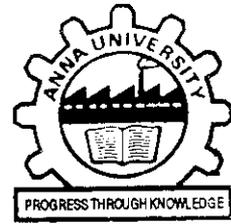


P- 2387



**A STUDY ON THE EFFECTIVENESS OF THE TRAINING
PROGRAMME AT MACHINES AND ENGINEERING
COMPANY, COIMBATORE**

PROJECT REPORT

Submitted by

V.S. KAVITHA

(Reg No. 71206631020)

Of

Department of Management Studies

KUMARAGURU COLLEGE OF TECHNOLOGY

Coimbatore

A PROJECT REPORT

Submitted to the

FACULTY OF MANAGEMENT SCIENCES

Anna University

In the partial fulfillment of the requirements

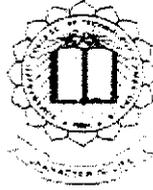
For the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

JUNE, 2008



CERTIFICATE



DEPARTMENT OF MANAGEMENT STUDIES
KUMARAGURU COLLEGE OF TECHNOLOGY
COIMBATORE

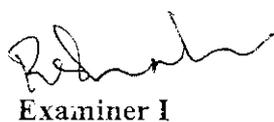
BONAFIDE CERTIFICATE

Certified that this project report titled "A STUDY ON EFFECTIVENESS OF TRAINING PROGRAMMES IN MACHINES & ENGINEERING PRIVATE LIMITED AT COIMBATORE" is the Bonafide work of Ms V.S. KAVITHA (71206631020) who carried out the research under my supervision. Certified further, that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.


Faculty Guide

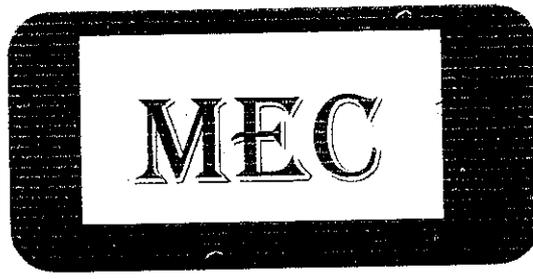

Director

Evaluated and viva-voce conducted on 02-07-08


Examiner I


Examiner II

TNGST No: 2021554 Date: 16.3.92
CST No : 593262
IEC CODE: 3297000155



091-422-2330248
091-422-2333872
091-422-2332653
091-422-2330248

MACHINES AND ENGINEERING COMPANY

Mfrs. & Exporters of: ALL KINDS OF CONCRETE BLOCK MAKING MACHINES & MIXERS

**385, 7TH Street, Sanganoor Road, (Near Railway Gate), Rathnapuri,
Coimbatore- 641 027. India**

Date: 2 -03-08

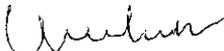
Project Completion Certificate

To
The Director,
KCT Business School,
Kumaraguru College of Technology,
Coimbatore – 641 006

This is to certify that Ms.Kavitha.V.S.(Roll No:06Mba20), a student of KCT Business School, Kumaraguru College Of Technology, had undergone a project work titled “ A Study On Effectiveness Of Training Programmes.

During the tenure her performance was good.

Yours truly,


Manager

ACKNOWLEDGMENT

ACKNOWLEDGEMENT

I would like to express my sincere gratitude to my faculty guide Mr. V.S. Elamurugan for guiding me in the preparation of this project work. His directions and encouragement are very helpful for me in this task very successfully.

I am indebted to the Director of the Institute of the Management of the Studies Mr. Devanathan who thought me the root language and affirmed and accustomed me with the research work. And also I thank all my department staff members for their guidance and support.

I thank Mr. Sridhar, H.R. Executive, **Machines and Engineering Company**, Coimbatore, for giving me an opportunity to carry out this project, for their esteemed organization.

I am immensely grateful to thank all the members of the organization for their willingness to do my project there, and I also thank all the staff and employees who had spend their precious time with me for their full support to do my project more successfully.

Last but not least I thank my family and friends who stood by me with their continuous moral support and assistance during the course of the project.

DECLARATION

DECLARATION

I, V.S. Kavitha hereby declare that this project titled "**A STUDY ON THE EFFECTIVENESS OF THE TRAINING PROGRAMME**" undertaken for **Machines and Engineering Company**, Coimbatore is an authentic record of the work done by me, under the guidance of V.S. Elamurugan, Faculty of the Department, Kumaraguru College of Technology, B-School, Coimbatore.

This report has not been submitted for any other purpose. The findings in this report are based on the data collected by myself during the project period and recommendations are based on qualitative analysis is done.

Place : Coimbatore

Date : 02-07-08

Kavitha.V.S.

V.S. KAVITHA

(Reg. No. 71206631020)

EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

This report has been prepared on the basis of the study made for **Machines and Engineering Company**, Coimbatore. The main objective of the study is to analyze the **Effectiveness of the Training Programme**. This analyze helps the company to plan their strategy what the employee really expect from the training.

A survey has been conducted with the employees of the company. The response got from the respondents through the questionnaire were studied to fulfill the objectives of the study.

The study enabled the researcher to find that employees Effectiveness of the Training Programme and the various aids of training programmme provided in the company.

The researcher concludes that the existing employees of Machines and Engineering Company, Coimbatore are met with their expectation and are found satisfied with their working life in the organization.

CONTENTS

TABLE OF CONTENTS

Chapter No.	Title	Page No.
	Title Page	
	Bonafide Certificate	
	Declaration	
	Acknowledgement	
	Executive Summary	
1.	INTRODUCTION	1
	1.1 Background of the Study	1
	1.2 Review of the Literature	3
	1.3 Statement of the Problem	5
	1.4 Objectives of the Study	5
	1.5 Scope of the Study	6
	1.6 Methodology	6
	1.6.1 Type of the Study	6
	1.6.2 Method of Data Collection	7
	1.6.3 Tools used for Analysis	7
	1.6.4 Research Period	8
	1.7 Limitations	8
	1.8 Chapter Scheme	9
2.	ORGANIZATIONAL PROFILE	
	2.1 History of the Organization	10
	2.2 Organization Chart	15
3.	MACRO-MICRO ANALYSIS	16
4.	DATA ANALYSIS AND INTERPRETATION	23
	Chi-Square Test	
	Weighted Mean Average	
	Percentage Analysis	
5.	CONCLUSION	
	Findings	66
	Suggestions	68
	Conclusion	70
	APPENDIX	71
	BIBLIOGRAPHY	75

LIST OF TABLES

TABLE OF TABLES

Table No.	Title	Page No.
1.	Sex of the Respondents	23
2.	Age Group of the Respondents	25
3.	Educational Level of the Respondents	27
4.	Experience Level of the Respondents	29
5.	Martial Status of the Respondents	31
6.	Income Level of the Respondents	33
7.	Awareness towards the Training Programme related to their Qualification	35
8.	Training Programme attended by the Respondents	37
9.	Frequently Attended the Training Programme Related to their Experience	40
10.	Preference of Training Method related to their Qualification	42
11.	Preference towards off the Job Method	44
12.	Preference towards on the Job Method	46
13.	Facilities of the Training Programme	48
14.	Respondent's Suitability Towards Technological Programme related to their Age	50
15.	Socio-Cultural Environment related to their Experience	52
16.	Opinion towards various kinds of Training Programme	54
17.	Satisfaction of the Training Programme related to their Income Level	56
18.	Usefulness of the Training Programme related to their Experience	58
19.	Preference Towards Way of Teaching Related with their Age	60
20.	Benefits received Through the Training Programme	62
21.	Respondents Needs of Training Programme in Future	64

LIST OF CHARTS

TABLE OF CHARTS

Chart No.	Title	Page No.
1.	Sex of the Respondents	24
2.	Age Group of the Respondents	26
3.	Educational Level of the Respondents	28
4.	Experience Level of the Respondents	30
5.	Marital Status of the Respondents	32
6.	Income Level of the Respondents	34
7.	Training Programme attended by the Respondents	38
8.	Preference towards off the Job Method	45
9.	Preference towards on the Job Method	47
10.	Facilities of the Training Programme	49
11.	Opinion towards various kinds of Training Programme	55
12.	Benefits received Through the Training Programme	63
13.	Respondents Needs of Training Programme in Future	65

CHAPTER - I

INTRODUCTION

CHAPTER 1

INTRODUCTION

1.1 Background

Training refers to the teaching activities carried for the primary purpose of helping members of an organization to acquire and apply the knowledge, skills, abilities, and attitudes needed by that organization broadly speaking, training is the act of increasing the knowledge and skill of an employee for doing a particular job.

Training has become an integral part of any organizational setup to bring about the employees skill effectively and efficiently. The success and prosperity of any industry depends on how well satisfied contented and motivated are the men behind it. Employer depends on the quality of their employees. Performance to achieve organizational aims and objective employees have motivational needs which should be met through job of satisfaction.

The initiative for providing their help must come mainly from the employees. The vocabulary to describe this kind of help in the context of work includes term such as training development. Education and more recently human resources development

In today's fast moving world a mans basic education and training is no longer sufficient to carry him, through his job because the jobs are growing faster than the who holds them. This is primarily due to increasing obsolescence of human knowledge by the on going revolution in science and technology.

The need for training exist in an levels of management to perform any task in a predefined and when structured manner to get the decide standards which is applicable for the existing employer as well as for new recruited employers at various levels.

Employees talent are not fully productive without a systematic training program. Even those who have technical and professional concepts while at college and institution must receive some initial training in the form of orientation regarding the policies, practices ways and means of the organization.

Adequate training is equally describe for the employee training is valuable to the employer in terms of the better for security and greater opportunity for advancement.

The training is always a means to an end and not an end in itself unless it leads to the effective performance at work it in evitable incurs a waste of invaluable human resources, a financial commitments on the management, precious productive time of the employees and the organization as well. Thus, study on effectiveness of training program has become an absolute necessity. It is the process of determining the effectiveness and efficiency of training.

1.2 REVIEW OF LITERATURE

*As defined chapter 41 of Title 5, U.S. Code*¹, training is the process of providing for and making available to an employee, and placing or enrolling the employee in a planned, prepared, and coordinated program, course, curriculum, system, or routine of instruction or education, in fields that will improve individual and organizational performance and assist in achieving the centers mission and performance goals.

*Harrison, Sheena. Crain's Detroit Business, 1/21/2008, vol.24 Issue 3 p14-14;*² the article focuses on the significance of job training on Saline Lectronics Inc. in Michigan. President and chief executive officer (CEO) Mario Scibberas remarked that employee training has been an essential component in competing with its rivals in the industry. In July 2007, Saline received a \$ 30,000 grant from the state. It plans to continually send employees to industry conferences.

