Handouts, company Website Annual reports.

#### **E. SAMPLE SIZE**

The total sample size used for the study is 100 respondents, out of it 54 are Male respondents and 46 are Female respondents of CORRIVAL CORPORATE SOLUTIONS, Hyderabad.

#### **F. PLAN ON DATA ANALYSIS**

The complete data was checked, classified, numbered, tabulated, and the results were highlighted by preparing tables. Percentage was calculated wherever necessary for better analysis and interpretation. Pie charts and bar charts are used for data interpretations for better look and better understanding of report.

### **3. DATA ANALYSIS and Interpretation**

**Table 1:**Table Showing No. of Respondents in Terms of Gender

Particular	No. of Respondents	Percentage
Male	54	54
Female	46	46
Total	100	100

#### **Interpretation:**

The above table depicts that, the total numbers of respondents. Out of total respondents 54% respondents are male and 46% respondent's female.

**Table 2:**Table showing No. of Respondents Who have Attended the Training Program

Particular	No. of Respondents	Percentage
Yes	100	100
NO	0	0
Total	100	100

#### **Interpretation:**

The above table depicts that, 100% of the respondents attended the training programs conducted at CORRIVAL CORPORATE SOLUTIONS.

**Table 3:** Showing Training Objective were Made Clear to the Respondents before Commencing Training

Particular	No. of Respondents	Percentage
Yes	86	86
NO	14	14
Total	100	100

**Interpretation:**

The above table depicts that, 86% of the respondents are very clear about the training objectives before they underwent the training programs and remaining 14% of respondents are not clear.

**Table 4:** Table Showing Purpose to Attend the Training programs

Particular	No. of Respondents	Percentage
Motivation	28	28
Upgrading Skills and Knowledge	64	64
Promotion and salary benefits	4	4
Because of compulsion	4	4
Total	100	100

**Interpretation:**

The above table depicts that, 28% of the respondents have motivated to attend the training program, 64% of them have attended to upgrade their skills and knowledge, only 4% of them have attended for the sake of promotion and salary benefits and another 4% of them have attended because of compulsion.

**Table 5:** Table Showing the Training contents met the needs of the Respondents

Particular	No. of Respondents	Percentage
Yes	28	28
To some Extent	66	66
NO	6	6
Total	100	100

**Interpretation:**

The above table depicts that, 28% of the respondent's states that training content met their needs and it was adequate. For 66% of the respondents it is only to some extent, and remaining 6% of them states that training content was not at all met their needs.

**Table 6:** Showing the effect of Training in reducing the industrial Accidents

Particular	No. of Respondents	Percentage
To Greater Extent	28	28
Average	46	46
To some Extent	26	26
Total	100	100

**Interpretation:**

The above tables depicts that, 28% of the respondents have said that training helps in reducing industrial accidents to greater extent. 46% of them have said that it helps to an average extent, and 26% of the respondents have said it helps only to some extent to reduce the industrial accidents.

**Table 7:** Showing the Level of Satisfaction towards Various programs by the Respondents

Particular	No. of Respondents	Percentage
Highly satisfied	6	6

Satisfied	24	24
Average	24	24
Below Average	6	6
Total	100	100

**Interpretation:**

The above table shows that 6% of the respondents have highly satisfied towards the various training programs conducted by the company. 64% of the respondents have satisfied, 24% have satisfied to an average, and remaining 6% have satisfied below average.

**Table 8:** Showing impact of Training and Development programs on Job

Particular	No. of Respondents	Percentage
Increase in Efficiency	56	56
Less Errors	24	24
High Involvement	14	14
No changes in Status	6	6
Total	100	100

**Interpretation:**

Above table depicts the impact of training and development programs on employee’s jobs. 56% of the respondents have stated that, it increases efficiency. 24% are saying it reduces errors, 14% have the perception that it helps in high involvement in job. And remaining 6% of the respondents said that there is no change in status.

**Table 9:** Showing the Area of Requirement of Training

Particular	No. of Respondents	Percentage
Personality Development	36	36
Technical Training	24	24
Standard operating procedure	8	8
Quality Aspects	8	8
Job Oriented Training	24	24
Total	100	100

**Interpretation:**

The above table depicts the area of requirement of training for employees. 36% of the respondents have need training in personality development. 24% have need technical training, 8% of them have need training in standard operating procedure. Another 8% need in quality aspects and rest of the 24% have need job oriented training.

