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AN ANALYSIS ON HR TRAINING IN IT PROJECTS IN HCL TECHNOLOGY

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ABSTRACT

It is vital to secure key capable people leading the pack in R&D of the country in regard of the approach. What's more, revelation of key R&D capable people reasonable for nearby modern frameworks is required for adjusted progression of the country. In these conditions, each country and division has been actualizing the R&D HR preparing undertaking to secure key R&D capable people in the locale. Be that as it may, the nearby R&D HR preparing ventures have connected distinctive execution investigation models as per attributes of the selective associations and the activities, and there is no target execution examination system. In this manner, this paper comprehended qualities of the HR preparing task to outline an execution investigation display that could be utilized for target examination and assessment. The execution investigation model was outlined in the wake of considering use of HR and R&D execution for the area in detail, and an experimental examination was done for a few ventures. This could be utilized as a target assessment file for the nearby R&D HR preparing ventures, which are at present in operation or to be actualized later on, of each country and office.

KEYWORDS: Human Resources Training Project, Performance Evaluation, Training Local Human Resources

INTRODUCTION

In this 21st century called the age of limitless competition, the past concept of a wealthy nation represented by vast territory and bountiful natural resources is changed into a nation of possessing core knowledge and utilizing it efficiently. In addition, the global market is also reorganized into a competitive landscape on the basis of the knowledge-based economy. This knowledge based economy is an economic structure that has innovation and creativity as the driving force based on knowledge creation and information production.

Nations, which have boosted the economy of a knowledge-based structure to remain competitiveness, take the lead in the global market.

SCOPE OF THE STUDY

This research aims to identify HR Training related practices associated with HCL Technology in IT industry and in particular Chennai area and exploring their ranking, underlying relationship and appropriate groupings based on suitable tools and techniques.

Objectives of HCL Technology – HR Training

- the conducive Environment for HCL Technology Training
- Identify success factors of HCL Technology Training as HR Training
- Formulate models based on the Top 5 ranked factors

INPUTS IN TRAINING

Any preparation program must contain inputs, which empower the members to pick up aptitudes, learn hypothetical ideas and help to get vision to investigate inaccessible future. Notwithstanding these, there is a need to affect moral introduction, accentuation on attitudinal changes and worry upon basic leadership and critical thinking capacities.

a. SKILLS:

Preparing, as was begun prior, is giving abilities to representatives. A laborer needs aptitudes to work machines and utilize other gear with minimum harm and scrap. This is essential expertise without which the administrator won't have the capacity to work. There is likewise the requirement for engine aptitudes. Engine abilities (or psychomotor aptitudes, as they are infrequently called) allude to execution of particular physical exercises. These aptitudes include figuring out how to move different parts of one's body in light of certain outer and interior boosts. Basic engine abilities incorporate strolling, riding a bike, tying a shoelace, tossing a ball, and driving an auto.

Representatives, especially directors and administrators, require relational aptitudes. Relational aptitudes are expected to comprehend oneself as well as other people better, and act in like manner, case of relational abilities incorporate tuning in, inducing and demonstrating a comprehension of different sentiments.

b. EDUCATION:

The motivation behind instruction is to educate hypothetical ideas and build up a feeling of thinking and judgment. That any preparation program must contain a component of instruction is surely knew by HR experts. Any such preparing program has college educators as asset people to edify members about hypothetical information of the points proposed to be talked about.

Truth be told, associations depute or urge representatives to do course on low maintenance premise. (CEOs) are known to go to refresher course directed by business colleges. Training is more vital for directors and administrators than for lower-framework specialists.

c. DEVELOPMENT:

Another segment of a preparation program is advancement which is less aptitude arranged yet weights on information about condition, administration standards and systems, human relations, particular industry investigation and so forth is helpful for better administration of an association.

d. ETHICS:

There is a requirement for bestowing more noteworthy moral introduction to a preparation program. There is no disavowal of the way that morals are to a great extent overlooked in business. Dishonest practices possess large amounts of showcasing, back and creation works in an association. They are less observed and discussed the faculty capacities. This does not imply that the HR administrator is pardoned of the duty. On the off chance that the generation, fund or showcasing work force enjoy dishonest practices the blame lays on the HR supervisor.

