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Analysis Study on Training and Development Programs on Human Resource Talent: With Special Reference to National Thermal Power Corporation

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Abstract:

Training evaluation is a very important part of any training program conducted by any organization for Talent Resource growth. Organization needs to have well trained and experienced people to perform the activities to be done. The training can involve the learning of various kinds and in various situations in the company or outside the company. Training program is the systematic development of the knowledge, skill and attitudes required by an individual to perform adequately a given task or jobs. Training is a learning experience which seeks a relatively permanent change in workforce ability to perform the job. A planned developed Training program will return values to the organization in terms of increased productivity heightened moral, reduced cost and greater organizational stability and flexibility to adapt to changing external requirements. The result of this research study shows that there is a lot of difference in the attitude and understanding about various types of disabilities their needs.

Keywords: Knowledge, skills, attitude, behavior, systematic development, Training evaluation

1. Introduction

Every organization needs to have well trained manpower to perform various activities. Training and Development is essential if the employees fully meet the job demands. This is due to constantly changing business models and technological advancement which necessitates possession of different skill sets by the employees. Moreover jobs are becoming increasingly complex.

Training to perform, training to improve, and training to develop have become the buzzwords of the present day corporate. Training in a general sense refers to a planned efforts by an organization to facilitate employees in acquiring skill, attitude and behavior that are critical for successful performance on the job on acquiring the knowledge and skills the employees are expected to apply them to day to day activities without which the relevance of training would be lost and no competitive advantage would accrue to the company.

Training has now acquired the status of a “Strategic initiative” in the sense that employees have to be trained for the future assuming that they are already trained for the present. There is a need, to understand the terms training and development in correct perspective as they normally tend to be associated with any knowledge seeking or learning activity experts distinguish between “Training” which tends to be more oriented towards short term performance of the employees and “development” which deals with broadening an individual’s skills for the future responsibilities though these two terms tend to be combined into a single phrase “Training and Development” to denote the employee skill base increasing activity by the organization, actually it is the development of the people that deserves more serious attention by the managements.

Training is an important part of HRD. It is production mechanism for developing capabilities of HR the organization. Training deals with understanding the existing skills and required action.

Training is a learning experience in that it seeks a relatively permanent change in an individual that will improve his or her ability to perform the job. Training is concerned with improving and developing specified skills for a particular purpose. Training and Development program focus more on preparation for improved performance of a particular job.

2. Need of the Study

An employee being the main source for production the success of an organization depends on its employees. Since employee’s condition plays a significant role in shaping modern organization. It is the duty of an organization to care of its employee skill, abilities, knowledge and behavior and performance and develop them in a more prospective way for the development of the employees which indirectly contributes to the organization. Employees can develop their performance only when they are given training in particular skills, knowledge, abilities which they are lacking.

3. Methodology

A Sample of 480 employees was selected from various Departments in N.T.P.C and Survey was conducted with the help of a structured questionnaire. Survey based on the opinions of Training and Development and their experiences regarding in Talent Resource.

4. Data Collection

Primary Data Collected from the N.T.P.C Employees opinions and experience on Training and Development programs and personal interview. Secondary data collected from on-line resources of database magazine and journals and industry reports.

5. Objective of the Study

- To assess the training and development job knowledge and skills at all levels of the organization.
- To measure and analyze the Training and development in Organization.
- To examine objectives of training schemes on company or departmental procedure.

5.1. Training Development improve the job knowledge and skills at all levels of the organization

Option	N.T.P.C Department wise				Total
	Yes		No		
	Respondents	Percentage	Respondents	Percentage	
Human Resource Dept.	56	81.16	13	18.84	69
Project Dept.	68	87.18	10	12.82	78
Finance Dept.	65	89.04	8	10.96	73
Operation Dept.	80	86.02	13	13.98	93
Commerce Dept.	67	85.90	11	14.10	78
Technical Dept.	81	91.01	8	8.99	89
Total					480

Table 1: Impact of training on job knowledge and skills.

Interpretation

- 81.16 % of respondents opinioned that training improves the job knowledge and skills at all level From the Human Resource Department. 18.84 % of respondents opinioned that training do not improves the job knowledge and skills at all level from the Human Resource Department.
- 87.18 % of respondents opinioned that training improves the job knowledge and skills at all level from the Project Department. 12.82 % of respondents opinioned that training do not improve the job knowledge and skills at all level from the Project Department.
- 89.04 % of respondents opinioned that training improves the job knowledge and skills at all level From the Finance Department. 10.96 % of respondents opinioned that training do not improve the job knowledge and skills at all level from the Finance Department.
- 86.02 % of respondents opinioned that training improves the job knowledge and skills at all level from the Operation Department. 13.98% of respondents opinioned that training do not improve the job knowledge and skills at all level from the Operation Department.
- 85.90 % of respondents opinioned that training improves the job knowledge and skills at all level from the Commerce Department. 14.10 % of respondents opinioned that training do not improve the job knowledge and skills at all level from the Commerce Department.
- 91.01 % of respondents opinioned that training improves the job knowledge and skills at all level from the Technical Department. 8.99 % of respondents opinioned that training do not improve the job knowledge and skills at all level from the Technical Department.