*Hosford, Christopher. B to B, 7/16/2007, vol.92 Issue 9, p14-14;*³ the article focuses on the training programs of aircraft engine overhaul and repair company Rolls-Royce Engine Services. According to Raj Sharma, the firms president who directed the training programs with the help of employee engagement consultancy, L.M.Dulye & Co., improving employee engagement is a key marketing initiative.

¹ *Chapter 41 of Title 5, U.S. Code,*

² *Harrison, Sheena. Crain's Detroit Business, 1/21/2008, vol.24 Issue 3 p14-14;*

³ *Hosford, Christopher. B to B, 7/16/2007, vol.92 Issue 9, p14-14;*

According to the author, the training included the formation of volunteer employee action teams, weekly management walk-arounds, employee-driven communications teams, and programs in business effectiveness and employee leadership development, along with restructuring of the company's quarterly town hall meetings. The improvement in annual operating profits, error rate reduction, productivity and employee satisfaction rating are reported.

*Begin, Sherri, Crain's Detroit Business, 12/3/2007, Vol.23 Issue 49, p 25-25;*⁴ The article presents information on the training program provided by Gallup Organization Inc. to make Haven, the Pontiac-based non profit shelter, a better place to work. "Q 12" is the program which Gallup uses to help its global clients recruit and retain employees, while building an engaged workforce. The program emphasizes things like communication among peers, supervisors and employees, employee recognition and encouraging employee development and friendships.

*Moyer, Liz.American Banker, 2/17/2005, Vol.170 Issue 33, p2-2;*⁵ Reports on a formal compliance and ethics training program at Citigroup Inc. that will begin for all employees worldwide on March 1, 2005. Reference to a memo from chief executive officer Charles O. Prince outlining a five-point plan to standardize and upgrade management and employee training, improve internal communications, identify and cultivate management talent, and strengthen controls; Discussion of ethics training with employees in response to a series of embarrassing episodes last year, punctuated when Citi's private bank was booted out of Japan for lax account monitoring.

⁴ *Begin, Sherri, Crain's Detroit Business, 12/3/2007, Vol.23 Issue 49, p 25-25:*

⁵ *Moyer, Liz.American Banker, 2/17/2005, Vol.170 Issue 33, p2-2:*

*Fluker, Anjali.Crain's Detroit Business, 11/20/2006, Vol.22 Issue 47,p-23-23;*⁶ The article presents information on the differences brought about by professional trainer to Livonia, Michigan- based Ralph Nichols Group Inc. Nichols overhauled Ralph Nichols Group Inc. by centralizing operations, downsizing by more than 45 instructors and began to market customized training programs for corporate customers.

1.3 STATEMENT OF THE PROBLEM

A satisfied employee is a valuable asset to an organization, since it increases the employee productivity and hence the corporate profitability. The employee training and its effectiveness is an important function of every organization. Hence the researcher is interested to know the effectiveness of the training program for the employees working in engineering industry and the same is taken as a problem to be studied upon.

1.4 OBJECTIVE OF THE STUDY

Primary Objective:

- The main objective of the study was to find out the effectiveness of the training program given to the employees.

Secondary Objective:

- To identify the awareness and preference level towards training programme.
- To determine the various features, influence training programme
- To examine the frequency level and Satisfaction level of training programme.
- To encourage the Employee for better integration with the company
- To Make suggestion for improving the training programme effectively.

⁶ *Fluker, Anjali.Crain's Detroit Business, 11/20/2006, Vol.22 Issue 47,p-23-23;*

1.5 SCOPE OF THE STUDY

- Employment of in experienced employee required detailed instruction for effective performance. People have to work effectively with minimum of supervision, cost, waste and spoilage to produce quality goods and service.
- Increasing use of past changing techniques requires training into newer method
- Training is necessary when a person changes his profession.
- Training is needed for maintaining the validity of the organization as a whole and raising the morale of the employees.
- To develop social relationship among the employees at an levels. Friendship is always a sweet responsibility never an opportunity.

1.6 METHODOLOGY

1.6.1 Type of the study

In this research the descriptive designed studies are those, the methods which include the fact finding enquires of different kinds. The major purpose of this type of research is to give a description of the. state of affairs as it exists at present.

As the study tries to describe the training needs in the organization and effectiveness of the training program. It is consider to be of descriptive research type.

1.6.2. METHOD OF DATA COLLECTION

Primary Data

Questionnaire method:

The questionnaire was based on open ended and close question. It is in a structure format was very close to the respondents.

Separate questionnaire were designed to study the participants and supervisions points of view. This was don~ using both open ended and close ended question the close ended question was given in order to evaluate the objectives and the open ended question were given in order to bring out their reasoning and suggestion.

Secondary data:

The secondary data was available to this project in the form of office report records from the time office, attendance records of the various training programs training calendar training manuals and procedure etc. There were the secondary data using in this project.

A pilot study was conducted with the employees suggestion and each questionnaire were made before full fledged research was conducted.

1.6.3 TOOLS USED FOR ANALYSIS

- Chi-Square Analysis
- Weighted Average Method
- Percentage Analysis

1.6.4. RESEARCH PERIOD

The research was carried out in the Machines and Engineering Company for a period around six months and finally the response from the employees have been collected. And the statistical tool has been applied for the analysis and finally conclusion has been submitted to the company for their future developments.

1.7. LIMITATIONS

- ❖ Time was the main constraint the researcher has to complete her project within stipulated time limit.
- ❖ Since the project is of qualitative nature there were the participant's biases in some cases. The sample size was restricted to 120.
- ❖ Some information cannot be accessed due to its confidential nature.
- ❖ The study was centered only in the corporate office.

1.8. CHAPTER SCHEME

This Project titled “A STUDY ON THE EFFECTIVENESS OF THE EMPLOYEES TRAINING PROGRAMME” with Special reference In “Machines and Engineering Pvt Ltd (MEC)” focuses on training programme and its effectiveness.

In this Process of meeting the challenges put open by other multi National Cooperation and Indian companies. Training have promoted to induce new Training methodology do to their employer to increase their skill out put the overall productivity.

The primary methods such as direct interview, discussion, Questionnaires were used to collect data from the executive of the training program.

The secondary information was collected through questionnaires from the company questionnaires were classified and tabulated to the analysis was done with the help of statistical tools. This statistical tools applied Are weighted average method, chi-square, percentage method.

From the data collected, findings and suggestions were obtained there has been greater utility is estimating the effectiveness of the training programme conducted in “Machines and Engineering Pvt Ltd (MEC)”

CHAPTER - II

ORGANIZATIONAL PROFILE

CHAPTER II

ORGANIZATION PROFILE

2.1 History of the organization

The Machines and Engineering Company one of the leading manufacturers of hollow block and mixer machines in Coimbatore, was started in the year 1989.

From the view point of company

“Our expertise and values have enabled MEC to develop leading positions in the concrete block making machine, concrete mixer and advanced constructions equipments. We also develop Hollow blocks and pavement blocks for constructions. With office and factory at Coimbatore, Tamilnadu, India, the MEC team consists of highly trained employees. With its excellent customer care and service for the machines it has kept outstanding record as a leading concrete machine manufacturers not only in India but also throughout all over the world.

Mission

“ Innovation and technological changes are the essence of survival. Developing and refining of new processes and methodologies is an integral part of our overall business”.

The company has 256 laboours and the company provides ESI, P.F and other allowance for the laboours.The up-to-date modernization of the production plant is initial capital was Rs.10 lakhs its average annual turn over crossed at Rs.1 crore in the years for 1994-95.

Infrastructure and location

Built in an area of sq.ft 11, 500 MEC is well equipped with sophisticated and modern machinery that helps in manufacturing customer friendly equipments. Our research and development strives hard to produce equipments that keep in pace with the modern techniques.

They ensure the quality of the products with a stringent quality assurance team and thus, they have never failed to meet the expectations of the customers. Perfection with preciseness in every stage, because for them , is more than just mere numbers. With more than 85 employees and a highly skilled design team those create new model of machinery.

We are well equipped with to serve the global need in Brick & Construction industry with innovative ideas and latest technology.

Main Process

The products manufactured by the company are the hollow block and mixer machines. The company is having many sales outlets through its contract branches and dealers. Many technicians are trained in the factory to attend the repair and service wore at the site or very near to it. Dealers control these technicians. Sufficient stock at spares at the dealers.

The company gives more important to quality and reliability. A vigorous inspection programme is carried out from the purchase of raw material itself. Physical and chemical properties of materials are analyzed for each and every constituent to adhere to the quality.

Various Activities

- Drilling
- Welding
- Winding
- Painting
- Assembling
- Testing

Product Profile

They have a wide range of products that suit the various requirements of the customers. Being the leaders in the industry, MEC takes pride in introducing new types of machinery with cutting edge technology. This enables MEC to take its presence felt not only in India, almost in every nook and corner of the world.

A versatile product range is the pride of MEC. Complying with stringent quality standards, the products ensure hassle-free operations and low maintenance.

Their products include concrete block, hollow block, paving block, concrete mixer and earth rammer.

Market Potential

The Machines and Engineering Company produces the perfect machines. They purchase raw material from Sangeeth steels, Om Muruga steel, Annamalai steel and other steel companies and they purchase motors from Karnataka and Kerala.

They ensure the quality of the products with a stringent quality assurance team and thus, they have never failed to meet the expectations of the customers. Perfection with preciseness in every stage, because for them, is more than just mere numbers. With more than 85 employees and a highly skilled design team those create new model of machinery.

We are well equipped with to serve the global need in Brick & Construction industry with innovative ideas and latest technology.

Quality

“Our commitment is to achieve Customer Satisfaction by supplying quality product on time”

Competitive strength of the company

Their strength is adopting latest technologies through committed research, consistent innovation, customer satisfaction through value added services. Our products represent high quality, security and performance with precise accuracy in its functionality. MEC is committed to satisfy the customer through efficient manufacture and timely supply of products through involvement of suppliers.

They offer wide spectrum of value added services to our clients to ensure client comfort at all levels for maintaining long time relationships. And they are committed to quality to sustain business competition through strictly following disciplined work culture. Stringent norms are executed by quality assurance team at all stages of production and their products thus ensure the product standard. They are on the way to achieve **ISO:9001** certification.