e. ATTITUDINAL CHANGES:

States of mind speak to sentiments and convictions of the people towards others. States of mind influence inspiration, fulfillment and employment duty. Negative state of mind should be changed over into inspirational demeanors. Changing negative states of mind is troublesome in light of the fact that (i) representatives decline to change, (ii) they have earlier duties and (iii) data expected to change demeanors may not be adequate. All things considered, states of mind must be changed so representatives feel sense of duty regarding the association, are roused for better execution, and get fulfillment from their employments and the workplace.

f. DECISION MAKING AND PROBLEM SOLVING SKILLS:

Basic leadership and critical thinking abilities concentrate on strategies and methods for settling on authoritative choices and taking care of business related issues. Learning identified with basic leadership and critical thinking aptitudes looks to enhance students' capacities to characterize and structure issues, gathered and examinations data, produce elective arrangements and settle on an ideal choices among options. Preparing of this sort is ordinarily given potential chiefs, directors and experts.

MEASURING THE EFFECTIVENESS OF TRAINING

Preparing supervisors are constantly unable to demonstrate the viability of the preparation programs they direct.

A standout amongst the most well known philosophies for measuring preparing viability was

produced by Donald Kirkpatrick. This model verbalizes a four-stage prepare.

LEVEL 1: REACTIONS:

At this level, the members' response to the program is measured. This is measured using criticism frames (additionally named as "glad sheets"). It tosses light on the level of learner fulfillment. The examination at this level fills in as contributions to the facilitator and preparing head. It empowers them to settle on choices on proceeding with the program, rolling out improvements to the substance, technique, and so forth.

LEVEL 2: PARTICIPANT LEARNING:

We measure changes relating to learning, expertise and state of mind. These are changes that can be ascribed to the preparation. Facilitators use test to beware of the discovering that has happened. In any case, take note of that learning at this level does not really convert into application at work.

Measuring the adequacy of preparing at this level is imperative as it gives a sign about the quantum of progress versus the learning goals that were set. It gives basic contributions to calibrating the outline of the program. It likewise serves the critical part of being a lead marker for exchange of learning on to the occupation setting.

LEVEL 3: TRANSFER OF LEARNING:

At this level, the use of the learning in the work setting is measured, which is not a simple assignment. It is difficult to characterize gauges that can be used to quantify use of learning.

Contributions at this level can originate from members and their bosses. It bodes well to get criticism from the members on the utilization of learning at work. This should be possible fourteen days after the program with the goal that it gives the members adequate time to actualize what they have learnt. Their sources of info can show the reason for achievement or disappointment; once in a while it is conceivable that learning was great at level-2, however execution did not occur because of framework related reasons. It can enable the association to manage the imperatives postured by frameworks and procedures with the goal that they don't come in the method for applying learning.

LEVEL 4: RESULTS:

This measures adequacy of the program as far as business targets. At this level we take a gander at perspectives, for example, increment in efficiency, diminish in deformities, process duration lessening, and so on.

Numerous associations might want to quantify adequacy of preparing at this level; the reality remains that it is not simple to do this, as it is unlikely that we can demonstrate coordinate linkage. In any case, it is beneficial making the endeavor

regardless of the possibility that the linkage at this level is aberrant.

It is workable for associations to gauge adequacy for all projects at level-1 and level-2. This can be incorporated with the outline of the preparation program.

STATEMENT OF THE PROBLEM:

This specific theme is picked in light of the fact that enhancing the worker's abilities and information is fundamental for effective running of the association. This venture is gone for assessing the preparation programs give by the association and furthermore the viability of the preparation.

IMPORTANCE OF TRAINING:

a. PRODUCTIVITY: The venture is gone for contemplating methods for expanding abilities and information and aides for discovering the fulfillment of the representatives.

