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A STUDY ON THE EFFECTIVENESS OF TRAINING PROGRAMMES OFFERED TO EMPLOYEES /WORKERS IN SMALL & MEDIUM ENTERPRISES IN PUDUKKOTTAI DISTRICT

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ABSTRACT
The research project entitled effectiveness of training programmes offered to employees /workers in small & medium enterprises in pudukkottai district. The data was collected through well structured questionnaires which contains closed end question. This survey was carried out in various departments of small & medium enterprises. In the course of study, it was found that the training programs analyzed were provided to all the employees of small & medium enterprises not specific to particular category of employees. The research design used for this study is descriptive in nature. The methods of data collection for the study include both primary and secondary data.

KEYWORDS: *Enterprises, Employees, workers, Training*

INTRODUCTION

Today individuals and organizations must become continuous learners to survive and hence it is not surprising to find that most successful organizations operate in a continuous learning mode. The challenge of globalization, technological innovation increasing competition and growth through expansion, diversification and acquisition has had a wide-ranging and far reaching impact on human resource management. There is a need for a continuous process that aims at providing fresh knowledge and skill inputs to the employees so as to ensure the development of their competencies, dynamism, motivation and effectiveness in a systematic and planned way, thereby improving the productivity and overall organizational effectiveness. As a result, training and development activities have acquired great significance and are now firmly centre-stage in most of the organizations. Training is essential as technology is developing continuously and at a fast rate, systems and practices get outdated soon due to new discoveries in technology, including technical, managerial and behavioural aspects. So, organizations, which develop mechanisms to catch up with and use the growing technology, soon become outdated**.**

Small and medium – sized Enterprises (SMEs) constitute a large proportion of the overall business population of industrially developed and developing nations. Despite the growing importance of SME research during the last decade, very little attention has been paid to the study of training and development practices in SMEs. This research sets out to redress this imbalance in current SME research. It outline the preliminary results of a study that focussed on determinants of training and development practices in manufacturing and servicing SMEs in Pudukkottai District.

Training and Skill Development Activities

1. Training and Skill Development Activities by Central Government
   (i) Skill Development and Training Programmes of Central Government
   (ii) National Vocational Training information Service of Ministry of Labour.
2. Training Programmes of SIDBI
   (i) Entrepreneurship Development Programme (EDP)
   (ii) Small Industries Management Programme (SIMAP)
   (iii) Skill-cum-Technology (STUP)
3. Training Programmes of NSIC

NSIC provides technical support to SSIs through 'NSIC Technical Services Centres' (NTSCs) and a number of extension and sub centres spread across the country. The range of technical services provided through these centres include training in Hi-Tech as well as conventional trades, testing, common facilities, toolkits, energy audit, environment management etc.

NEED FOR THE STUDY

Small and medium – sized Enterprises (SMEs) constitute a large proportion of the overall business population of industrially developed and developing nations. Despite the growing importance of SME research during the last decade, very little attention has been paid to the study of training and development practices in SMEs. This research sets out to redress this imbalance in current SME research. It outline the preliminary results of a study that focused on determinants of training and development practices in manufacturing and servicing SMEs in Chennai.

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SCOPE OF THE STUDY

The research will be carried out amongst manufacturing SMEs. The research will study the effect of SMEs training programmes offered to employees/workers. To know the effectiveness of the training programme the study will be look into the factors are Perception, needs, awareness, utilization, attitude, Talent acquired, Satisfaction, Implementation of training and feed back of the training. All the above factors analyses the successful of the training.

OBJECTIVES OF THE STUDY

1. To find the significant difference between demographic variable with regard to factors on effectiveness of training.
2. To find the most important factor to influence the effectiveness of training.

LIMITATIONS OF THE STUDY

- The study is concerned a particular unit i.e., small & medium enterprises in Pudukkottai district.The findings of the study may not be suitable to other enterprises.

REVIEW OF LITERATURE

- **Mike Wills** has assessed the importance of training and its effectiveness in organizations. The study discussed the difficulties and processes involved in implementing a training process. It provided an overview of the training process including defining direction, setting up training, establishing checkpoints and improvements of training.
- **Junaidah Hashim** in his study examined the clients' demand towards evaluation, the commitment given by training providers and the overall practice of evaluation by the training providers in Malaysia.
- The results of the study attempted by **Sandi Mann** indicate that evaluating training at the learning level has limited value in predicting self-efficacy.

DATA ANALYSIS AND INTERPRETATION

Table - 1
Gender of the Employees

Sl. No.	Gender	No. of Employees	Percentage %
Gender	Male	83	83
	Female	17	17
	Total	**100**	**100**
	Below 30	22	22
Age	31- 40	35	35
	41 - 50	23	23
	Above 50	20	20
	Total	**100**	**100**
Education	Higher secondary	28	28
	Diploma	17	17
	Under-graduation	25	25
	Post-graduation	16	16
	Professional Education	14	14
	Total	**100**	**100**
Occupation	Agriculture	19	19
	Private employment	22	22
	Government employment	21	21
	Professions	15	15
	Business	12	12
	Others	11	11
	Total	**100**	**100**
Types	Micro Enterprise	13	13
	Small Enterprise	35	35
	Medium Enterprise	52	52
	Total	**100**	**100**

Source: Primary data

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Table - 2
Factors impacted due to concept of 'Personal Excellence'

Sl. No.	Factors	No. of employees	Percentage
1	Assertiveness	5	5
2	Conflict Management	18	18
3	Time and Stress Management	20	20
4	Relationship with Management	16	16
5	Above all factors	41	41
	Total	**100**	**100**

Source: Primary data

FINDINGS

83% of the employees are male and 17% of employees are female 17% in terms of gender. Compare to gender wise male are higher in representation.

The important ages of the employees are 31 to 40 and 41 to 50 years which constitute 35% and 23% to the total respectively. The analysis reveals that the important ages among the employees are 31 to 40 years and 41 to 50 years.

The dominant levels of education among the Employees are under-graduation and professional education which constitute 25% and 16% respectively. The most of the employees' level of education are higher education.

The important occupations backgrounds among the employees are private employment and government employment which constitute 22% and 21% respectively. The analysis reveals that the important occupational backgrounds among the employees are private and government employment.

The important firm sizes among the employees are small enterprise and micro enterprise which constitute 35% and 13% to the total respectivelyThe analysis reveals that the important firm sizes of the employees are medium and small enterprise.

According to 41% workers, all the above stated factors have been positively imparted due to implementation of 'Personal Excellence' concept in the organization.

CONCLUSION

The present study indicates that the level of implementation of the training programmes is at the moderate level. The implementations of the training programmes to the Employees/workers are perceived at a higher level compared to the training programmes implemented to the SMEs. The higher effects of the training programmes are identified by the Employees than by the SMEs. The significantly influencing components of the training programmes on the various effects of the programme are trainers' quality, training methodology and training content. The important variable leading to hesitation to take up the training programmes is the need of different types of training. Hence the SMEs authority should design a need for training programmes in order to enrich their employee's productivity.

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