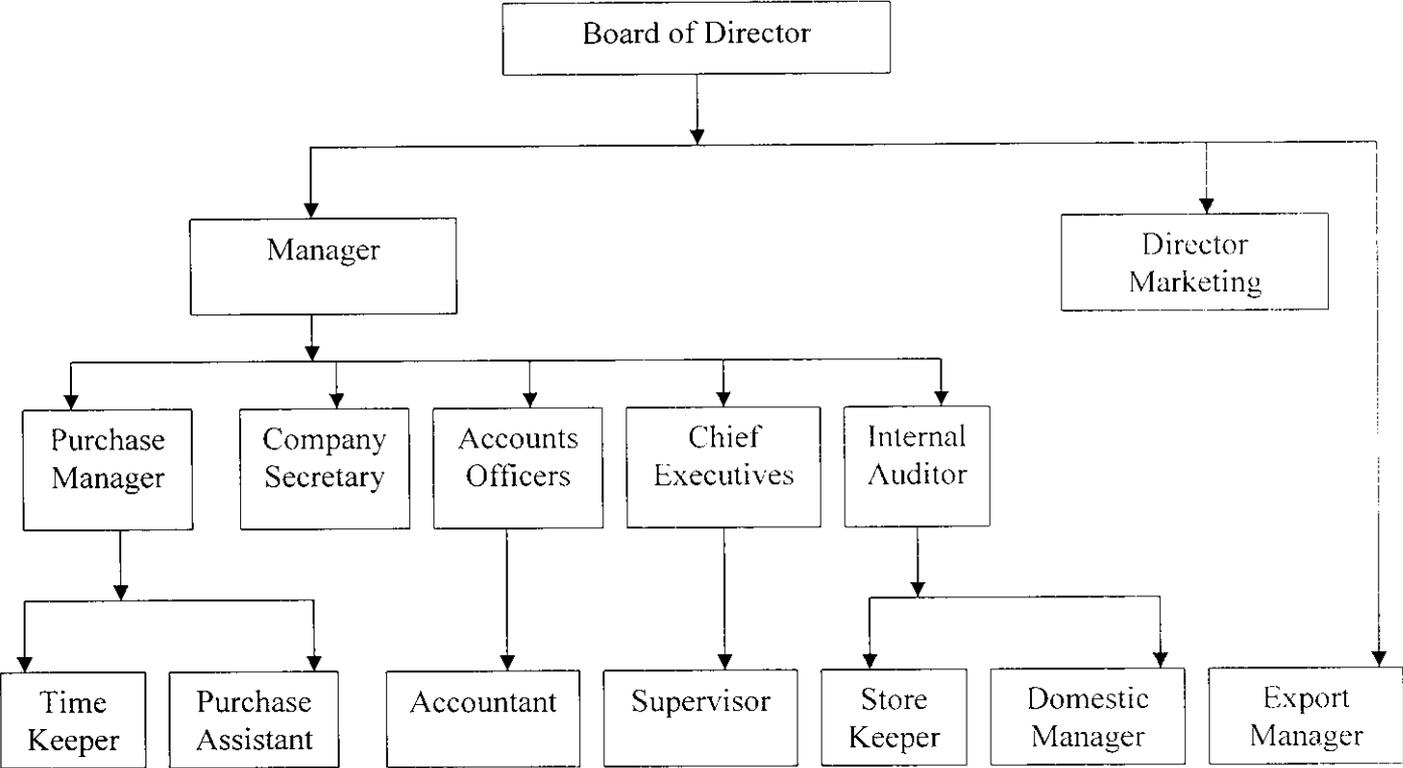
Exports

The export directly to a large number of clients both in India and abroad. A strictly scheduled production process and quality control checks with sufficient captive power ensure reliable production throughout the year and timely delivery. The company is all prepared to penetrate the international markets. All quality systems have been established to meet international market requirements. They welcome enquiries for export and will extend all co-operations to customers abroad.

The company believes in building a lasting business relationship with associates and customers in the market. The management will see to that rates and margins are competitive and contemporary to the prevailing market conditions.

Apart from India, machines from MEC are sold in countries like reaching across to U.S.A., Europe, West Indies, Oman, UAE, Maldives, South Africa, Sri Lanka and Vietnam etc.

ORGANIZATION CHART



CHAPTER - III

MACRO - MICRO ANALYSIS

CHAPTER III

MACRO-MICRO ANALYSIS

Training is a process of learning a sequence of programmed behavior. It is application of knowledge. It gives people an awareness of the rules and procedure to guide their behavior. It attempts to improve their performance on the job and prepare them for an intended job.

Development is a related process. It covers not only those activities, which improve job performance, but also those, which bring about growth of the personality; help individual in the process towards maturity and actualization of their potential capacities so that they become not only good employees but also better men and women.

Training is the corner stone of sound management for it makes employees more effective and productive. It is actively and intimately connected with all the personnel or managerial activities. It is an integral part of the whole management program, with all its activities interrelated. There is an ever present need for trained men, so that new and changed techniques may be taken advantage and improvements.

Training is a vital and practical necessity because, apart from the above advantage. It enables employees to rise and develop within the organization, increase their market power, earning power and job security. It moulds the employees' attitude and helps them to achieve a better cooperation with the company and a greater loyalty to it.

Training heightens the morale of the employees achieving higher standards of quality benefits the management and a satisfactory organizational structure is buildup

Definition of Training

According to general view training is a process of learning a sequence of programmed behaviour, it is an application of knowledge to guide people an awareness of the rules and procedure to guide that behaviour it attempts to improve their performance on the current jobs or prepare them for an intended job.

According to Campbell (1970):

Training is a short term process utilizing a systematic and organized procedure by which non-managerial personal learn technical knowledge and skill for a definite purpose.

TRAINING PROCEDURE

Preparing the instructor :

The instructor must know both the job to be taught and how to teach it. The job must be divided into logical parts so that each can be taught at a proper time without the trainee losing perspective of the whole this becomes a lesson plan for each part one should have in mind the desired technique of instruction that is whether illustration, demonstration or explanation best teaches a particular point.

Preparing the trainee :

As in interviewing the first step in training is to put the trainee at ease most people are somewhat nervous when approaching an unfamiliar task through the instructor may have executed this training procedure,

many times he or she never forgets its to the trainee. The quality of empathy is a mark of the good instructor.

Getting ready to teach :

This stage of the program is class hour teaching involving the following activities:

- Planning the program
- Preparing the instructor outline
- Do not try to cover too much material
- Keep the session moving along logically
- Discuss each item in depth
- Repeat but in different words
- Take the material from standardized texts when it is available.
- When the standardized text is not available develop the program and course content based on group approach. Group consist of employee, skilled employee trade prepares teaching and other families with job requirements and group prepares teaching material.
- Teach about the standard for the trainee quality, quantity, ability to work without supervision. Knowledge of procedure, safety rules, human relation etc
- Remember your standards before you teach
- Taking periodical progress of the trainer and application in to account

IMPORTANCE OF TRAINING

India has a unique cultural and social environment that has evolved over the last 5000 years the uniqueness has meant that foreign models are difficult, if not impossible, to implement and post experience is not

adequate enough to provide answer to question like how to prepare an organization.

For future development one of the important elements of the dynamic environment is our human resources, which can be and will play an important role constantly adopting new development and making change work. Any organization without its human resources is incomplete and impossible. It has been observed that human resources is a very vital area and particularly they are training in an aspect which organization have to attended for future success. However poor and inadequate assessment of training needs to immense wants of score resource. Thus the objective of the exercise of training needs assessment is to develop a need based system. A detailed study of need assessment will be very beneficial for developing countries like over.

It is integral parts of the whole management programme with all its many activities functionally interrelated effective training starts with the identification of needs as also evaluation. A training need starts from an equation, which shows that the factor is missing and the training even satisfy that missing factor. The existence of training need shows that change is necessary the change may be form a situation of a performance which is below the required level. The where the change agent is the training event. There are many such factors which can be influenced by the training event.

An in all a properly conducted needs assessment and analysis can have profound impact on the organization and its performance any economic scenario.

It improves the quality of the training programmes as well as the effectiveness of the training program. Ultimately it can be said that proper need assessment improves an organization's performance by discovering training and non-training problem and the area of influence.

Training is a widely accepted problem solving device. Indeed our national superiority in man power productivity can be attributed in man power productivity. The success has been achieved by a tendency in many quarters to regard training as a panacea. It is almost traditional in America to believe that if something is good, more of the thing is even better hence, we take vitamin pills to solve our manpower problem. Over and under emphasis on training needs and objective they stem also from lack of recognizing of the professional techniques of modern industrial training. Since training is a continuous process and not an one time affair and since it consumes time and entails much expenditure. It is necessary that a training program or policy should be prepared with great thought and care. It should serve the purpose of the establishment as well as the needs of employees. Moreover it must guard against over training use of poor instruction, too much training is skill which are necessary for particular job, imitation of other company. Training programs, negligence of one single techniques - e.g. On studies, pictures or lectures and not enough on practice

Training is only one concrete way to know if your training programmes are actually making a difference and that is through pre and post measurement of the skills comparing baseline performance data to know if a training programme has really contributed towards enhancing employee performance.

A successful training program presume that sufficient care has been taken to discover areas in which it is needed most and to create the necessary environment for its conduct. The selected trainer should be one who dearly understands his job and has professional expertise, has an aptitude for leadership, is well versed in the principle and methods of training, and us able to appreciate the value of training in relation to an enterprise.

Objectives of training :

1. To prepare employer to their related job on first appointment on transfer or an promotion and teach then the required skill and knowledge.
2. To assist employee to function more effectively in their present position by exposing them to the latest concept information, techniques and developing the skills that would be required in their particular fields.
3. To prepare competent officers to occupy more responsible position To broaden for minds of senior manager by providing them opportunity for their interchange of experience within and outside and with a view to connecting the narrowness of the outlook that may rise from over specialization.
4. To bridge the gap between the performance ability and desired performance.

Scope of training :

1. To improve health and safety.
2. To increase productivity and to improve quality.
3. To improve organizational
4. To help a company fulfill its future personal needs
5. Personnel growth and obscenest prevention.

Advantages of training

- Training coffers several advantage to workers are also to the enterprise served by them.
- It gives job satisfaction and both employee morale, loyalty and self confidence improve team work.
- It helps the employee to increase the quality and quantity of output through improvement work methods and skills.
- It gives workers a fresh interest in their work, increase their capacity for doing a better job, given them pride in their work and offers them better changes for promotion.
- It broaders the knowledge or employee in all the phases of the operation of the organization.
- It helps in reducing the number of accident and break downs and also reduces the spoilage and wastage of material.