**Table 10:** Table showing Outcomes of the Training and Development Programs

Particular	No. of Respondents	Percentage
Increased Efficiency	20	20
Updated Knowledge	32	32
Improved interpersonal Relationship	14	14
Carrer development	16	16
All the Above	18	18
Total	100	100

**Interpretation:**

The above table depicts the outcomes of training and development programs. 20% of the respondents are saying it increases efficiency, 32% are saying it updates knowledge, 14% are stated it improves interpersonal relationship. Another 16% are saying it helps in career development and 18% respondents are saying training helps to get all the above aspects.

**Table 11:**Showing constraints that are faced while Training

Particular	No. of Respondents	Percentage
Communication Barriers	18	18
Subject Barriers	20	20
Time constraints	38	38
Method of Teaching	24	24
Total	100	100

**Interpretation:**

The above table shows constraints that are faced by the employees while training. 18% have stated the problem of communication, 20% have said subject of training is the problem. 38% respondents have mentioned time constraints and other 24% have faced the problems in method of teaching.

**Table 12:**Table showing Training and Development Programs Related to Individual Growth and Development

Particular	No. of Respondents	Percentage
To greater extent	28	28
Average	52	52
To some Extent	16	16
Not contributed	4	4
Total	100	100

**Interpretation:**

The above table showing training and development programs related to individual growth and development. 28% respondents are saying it helps to a greater extent, 52% are saying that it helps to an average extent. 16% are saying it helps only to some extent and only 4% are saying training not at all contributing to individual growth and development.

**Table 13:** Table Showing the Efficiency of the company in providing training programs

Particular	No. of Respondents	Percentage
Excellent	14	14
Good	66	66
Average	18	18
Satisfactory	2	2
Total	100	100

**Interpretation:**

The above table depicts the efficiency of the company in providing training programs to its employees. 14% of the respondents have rated as excellent, 66% of the respondents have rated as good. 18% have rated as average, and only 2% respondent rated as satisfactory.

**Table 14:**Table showing Rate of the overall Quality and Effectiveness of Training and Development Programs

Particular	No. of Respondents	Percentage
Excellent	8	8
Good	72	72
Average	16	16
Poor	4	4
Total	100	100

**Interpretation:**

The above table depicts the overall quality and effectiveness of training and development programs offered by CORRIVAL CORPORATE SOLUTIONS to its employees. 8% of respondents have rated as excellent about quality and effectiveness of training and development. 72% of respondents have rated as good, and 16% have rated as average and only 4% of the respondents rated as poor.

#### **4. FINDINGS OF THE STUDY**

- All the employees have positive opinion towards the satisfaction level on present training methods which is followed by the company.
- Training and development programs of the company has positive impact on employees jobs in various ways like, increase in efficiency, lesser errors, high involvement. It helps to create positive results and good work environment in the organization.
- Most of the employees require training in the areas like personality development, technical training and job oriented training programs. In order to perform more effectively and efficiently.
- According to the employees the outcomes of the training programs are like this, increase efficiency, updated knowledge, improved interpersonal relation and career development.
- During the training programs employees are facing various problems like, communication, subject oriented, and timing problems. In order to ensure 100% effectiveness, company has take measures to overcome from these factors.
- Almost all the employees are very clear about the training programs and its objectives, well before attending training.
- For most of the employees, training and development program content has met their needs only to some extent.
- Most of the employees have attended training and development programs to upgrade their skills and knowledge levels.

#### **5. CONCLUSION**

The training and development program adopted in CORRIVAL CORPORATE SOLUTIONS mainly concentrated on areas like quality aspects, job oriented trainings, technical skills and knowledge. Most of the respondents rated as good and excellent towards the overall quality and effectiveness of the training and development programs and satisfied with the present training methods. The company also has to concentrate on small percentage of respondents who are not satisfied with training programs and whom it has not helped to overcome from their short comings or work related problems. Finally the training and development programs provided by Corrivall Corporate Consultants are found to be effective, credible and commendable, which can be improved further.

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