Preparing and Development helps in expanding the profitability of the workers that causes the association further to accomplish its long haul objective.

b. TEAM SPIRIT:

Preparing and Development helps in instilling the feeling of cooperation, solidarity, and between group joint efforts. It helps in teaching the energy to learn inside the workers.

c. ORGANIZATION CULTURE:

Preparing and Development creates and enhance the authoritative wellbeing society and adequacy. It helps in making the learning society inside the association.

d. ORGANIZATION CLIMATE:

Preparing and Development helps fabricating the positive discernment and feeling about the association. The representatives get these sentiments from pioneers, subordinates, and companions.

e. QUALITY:

Preparing and Development helps in enhancing the nature of work and work-life.

f. HEALTHY WORK-ENVIRONMENT:

Preparing and Development helps in making the sound workplace. It fabricates great worker, relationship so that individual objectives lines up with authoritative objective.

g. HEALTH AND SAFETY:

Preparing and Development helps in enhancing the wellbeing and security of the association therefore counteracting out of date quality.

h. MORALE:

Preparing and Development helps in enhancing the resolve of the work drive.

i. IMAGE:

Preparing and Development helps in making a superior corporate picture.

j. PROFITABILITY:

Preparing and Development prompts enhanced benefit and more uplifting states of mind towards benefit introduction.

RESEARCH METHODOLOGY:

The whole of Science is nothing more than a refinement of everyday thinking – Einstein
 This research paper used both Deductive and inductive Research approach (Saunders et al., 2009);

Analysis:

To prioritize the generic characteristics of the HCL Technology training a survey was

conducted with different HCL Technology practitioners. Total of 21 HCL Technology practitioners took part in this survey. 100 point split up method being used for Prioritization. In our case each participants (76 people) were given 100 points. They can distribute this point among the 10 HCL Technology training success criteria separately according to the importance they perceive for each characteristic.

TABLE 1: TRAINING PROGRAMS OFFERED AT HCL TECHNOLOGY IS FAIR ENOUGH TO MATCH WITH THE INDUSTRIAL STANDARD

SNO	DESCRIPTION	NO. OF. SAMPLES	IN PERCENTAGE
1	Strongly agree	4	13
2	Agree	26	87
3	Neutral	0	0
4	Disagree	0	0
5	Strongly disagree	0	0
	TOTAL	30	100

Source of primary data

INFERENCE:

From the above table it is inferred that 26 of the respondents are agree that the training programs offered at HCL technology is fair enough to match with the industrial standard, 4 of the respondents are strongly agree training programs offered at HCL technology is fair enough to match with the industrial standard, then 0 of the respondents are neutral that the training programs offered at HCL technology is fair enough to match with the industrial standard,

then 0 of the respondents are disagree that training programs offered at HCL technology is fair enough to match with the industrial standard and 0 of the respondents are strongly disagree that the training programs offered at hcl technology is fair enough to match with the industrial standard

FIGURE 1: TRAINING PROGRAMS OFFERED AT WHEELS INDIA FAIR ENOUGH TO MATCH WITH THE INDUSTRIAL STANDARD

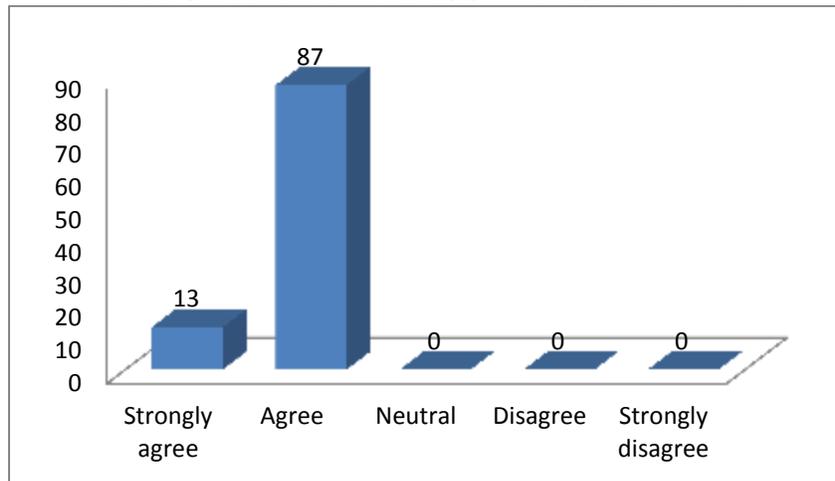


TABLE 2 RESPONDENTS OPINION ABOUT THEIR PERSONNEL OBSOLESCENCE

SNO	DESCRIPTION	NO. OF. SAMPLES	IN PERCENTAGE
1	Strongly agree	5	17
2	Agree	23	77
3	Neutral	2	6
4	Disagree	0	0
5	Strongly disagree	0	0
	TOTAL	30	100