CHAPTER - IV

DATA ANALYSIS AND INTERPRETATION

CHAPTER IV

TABLE. NO. 4.1

TABLE SHOWING THE SEX OF THE RESPONDENTS

Options	No. of Respondents	Percentage
Male	98	81.67
Female	22	18.33
Total	120	100

INFERENCE:

From the above table it is inferred that 81.67% of respondents fall under the male, 18.33% fall under the female.

CHART NO. 4.1

CHART SHOWING THE SEX OF THE RESPONDENTS

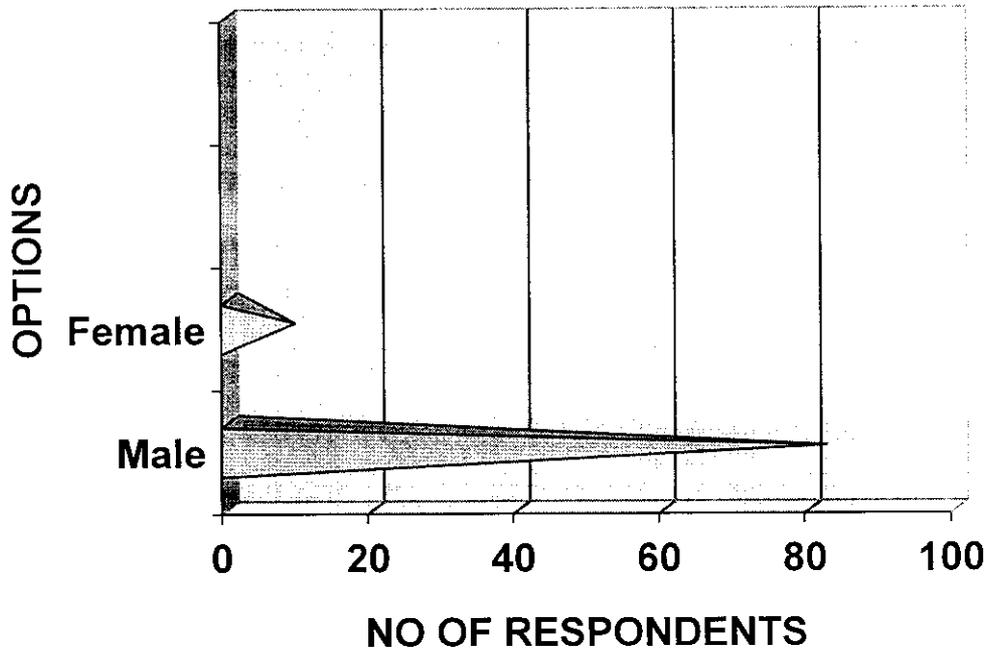


TABLE. NO.4.2

TABLE SHOWING THE AGE GROUP OF THE RESPONDENTS

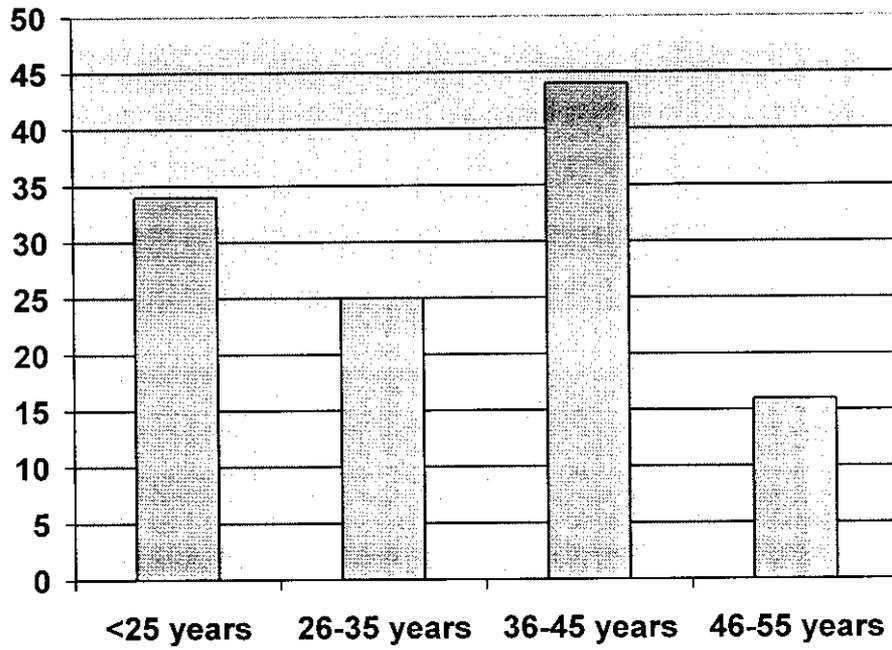
Age groups	No. of Respondents	Percentage
< 25 years	34	28.33
26-35 years	25	20.8
36-45 years	44	36.67
46-55 years	17	14.16
Total	120	100

INFERENCE :

From the above table, it reveals that 36.67% of respondents fall under the age group of 36-45 years and 14.15% of respondents fall under the age group of 46.56 years.

CHART NO. 4.2

CHART SHOWING THE AGE GROUPS OF THE RESPONDENTS



AGE GROUPS

TABLE NO. 4.3**TABLE SHOWING EDUCATION LEVEL OF THE RESPONDENTS**

Education level	No. of Respondents	Percentage
SSLC & below	24	20
+2	32	26.67
Diploma	19	15.8
Graduate	25	20.8
P.G	20	16.67
Total	120	100

INFERENCE :

It is inferred that 26.67% of respondents come under +2 and 15.8% of respondents come under diploma.

CHART NO. 4.3

TABLE SHOWING THE EDUCATION LEVEL OF THE RESPONDENTS

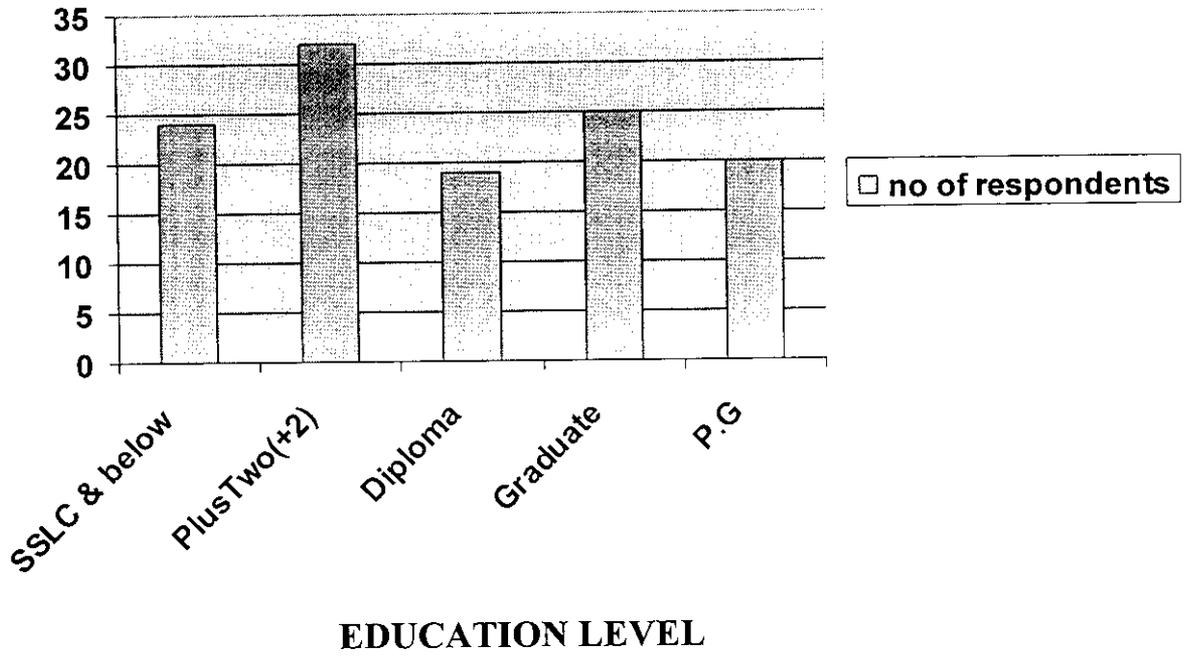


TABLE NO. 4.4
TABLE SHOWING EXPERIENCE LEVEL OF THE RESPONDENTS

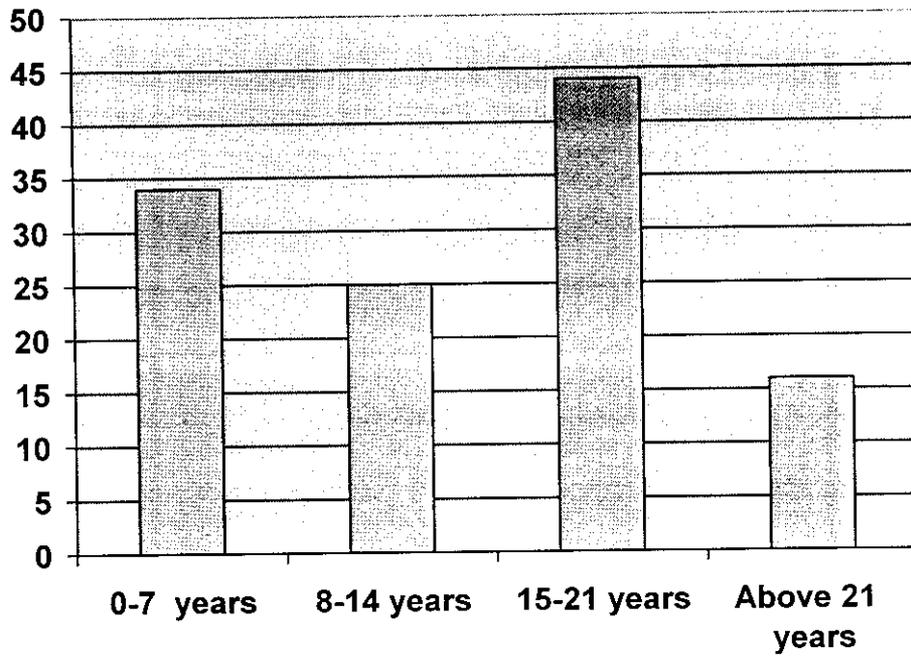
Experience	No. of Respondents	Percentage
0-7 years	21	17.5
8-14 years	43	37.5
15-21 years	24	25
above-21 years	30	25
0-7 years	120	100

