INTRODUCTION

"Give a man fish he will eat it. Train a Man to fish he will feed his family this is a an
saying which highlights the important of training man Employee training is the process where
by people learn the skills knowledge, attitudes and behavior needed in order to perform their
job effectively Training is the act of increasing the knowledge and skill of an employee for
doing a particular job. The term development is a broad one it includes both training and
education.

OBJECTIVE OF THE STUDY

1. To train the employees in the company culture pattern
2. To measure the existing level of training
3. To effect the change in the behavior of the personnel
4. To know the various programs conducted by the company
5. To study the infrastructure pertaining to training
6. To study the satisfaction level of the employees over training activities
7. To access over area attitudes of employee towards training activities.

SCOPE OF THE STUDY

To know the various training methods organized by REVL and suggest and
recommend the improvement methods and procedures to be adopted in the near future.

REVIEW OF LITERATURE

Effective corporate training efforts have two major components: Strategic and
operational. On the strategic level four characteristics have been identified (cascio 1992)
Top management's commitment to training and development
A demonstration connection between this content of training and a business strategy
objectives, and bottom-line results;
A comprehensive and systematic approach to training and
A commitment to invest in the resources needed for training.
Assuming the appropriate components are present at the strategic level the
operational component of training focuses on what skills are needed and how to train
individuals most effectively in those skills. According to Goldstein and Gilliam (1990) some
of the expected economic and technological changes expected in the year2000 include an
increase in the rate of skill obsolescence requiring more retaining a trend toward more technologically sophisticated systems requiring more complex cognitive skills a shift from manufacturing service industries requiring the need for more interpersonal skills and an increased influence from international markets requiring more effective cross cultural interactions.

A systematic program includes a needs assessment the actual training program an evaluation of the effort and an analysis of the training in terms of its goals, which provides feedback to improve the training effort continually. (Goldstein 1993)

**CRITERIA FOR MEASURING TRAINING EFFECTIVENESS**

Kirkpatrick (1959) provided four levels of criteria for evaluating training efforts—reaction, learning, behavior, and results. Reaction criteria measure a trainee's feelings about the program—was she or he satisfied, did she or he like it? Learning criteria assess skill mastery or the concepts learned. If proper design procedures have been followed, such as outlining training objectives, the assessment of these learning criteria can be very straightforward.

Behavior criteria help to determine how much of the learned material has been transferred to the job. A typical measure of behavior used in training studies is a standardized performance appraisal form such as a Behaviorally Anchored Rating Scale. Results criteria measure changers that result in productivity improvements, such as cost reduction, Lower absenteeism, or increased group morale.

**RESEARCH METHODOLOGY**

The Methodology contains research design, sampling, sources of data, Primary data, Secondary data, Questionnaire, tools for data analysis, Limitations of the study.

**Research Design**

The research design is descriptive in nature

**Sampling**

Simple random sampling technical is used in research total number of sample is 100. The researcher has selected from various departments such as maintenance, machine shop, forge shop, Heat treatment shop, quality control.

**Sources of data**

**Primary data**

The researcher collected information from the respondents directly through structured Questionnaire and prepared with respect to training and Development.

**Secondary data**

All the information against indirectly and they include the published documents, Journals, Magazines, about the company periodical reports and newsletter etc., from the company.

**TOOL FOR DATA ANALYSIS**

Chi-square test, Charts, Diagrammatic representation, Tables were used a simple Chi-square test used to prove the hypothesis

**Limitations**

The study is not sufficient to cover entire level of employees due to the organizational setup and time constraints.
ANALYSIS AND INTERPRETATION OF DATA

Table shows the opinion on knowledge improvement

<table>
<thead>
<tr>
<th>RATING</th>
<th>NO. OF RESPONDENTS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>STRONGLY AGREE</td>
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<td>24</td>
</tr>
<tr>
<td>AGREE</td>
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<td>68</td>
</tr>
<tr>
<td>NEUTRAL</td>
<td>8</td>
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</tr>
<tr>
<td>DISAGREE</td>
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<td>0</td>
</tr>
<tr>
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<td>0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

NULL HYPOTHESIS

Collected data does respond the true nature of the sample.

ALTERNATIVE HYPOTHESIS

Collected data represents the true nature of the sample Universe since the calculated value is greater than the table value. Hence the null hypothesis is rejected. 68% of the respondents agree that the training improved the knowledge 24% of the respondents strongly agree that the training improved the knowledge.

Table shows the opinion of the objectives achieved

<table>
<thead>
<tr>
<th>RATING</th>
<th>NO. OF RESPONDENTS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
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<td>40</td>
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<tr>
<td>AGREE</td>
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<tr>
<td>NEUTRAL</td>
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<td>0</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

NULL HYPOTHESIS

Collected data does respond the true nature of the sample

ALTERNATIVE HYPOTHESIS

Collected data represents the true nature of the sample Universe since the calculated value is greater than the table value. Hence the null hypothesis is rejected. 40% of the respondents agree that the objective achieved something 44% of the respondents strongly agree that the objectives a lot on the training.

TESTING OF HYPOTHESIS

Chi - square test is an important test among the several test of significant developed by the statistician. Here the Chi - square tests identify the significant relationship between the manager and the executive with special reference to effectiveness of training in daily work. The hypothesis is tested positive or negative with the following formula:
X₂ = \frac{\sum (O - E)^2}{E}

### Table

<table>
<thead>
<tr>
<th>RESPONDENTS</th>
<th>RESPONSES</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>MANAGER</td>
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<tr>
<td>EXECUTIVE</td>
<td>143</td>
<td>14</td>
</tr>
<tr>
<td>TOTAL</td>
<td>178</td>
<td>22</td>
</tr>
</tbody>
</table>

**CALCULATION**

Under the null hypothesis the opinion between managers and executives are not differ significantly we get expected responses as follows.

\[ E(35) = \frac{178 \times 43}{200} = 38.27 \]

\[ E(143) = \frac{178 \times 151}{200} = 139.73 \]

\[ E(8) = \frac{22 \times 43}{200} = 4.73 \]

\[ E(19) = \frac{22 \times 157}{200} = 6.27 \]

Since 2x2x2 table degree of freedom = (2-1) (2-1) = 1

\[ X₂ = \frac{\sum (O - E)^2}{E} \]

\[ \frac{(35 - 38.27)^2}{38.27} + \frac{(143 + 139.73)^2}{139.73} + \frac{(8 - 4.73)^2}{4.73} + \frac{(14 - 16.27)^2}{16.27} \]

\[ = 0.033496 \]

Tabulated value x 2 for (2-1) (2-1) = 1
= 3.425

Since the calculated value of Chi Square is less than the tabulated value it is not significant a hence null hypothesis is accepted.

**INFERENCE**

Thus there is no difference of opinion among employees particularly between the staff and the manager with regard to effectiveness of training in daily work. Therefore there is no action required for.

**FINDINGS**

From the study most of the respondents agree that the training improved the knowledge. Such section of employees feels that the programme activities are at the average level only.

**SUGGESTIONS AND RECOMMENDATIONS**

The research from the study suggests the organization that all employees to be improved through the training function and they are not satisfied to the maximum from the researcher suggests the organization to upgrade the training and development method in the organization so that all employees will be benefited and ultimately the organization will also be benefited.

**CONCLUSION**

We conclude that the training and development function have remained important in any organization which ultimately increases the profit of the organization in all respects and ultimately the organization goal or objective is reached.

**REFERENCES**

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