Source of primary data

INFERENCE:

From the above table it is inferred that 23 of the respondents are agree that the respondents opinion about their personnel obsolescence, 5 of the respondents are strongly agree that the respondents opinion about their personnel obsolescence, then 2 of the respondents are neutral that respondents opinion

about their personnel obsolescence, then 0 of the respondents are disagree that respondents opinion about their personnel obsolescence and 0 of the respondents are strongly disagree respondents opinion about their personnel obsolescence

FIGURE 2: RESPONDENTS OPINION ABOUT THEIR PERSONNEL OBSOLESCENCE

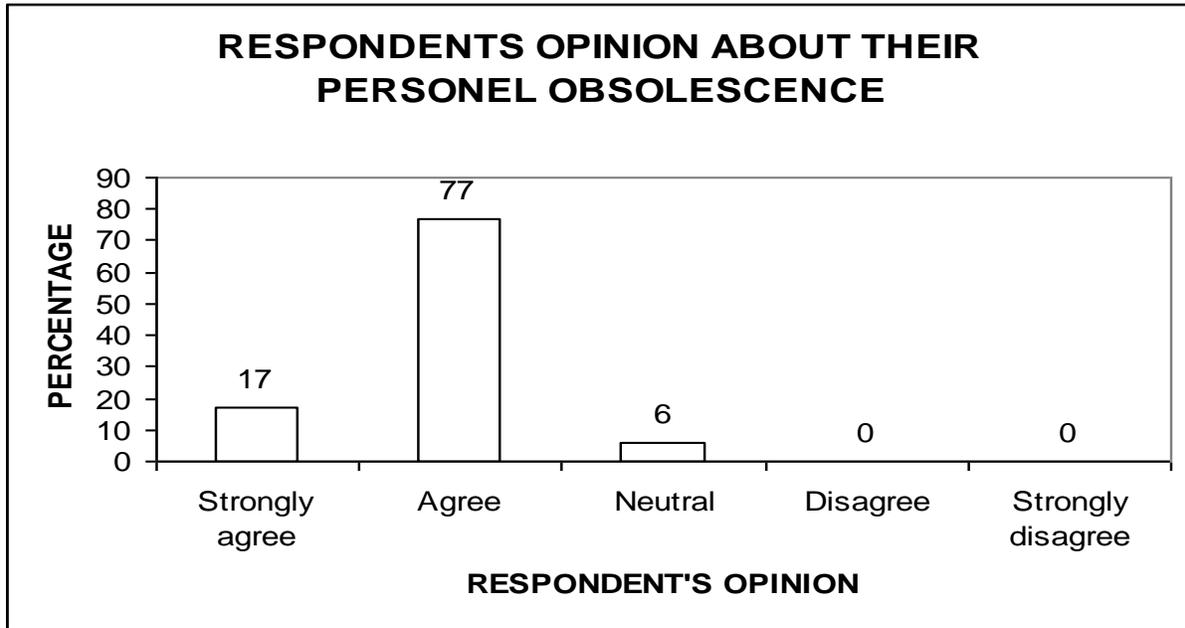


TABLE 3: RESPONDENTS OPINION ABOUT THE TRAINING AND DEVELOPMENT PROGRAMME

SNO	DESCRIPTION	NO. OF. SAMPLES	IN PERCENTAGE
1	Excellent	2	7
2	Good	27	90
3	Average	1	3
4	Not so good	0	0
	TOTAL	30	100