INFERENCE:

It is inferred that 37.50% of respondents are under 8-14 years of work experience and 17.5% are under 0-7 years of work experience

CHART NO. 4.4

CHART SHOWING THE EXPERIENCE LEVEL OF THE RESPONDENTS



EXPERIENCE

TABLE NO. 4.5

TABLE SHOWING THE MARITAL STATUS OF RESPONDENTS

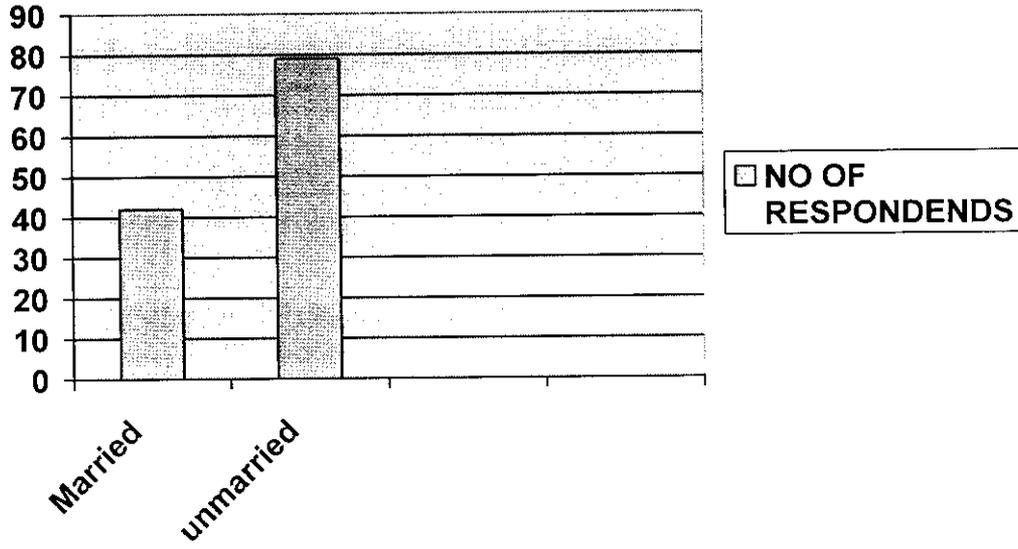
Options	No. of Respondents	Percentage
Married	78	65
Unmarried	42	35
Total	120	100

INFERENCE :

From the above table, it is inferred that 65% of respondents fall under the category of married and 35% of them fall under the category of unmarried

CHART NO. 4.5

CHART SHOWING THE MARITAL STATUS OF RESPONDENTS



OPTIONS

TABLE NO.4.6

TABLE SHOWING INCOME LEVEL OF THE RESPONDENTS.

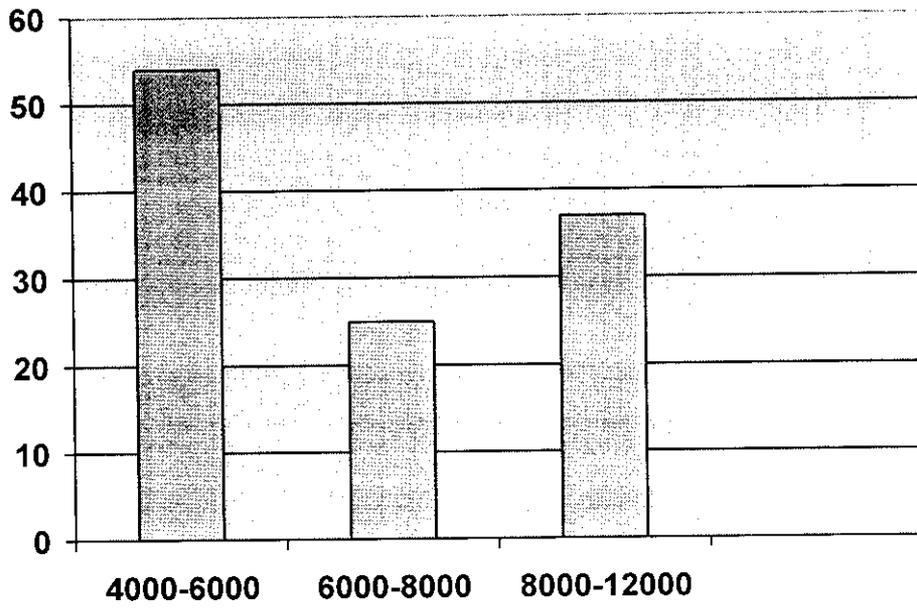
Income level	No. of Respondents	Percentage
4000-6000	54	49.16
6000-8000	25	20.8
8000-12000	36	30
Total	120	100

INFERENCE:

It is inferred that 49.16% of respondents are under 4000-6000 income level and 20.8% of respondents are under 6000-8000 income level

CHART NO. 4.6

CHART SHOWING THE INCOME LEVEL OF RESPONDENTS



INCOME LEVEL

TABLE NO.4.7

TABLE SHOWING AWARENESS TOWARDS THE TRAINING PROGRAMME RELATED TO THEIR QUALIFICATION.

Qualification awareness	SSLC &Below	+2	Diploma	Graduate	P.G	Total
Highly Aware	13	11	9	14	9	56
Neither aware or not aware	6	14	5	5	6	36
Unaware	5	7	5	6	5	28
Total	24	32	19	25	20	120

HO : There is no significant relationship between the awareness of training programme and the qualification.

HI : There is significant relationship between the awareness of training programme and the qualification.

CHI-SQUARE

O	E	O-E	(O-E)²	(O-E)/E
13	11.2	1.8	3.24	0.28
11	14.9	3.9	15.2	1.02
9	8.8	0.2	0.04	0.004
14	11.67	2.33	5.4	0.46
9	9.33	0.33	0.108	0.012
6	7.2	1.2	1.44	0.2
14	9.6	4.4	19.36	2.016
5	5.7	0.7	0.49	0.08
5	7.5	2.5	6.25	0.8
6	6	0	0	0
5	5.6	0.6	0.36	0.06
7	7.46	0.46	0.215	0.028
5	4.43	0.57	0.325	0.07
6	5.8	0.2	0.04	0.006
5	4.67	0.33	0.108	0.023
				5.05

$$\begin{aligned} \text{Degree of freedom} &= (\text{Row total}-1) (\text{Column total}-1) \\ &= (5-1)(3-1) \\ &= (4)(2) \\ &= 8 \end{aligned}$$

$$\text{Calculated value} = 5.05$$

$$\text{Table value} = 15.507$$

INFERENCE:

Ho is accepted. There is no significant relationship between the awareness of the training programme and the qualification.

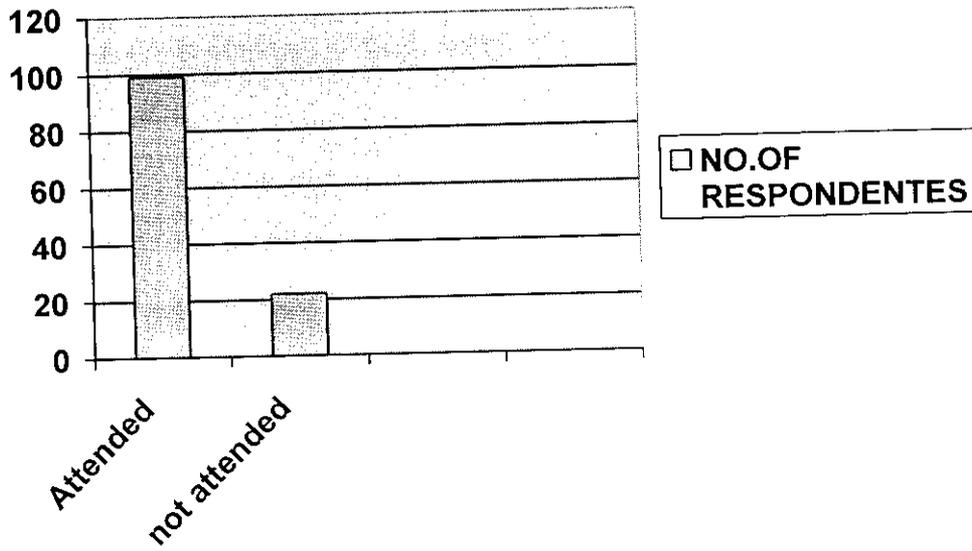
TABLE. NO.4.8
TABLE SHOWING TRAINING PROGRAMME ATTENDED BY
RESPONDENTS

Programme attended	No. of Respondents	Percentage
Attended	98	81.67
Not attended	22	18.33
Total	120	100

INFERENCE :

It is found that 81.67% have frequently attended the training programme and 18.33% have not attended the training programme.

CHART NO. 4.8
CHART SHOWING AT THE TRAINING PROGRAMME
ATTENDS BY THE RESPONDENTS



PROGRAMME ATTENDS

TABLE. NO 4.9
TABLE SHOWING TRAINING PROGRAMME ATTENDED BY
RESPONDENTS

No. of time Attended	No. of Respondents	Percentage
0-5	37	30.8
6-10	43	35.8
11-15	29	24.16
>15	11	9.16
Total	120	100

INFERENCE :

It is inferred that 35.8% have attended 6-10 times and 9.16% have attended more than 15 times of employee training programme.

TABLE NO. 4.10

TABLE SHOWING FREQUENTLY ATTENDED THE TRAINING PROGRAMME RELATED TO THEIR EXPERIENCE

O	E	O-E	(O-E)²	(O-E)²/E
6	8.4	2.4	5.76	0.68
21	18	3	9	0.5
7	9.6	2.6	6.76	0.7
14	12	2	4	0.333
5	4.7	0.3	0.09	0.019
10	10.12	0.12	0.014	0.001
6	5.4	0.6	0.36	0.067
6	6.7	0.7	0.49	0.07
5	3.6	1.4	1.9	0.527
6	7.8	1.8	3.24	0.45
5	4.2	0.8	0.64	0.15
5	5.25	0.25	0.06	0.01
5	4.2	0.8	0.64	0.15
8	9	1	1	0.111
6	4.8	1.2	1.44	0.3
5	6	1	1	0.167
			Total	4.049

Ho : There is no significant relationship between frequently attended and experience.

HI : There is significant relationship between frequently attended and experience

Degree of freedom	=	(Row total-1) (Column total-1)
	=	(4-1) (4-1)
	=	(3) (3)
	=	9
Total value	=	16.9
Calculate value	=	4.049

INFERENCE :

Ho is accepted. There is no significant relationship between frequently attended and experience.

TABLE NO.4.11
TABLE SHOWING PREFERENCE OF TRAINING METHOD
RELATED TO THEIR QUALIFICATION

Qualification methods	SSLC & below	+2	Diploma	Graduate	P.G	Total
On the job	13	21	8	10	9	61
Off the job	6	5	6	9	6	32
Both	5	6	5	6	5	27
Total	24	32	19	25	20	120

Ho : There is no significant relationship between the respondent's preference of training method and qualification

HI : There is significant relationship between the respondent's preference of training method and qualification.

Q	E	(Q-E)	(Q-E) ²	(Q-E) ² /E
13	12.2	0.8	0.64	0.05
21	16.26	4.7	2.209	0.135
8	9.6	1.6	2.56	0.26
10	12.7	2.7	7.29	0.57
9	10.16	1.16	1.34	0.13
6	6.4	0.4	0.16	0.025
5	8.5	3.5	12.25	1.4
6	5.33	0.67	0.448	0.08
5	5.4	0.4	0.16	0.029
6	7.2	1.2	1.44	0.2
5	4.27	0.7	0.49	0.114
6	5.6	0.4	0.16	0.028
5	4.5	0.5	0.25	0.09
			Total	4.04

Degree of freedom = 8'11111

Table value = 15.507

Calculated value = 4.04

INFERENCE :

Ho is accepted. There is no significant relationship between the respondent's preference of training method and qualification

TABLE NO. 4.12
TABLE SHOWING PREFERENCE TOWARDS OFF THE
JOB METHOD

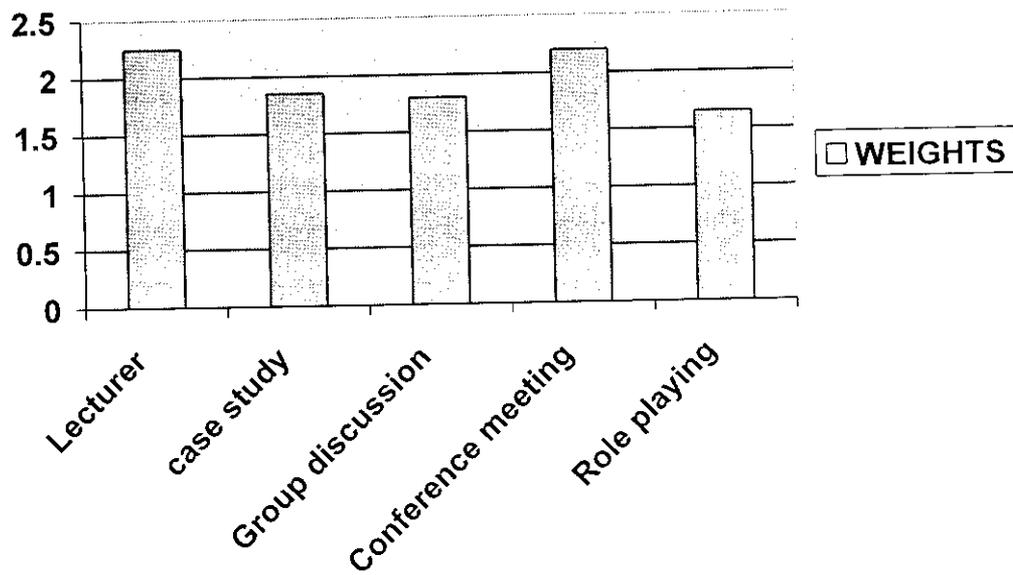
Attributes	Highly convenient	Neutral	Income	Total
Lecturers	42	63	15	120
Case study	35	52	33	120
Group Discussion	25	48	47	120
Conference meeting	48	47	25	120
Role playing	20	48	57	120

Attributes	weights
Lecturer	2.225
Case study	1.87
Group discussion	1.79
Conference meeting	2.18
Role playing	1.67

INFERENCE :

Lecturer factor has been given high convenient as it has high weighted average of 2.225 followed by conference meeting having weighted average of 2.18 and case study has 1.87 weighted average.

CHART NO. 4.12
CHARTS SHOWING THE PREFERENCE TO WORDS OF
THE JOB METHOD



ATTRIBUTES

TABLE NO. 4.13
TABLE SHOWING PREFERENCE TOWARDS OFF THE JOB
METHOD

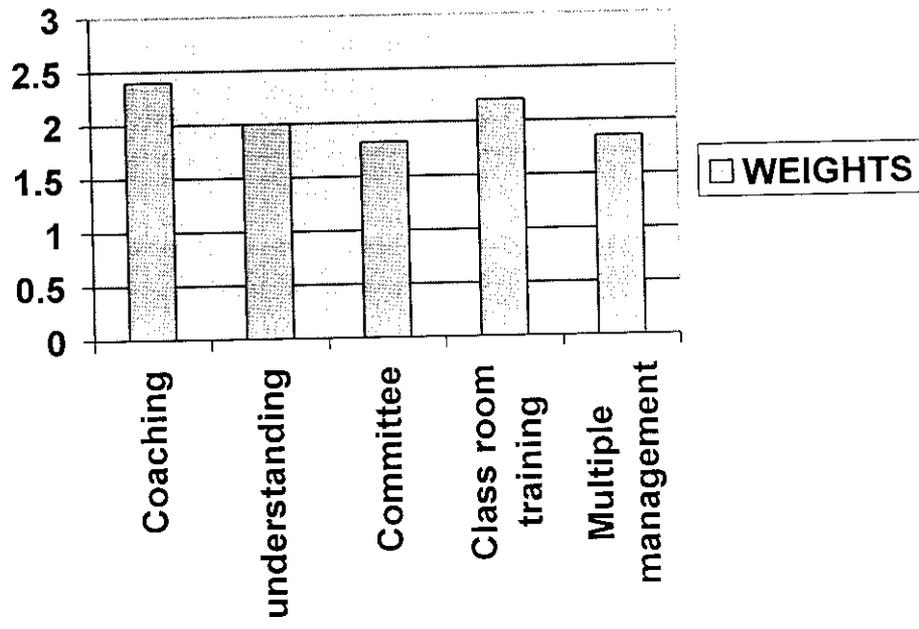
Attributes	Highly convenient	Neutral	Highly inconvenient	Total
Coaching	59	43	18	120
Understanding	36	48	36	120
Committee	35	39	46	120
Class room training	49	51	20	120
Multiple management	28	43	49	120

Attributes	Weights
Coaching	2.32
Understanding	2
Committee	1.78
Class room training	2.19
Multiple management	1.8

INFERENCE :

From the above weighted average table, coaching factor has been given high satisfaction as it has high weighted average of 2.32 followed by class room training factor having weighted average of 2.19 and understanding having weighted average of 2.

CHART NO. 4.13
CHARTS SHOWING THE PREFERENCE TO WORDS OF
THE JOB METHOD



ATTRIBUTES

TABLE NO.4.14
TABLE SHOWING THE FACILITIES OF THE TRAINING
PROGRAMME

Attributes	Excellent	Good	Average	Heed more importance	Total
Seating facility	42	48	18	12	120
Study materials	36	45	20	19	120
Level of interest	42	51	12	15	120
Performance of training	13	32	48	27	120
Knowledge/skill gained	18	30	42	30	120

Attributes	Weights
Seating facility	3
Study material	2.25
Level of interest	3
Performance of training	2.808
Knowledge/Skill gained	2.3

INFERENCE:

Seating facilities and level of interest has been high satisfaction level as it has high weighted average of 3 followed by study material factor having weighted average of 2.8.

CHART NO. 4.14
CHARTS SHOWING THE FACILITIES OF THE
TRAINING PROGRAMME

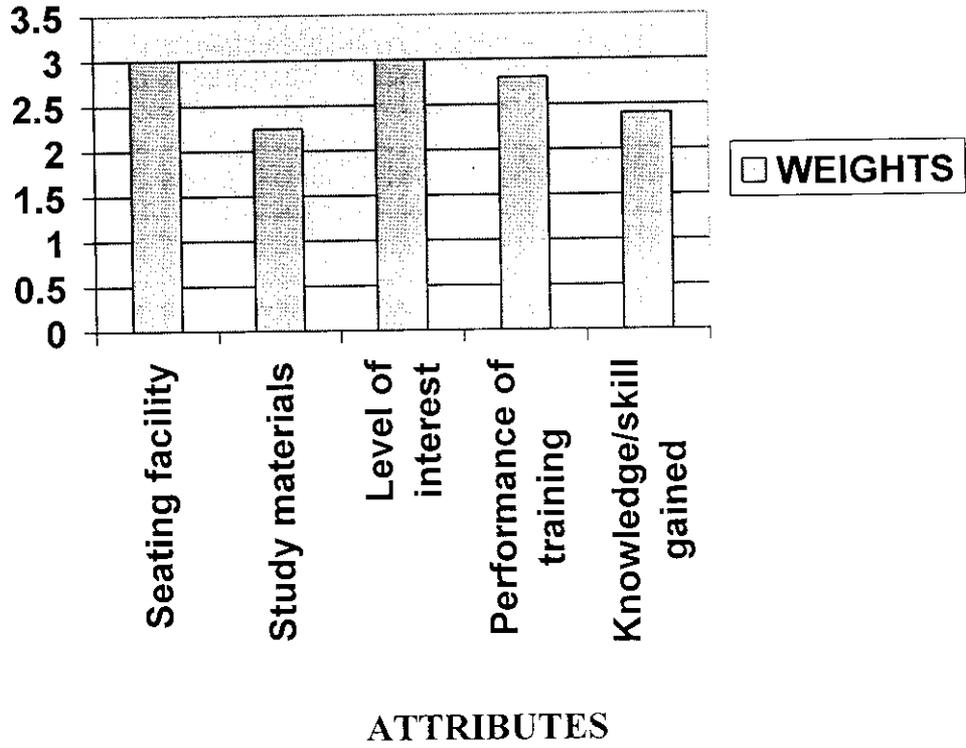


TABLE NO. 4.15
TABLE SHOWING THE RESPONDENT'S SUITABILITY
TOWARDSTECHNOLOGICAL PROGRAMME RELATED TO
THEIR AGE LEVEL

Age suitability	<25	26-35	36-45	46-56	Total
Highly suitable	11	5	12	5	33
Suitable	17	13	25	7	62
Unsuitable	6	7	7	5	25
Total	34	25	44	17	120

Ho : There is no significant relationship between the respondents suitability towards Technological condition and age.