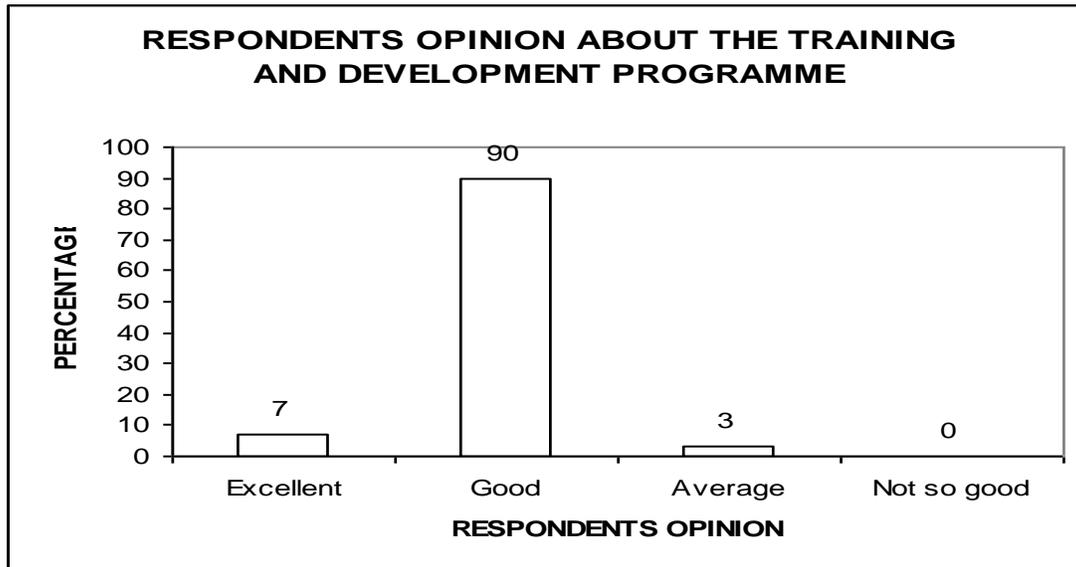
Source of primary data

INFERENCE:

From the above table it is inferred that 27 of the respondent’s opinion is good towards training and development provided to them, 2 of the respondent’s opinion is excellent towards training and development provided to them, 1 of the respondent’s opinion is average towards training and development

provided to them and 0 of the respondent’s opinion is excellent towards training and development provided to them.

FIGURE 3: RESPONDENTS OPINION ABOUT THE TRAINING AND DEVELOPMENT PROGRAMME



Correlation Coefficient Analysis:

Table - Correlation Coefficient Rankings

CORRELATION COEFFICIENT TABLE				
	Team members Rankings	Scrum Masters Rankings	HCL Technology Training Rankings	Overall Rankings
Team members Rankings	1	0.79	0.24	0.67
Scrum Masters Rankings	0.79	1	0.62	0.95
HCL Technology Training Rankings	0.24	0.62	1	0.73
Overall Rankings	0.67	0.95	0.73	1

Source: Primary Data

- Above table clearly indicates that the team members rating are not in alignment with the ratings of HCL Technology Training (0.24).
- At the same time, overall rankings are in alignment with all the types of respondents (0.67, 0.95, and 0.73).
- Scrum Master ratings are in alignment with the overall ratings of all the team members (0.95) which indicates that Scrum master knows the in and out of the characteristics of HCL Technology training in detail than HCL Technology training knows about themselves (0.73)

FINDINGS AND CONCLUSION

HR Training concepts has grown exponentially in the past few years, but there have

been only few studies on the competency factors of training and its associated models. HR Training Success Models discussed in this paper are useful resources in supporting the next wave of training. Following are the key drivers of success of HCL Technology Training:

Top Management Support , Openness and mutuality, Long term success as goal, Work for future, New innovative solution to the Customers , Training - SMARTER , FASTER, BETTER , CHEAPER

The following are the top 5 characteristics of HCL Technology Training in general (not in the order of Ranking).

1. Customer centric approach (Servant)
2. Goal focused (Arrow)
3. Slow and steady Change (TORTOISE)
4. Creative and innovative (Artist)

5. Practical and Theory Mix (Mechanic)

The above success characteristics can be clubbed together and be called as **SATAM Model** (Servant, Arrow, Tortoise, Artist, and Mechanic). Meaning of SATAM in Tamil language is hundred or Law. As the HCL Technology training, you have to help the team be brutally honest about what is real, what the current reality is like, and help them constantly gauge how far they are from their vision. HCL Technology trainings need to help the team responsible for the success of their work at hand and make sure they implement their decisions and are accountable for their results. Praising and celebrating success is essential once they have accomplished their tasks. HCL Technology Training Success Models can be used as an integrated part of the overall program management office.

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