HI : There is no significant relationship between the respondents suitability towards Technological condition and age.

Q	E	(Q-E)	(Q-E)²	(Q-E)²/E
11	9.35	1.65	2.7	0.28
21	6.8	1.8	3.24	0.47
8	12.1	0.1	0.01	0.008
10	4.6	0.4	0.16	0.034
9	17.5	1.16	0.25	0.014
6	12.9	0.1	0.01	0.0007
5	22.7	2.3	5.29	0.23
7	8.7	1.7	2.89	0.83
6	7.08	1.08	1.16	0.16
7	5.2	1.8	3.24	0.6

Degree of freedom = 6
Table value = 12.592
Calculated value = 3.219

INFERENCE :

H_0 is accepted. There is no significant relationship between the respondents suitability towards technological condition and age.



P- 2387

TABLE NO. 4.16
TABLE SHOWING SOCIO-CULTURAL ENVIRONMENT
RELATED TO THEIR EXPERIENCE

Experience Socio-cultural environment	0-7	8-14	15-21	Above 21	Total
Excellent	5	13	6	7	31
Good	6	21	5	12	44
Average	5	6	8	5	24
Poor	5	5	5	6	21
Total	21	45	24	30	120

HI : There is significant relationship between socio-cultural environment and experience.

Ho : There is no significant relationship between socio-cultural environment and experience.

Q	E	(Q-E)	(Q-E)²	(Q-E)²/E
5	5.4	0.4	0.16	0.029
13	11.6	1.4	1.96	0.16
6	6.2	0.2	0.04	0.006
7	7.75	0.75	0.56	0.07
6	7.7	1.7	2.8	0.36
21	16.5	4.5	20.25	1.227
5	8.8	3.8	14.44	1.6
12	11	1	1	0.09
5	4.2	0.8	0.64	0.15
6	9	3	9	1
8	4.8	3.2	10.24	2.13
5	6	1	1	0.167
5	3.6	1.4	1.96	0.5
5	7.8	2.8	7.84	1.005
5	4.2	0.8	0.64	0.15
6	5.25	0.75	0.56	0.106
			Total	8.75

Degree of freedom	=	9
Table value	=	16.9
Calculated value	=	8.75

INFERENCE :

Ho is accepted. There is no significant relationship between Socio-cultural environment and experience.

TABLE NO.4.17

**TABLE SHOWING THE OPINION TOWARDS VARIOUS KINDS
OF TRAINING PROGRAMME**

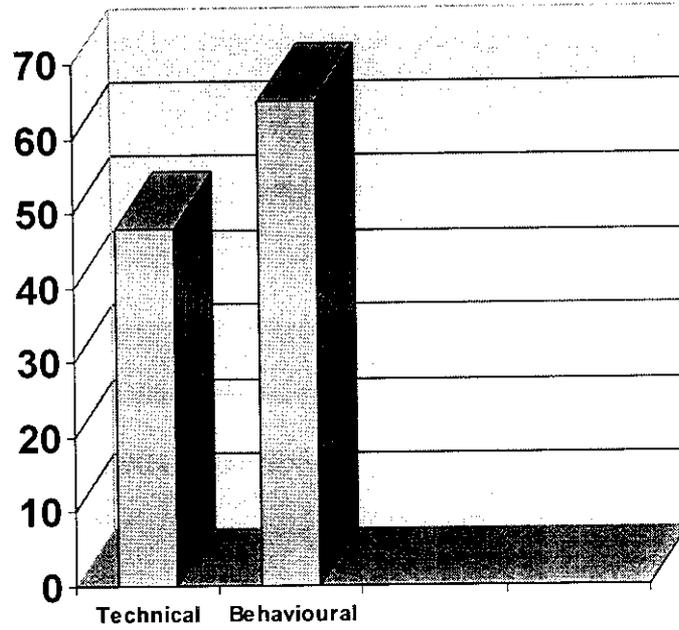
Kinds of programme	No. Of respondents	Percentage
Technical	52	43.33
Behavioral	68	56.67
Total	120	100

INFERENCE :

From the above table it is inferred that 43.33% of respondents felt needed the technical programme and the 56.67% felt needed behavioral programme.

CHART NO. 4.17

**CHART SHOWING THE OPINION TOWARDS VARIOUS
KINDS OF TRAINING PROGRAMME**



KINDS OF TRAINING PROGRAMME

TABLE NO.4.18

TABLE SHOWING THE SATISFACTION OF THE TRAINING PROGRAMME RELATED TO THEIR INCOME LEVEL

Income Satisfaction	4000-6000	6000-8000	8000-10000	Total
Satisfied Highly	15	7	10	32
Satisfied	25	8	15	48
satisfied Quiet	12	5	5	22
Dissatisfied	7	5	6	18
Total	59	25	36	120

Ho : There is no significant relationship between the satisfaction level and income.

HI : There is significant relationship between the satisfaction level and income.

O	E	O-E	(O-E)²	(O-E)²/E
15	15.7	0.7	0.49	0.03
7	6.67	0.33	0.108	0.016
10	9.6	0.4	0.16	0.0160
25	23.6	1.4	1.96	0.08
8	10	2	4	0.2
15	14.4	0.6	0.36	0.025
12	10.8	1.2	1.44	0.113
5	4.58	0.4	0.16	0.034
5	6.6	1.6	2.56	0.38
7	8.85	1.8	3.24	0.36
5	3.75	1.25	1.5	0.4
6	5.4	0.6	0.36	0.067
			Total	1.581

Degree of freedom	=	6
Significance at 5%		
Table value	=	12.592
Calculated value	=	1.581

INFERENCE :

Ho is accepted. There is no significant relationship between the satisfaction level and income.

TABLE NO.4.19
THE TABLE SHOWING USEFULNESS OF THE TRAINING
PROGRAMME RELATED TO THEIR EXPERIENCE

Usefulness	0-7	8-14	15-21	>21	Total
Very useful	7	25	8	13	53
Useful	8	14	9	7	38
Useful to experience	6	6	7	10	29
Total	21	45	24	30	120

Ho : There is no significant relationship between the satisfaction level and income.

HI : There is significant relationship between the satisfaction level and income.

O	E	O-E	(O-E)²	(O-E)²/E
7	9.27	2.27	5.15	0.5
25	19.8	5.2	27.04	1.36
8	10.6	2.6	6.76	0.6
13	13.25	0.25	0.06	0.004
8	6.65	1.35	1.8	0.27
14	14.25	0.25	0.06	0.004
9	7.6	1.4	1.9	0.25
7	9.5	2.5	6.25	0.65
6	5.07	0.93	0.82	0.16
6	10.8	4.8	23.04	2.13
7	5.8	1.2	1.44	0.248
10	7.25	2.75	7.5	1.034
			Total	7.21

$$\begin{aligned} \text{Degree of freedom} &= (\text{Row total}-1) (\text{Column total}-1) \\ &= (4-1)(2-1) \\ &= 6 \\ \text{Table value} &= 12.592 \\ \text{Calculated value} &= 7.21 \end{aligned}$$

INFERENCE:

Ho is accepted. There is no significant relationship between the usefulness of the employees and experience.

TABLE NO.4.20
TABLE SHOWING THE PREFERENCE TOWARDS WAY OF
TEACHING RELATED WITH THEIR AGE

Age preference	<25	26-35	36-45	46-56	Total
Theoretical	5	5	6	5	21
Practical	13	5	8	7	33
Both	16	15	30	5	66
Total	34	25	44	17	120

HI : There is significant relationship between the preference towards way of teaching and age group.

Ho : There is no significant relationship between the preference towards way of teaching and age group.

O	E	O-E	(O-E) ²	(O-E) ² /E
5	5.9	0.9	0.81	0.137
5	4.37	0.6	0.36	0.08
6	7.7	1.7	2.8	0.36
5	2.9	2.1	4.41	1.5
13	9.35	3.65	13.3	1.4
5	6.8	1.8	3.24	0.47
8	12.1	4.1	16.8	1.38
7	4.6	2.4	5.7	1.239
16	18.7	2.7	7.29	0.38
15	13.7	1.3	1.69	0.12
30	24.2	5.8	33.6	1.38
5	9.35	4.35	18.9	2.02
			TOTAL	10.466

$$\begin{aligned} \text{Degree of freedom} &= (\text{Row total}-1) (\text{Column total}-1) \\ &= (3)(2) \\ &= 6 \end{aligned}$$

$$\text{Table value} = 12.592$$

$$\text{Calculated value} = 10.466$$

INFERENCE:

Ho is accepted. There is no significant relationship between the preference level and age group.

TABLE NO.4.21

TABLE SHOWING THE BENEFITS RECEIVED THROUGH THE TRAINING PROGRAMME

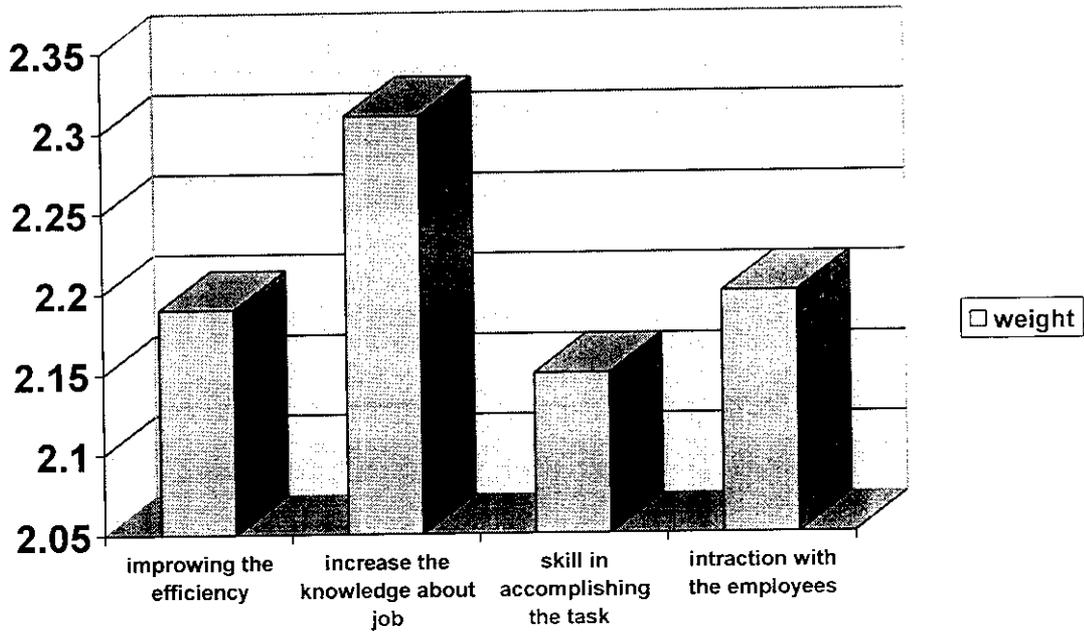
Benefits	Highly aware	Neutral	Not aware	Total
Improving the efficiency	52	39	29	120
Increase the knowledge about the job	58	41	21	120
Skill in accomplishing the task	48	42	30	120
Interaction with the employees	53	40	27	120

Benefits	Weights
Improving the efficiency	2.19
Increase the knowledge about job	2.305
Skill in accomplishing the task	2.15
Interaction with the employees	2.22

INFERENCE :

Increasing the knowledge of the job 2.305 have received the useful benefits and interaction with the employees having weighted average of 2.22 and followed by improving efficiency of having 2.19 weighted

CHART NO. 4.21
CHARTS SHOWING THE BENEFITS RECEIVED THROUGH
THE TRAINING PROGRAMME



BENEFITS

TABLE NO.4.22

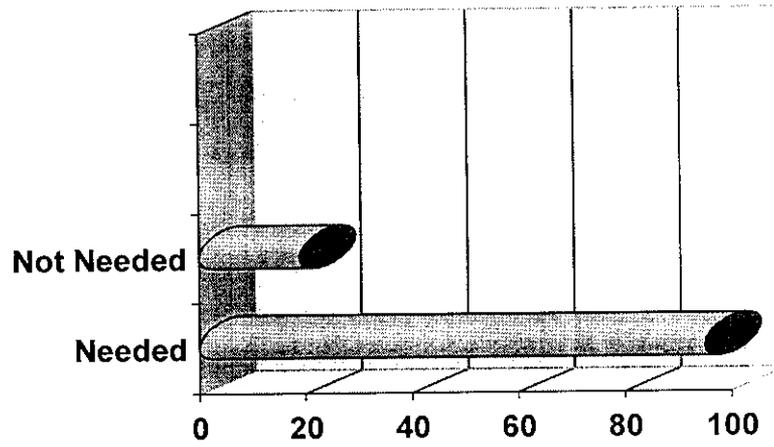
**TABLE SHOWING THE RESPONDENTS NEEDS OF TRAINING
PROGRAMME IN FUTURE**

Needs	No. of respondents	percentage
Needed	96	80%
Not Needed	24	20%
TOTAL	120	100%

INFERENCE :

It is inferred from the above table that 80% of respondents felt needed and only 20% of respondents have felt no need of training program in features.

CHART NO. 4.22
CHART SHOWING THE RESPONDENTS NEEDS OF
TRAINING PROGRAMME IN FUTURE



NO OF RESPONDENTS

CHAPTER - V

CONCLUSIONS

CHAPTER V

FINDINGS AND SUGGESTIONS

The research work titled “Effectiveness of training programmes for Machines and Engineering Company, Coimbatore under the respondents from the employees and following findings have been collected. The various analysis were used for the collected data and they are useful for the research study purpose.

FINDINGS

1. Average 120 respondents 36.67% are belonging to category of years of age and 14.16% are belonging to the class of 46.56 years
2. 26.67% of respondents are under +2 and 15.8% of them are under the diploma level of education
3. 37.5% of respondents are belongs to the category class of 8-14 years of experience and 17.5% of them are belongs to under the class of 0- 7 years.
4. 8.16% of respondents have attended the training programme and 18.33% of respondents have not attended the employee-training programme.
5. Among 120 respondents 35.8% are belongs to under 6-10 times attended and 9.16% are belong to above 15 times.
6. 40% of respondents are most frequently attending the training programme as once in a year and 17.5% of respondents belongs to once in 3 months

7. 50% have preferred on the job method and 22.5% have preferred both on the job and off the job method of training programme.
8. Most of the respondents needed on the job method of training programme especially on the basis of coaching and class room type to develop the employees. They considered that on the job method is more convenient and useful.
9. From the weighted average 2.225% of them offered for lecturers and 1.67% of them and for role-playing training programme.
10. From the chi-square test 66% of respondents feel that the training programme is practical as well as theoretical oriented 33% of them feel that it is practical based programme and the remaining feel that the training programme is based on theoretical class.
11. From the chi-square 53% of them feels that the training programme is very useful, 38% of them are just useful to their day-to-day work and rest of them are responded as the training programme is not useful to them
12. From the weighted average 2.305% respondents received knowledge through the training programme, 2.19% have gained some efficiency in working activities and 2.22% have received interaction with the employees through the training programme.
13. From the chi-square test 44 of them rating good socio cultural environment, 31 of them rating excellent and rest of them at are average level
14. 51.67% of respondents feel that suitable condition and 20.8% are not .having suitability in attending the training programme.

15. 56.67% of respondents feel that the training programme is needed on the basis of improvement in behavior attitude climate etc, and 43.33% are needed on the basis of technical level.
16. From the 120 respondents 51.67% are satisfied with the training programme conducted by the company, 27.5% are highly satisfied and 20.8% are not satisfied.
17. 80% of respondents needed training programme to attend in future and 20% of respondents feel that no need to attend the training programme in future.

SUGGESTIONS

1. The training programme should create awareness which induce the employees to attend the programme for betterment of performance.
2. Field trips, critical incident notes learning alerts, orientation, assignments, special projects, general education programmes, demonstration etc., has to give more emphasizes while conducting the employees training programme.
3. Behavioral training method of programme has to be provided to the employees for having a change in their behavior.
4. Give more importance on the technical skill knowledge and education related training programme to find the change in employee's skill.
5. Give additional opportunities to provide benefits for an employee to develop them.

6. Maximum number of respondents suggested that the company is giving training on coaching rather than other training programmes so the company shall consider other training programme methods also effective in other training programme also.
7. The respondent suggested the company is giving more training on knowledge/skill rather than not giving importance to other attributes so the company shall provide training on all others attributes.
8. Most of the respondents suggested that the technological condition is suitable for training programme so the company may try to make them highly suitable for the respondents.
9. The respondents suggestion towards the socio-cultural environment of training programme is mostly said that it is good so the company can improve the environment as excellent one.
10. The off the job training by the company is not much effective as given more preference to lecturer training programme so the company can give training programme as more effective one.

CONCLUSION

As competition with in the construction industries continues to grow, success will be judged less on price and quality or work and more on the companies ability to provided and informed service all this gave importance for attracting and maintaining a well trained and loyal work force.

To conclude that the employee training programee conducted in integral coach factory was found to be good and the same may be said that if integral coach factory enhances its training progranne based on the above finding and suggestion it would help the employee to build up this personality, better to force the challenging business environmental condition.

APPENDIX

ANNEXURE
QUESTIONNAIRE

1. Name of the Employee
2. Sex
3. Age
 - a. Below 25 Years
 - b. 26 – 35 Years
 - c. 36-45 Years
 - d. 46-56 Years
4. Qualification
 - a. SSLC and Below
 - b. +2
 - c. Diploma
 - d. Graduate
 - e. Post Graduate
5. Experience
 - a. 0 – 7 Years
 - b. 8 – 14 Years
 - c. 15-21 Years
 - d. Above 21 Years
6. Designation
7. Marital Status
 - a. Married
 - b. Un Married
8. Income Level
 - a. 4000 – 6000
 - b. 6000 – 8000
 - c. 8000 - 12000
9. Are you aware of the training programme conducted in the company?
 - a. Highly Aware
 - b. Neither Aware or Not Aware
 - c. Unaware
10. Have you attended any employee training programme?
 - a. Attended
 - b. Not Attended
11. How many times have you attended the training programme?
 - a. 0 – 5
 - b. 6 – 10
 - c. 11 – 15
 - d. Above 15

12. How frequent the training programme takes place?

- a. Once in a Year b. Once in 6 Months
- c. Once in 3 Months d. Weekly

13. Which method is considered as a best for employee training programme

- a. On the Job Method b. Off-the Job Method
- c. Both

14. Under off the job method, which training is convenient?

Attributes	Highly convenient	Neutral	Highly inconvenient
Lecturers			
Case Study			
Group Discussion			
Conference Meeting			
Role Playing			

15. Under on the job method, which is the training programme given by the company?

Attributes	Highly convenient	Neutral	Highly inconvenient
Coaching			
Understanding			
Committee			
Class room training			
Multiple Management			

16. What is your opinion about the facilities provided in the training programme ?

Attributes	Excellent	Good	Average	Needs more Improvement
Seating facilities				
Study Material				
Level of Interest				
Performance of training				
Knowledge/Skill gained				

17. Is the training programme will suit the technological condition?

- a. Highly Suitable b. Suitable c. Un suitable

18. How would you feel about socio cultural environment after attending the training Programme?

- a. Excellent b. Good
c. Average d. Poor

19. What kind of programme is needed for developing the employees?

- a. Technical Program b. Behavioral Program

20. Are you satisfied with your training programme ?

- a. Highly Satisfied b. Satisfied
c. Quite Satisfied d. Dissatisfied

21. Whether the training programme given by the company is highly applied towards day to day work ?

- a. Very Useful b. Useful c. Useful to some extent

22. Which type of training programme provided by the company do you prefer?

- a. Theoretical b. Practical c. Both

23. What are the benefits received from the employees training programme

Benefits	Highly Aware	Neutral	Not Aware
Improving the efficiency			
Increase the knowledge about the job			
Skill in accomplishing the task			
Interaction with the employees			

24. Would you like to attend the similar training programmes in future?

- a. Needed b. Not Needed

BIBLIOGRAPHY

BIBLIOGRAPHY

- Chapter 41 of Title 5,U.S.Code
- Harrison, Sheena. Crain's Detroit Business, 1/21/2008. vol.24 Issue 3 p14-14;
- Hosford, Christopher. B to B, 7/16/2007,vol.92 Issue 9, p14-14;
- Begin, Sherri, Crain's Detroit Business, 12/3/2007, Vol.23 Issue 49, p 25-25;
- Moyer, Liz.American Banker, 2/17/2005, Vol.170 Issue 33, p2-2;
- Fluker, Anjali.Crain's Detroit Business, 11/20/2006, Vol.22 Issue 47,p-23-23;