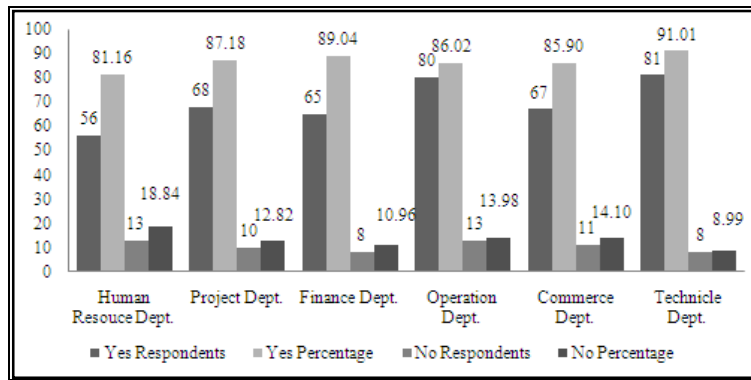


Chart 1: Impact of training on job knowledge and skills.

Inference

- 86.88% of respondents opionioned that training and Development Programs improves the job knowledge and skills at all levels of the National Thermal Power Corporation from all Departments.
- 13.13% of respondents opionioned that training and Development Programs do not improve the job knowledge and skills at all levels of the National Thermal Power Corporation from all Departments.

5.2. Training and Development restyle in an individual employee’s Skills, Knowledge, Attitude, and Behavior Department wise

Option	N.T.P.C Human Resource Department				Total
	Skill	Knowledge	Attitude	Behavior	
Respondents	20	23	16	14	73
Mean	27.40	31.51	21.92	19.18	*
Rank	II	I	III	IV	*

Table 2: Training and Development restyle in Human Resource Department.

Interpretation

From the above table following interpretation were drawn,

- 23 Respondents were opionioned for restyled by Knowledge and, 20 Respondents were opionioned for restyled by skills, 16 Respondents were opionioned for restyled by attitude, 14 Respondents were opionioned for restyled by behavior in Human Resource Department.

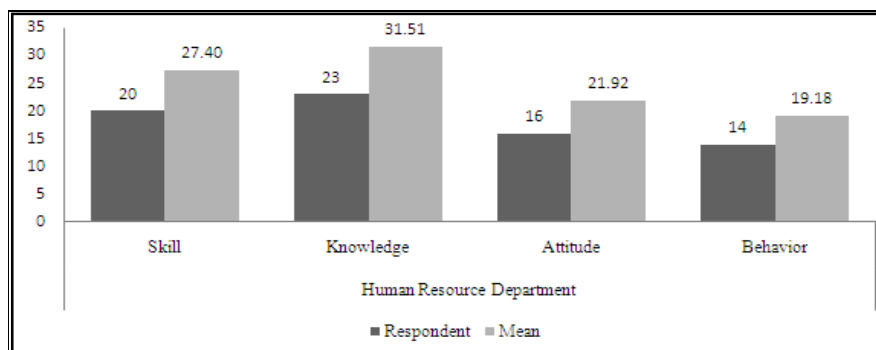


Chart 2: Training and Development restyle in Human Resource Management.

Interpretation

From the above table following interpretation were drawn,

- ‘Skills’ were ranked as One among the Training and Development restyles with the a mean Score of 27.40
- ‘Knowledge’ was ranked as Two among the Training and Development restyles with the a mean Score of 31.51
- ‘Attitude’ was ranked as Three among the Training and Development restyles with the a mean Score of 21.92
- ‘Behavior’ was ranked as Four among the Training and Development restyles with the a mean Score of 19.18

Option	Department wise Response				Total
	Skill	Knowledge	Attitude	Behavior	
Project Dept.	17	26	27	19	89
Mean	19.10	29.21	30.34	21.35	*
Rank	IV	II	I	III	*

Table 3: Training and Development restyle in Project Department.

Interpretation

From the above table following interpretation were drawn,

- 27 Respondents were opinioned for restyled by attitude, 26 Respondents were opinioned for restyled by Knowledge and, 19 Respondents were opinioned for restyled by behavior 17 Respondents were opinioned for restyled by skills, in Project Department.

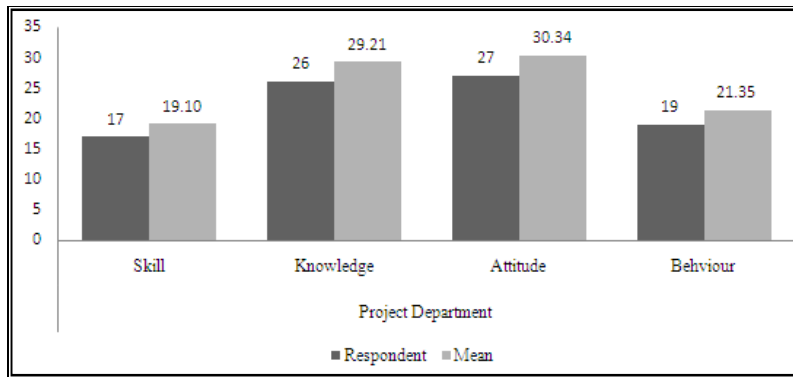


Chart 3: Training and Development restyle in Project Department.

Interpretation

From the above table following interpretation were drawn,

- ‘Attitude’ was ranked as One among the Training and Development restyles with the a mean Score of 30.34
- ‘Knowledge’ was ranked as Two among the Training and Development restyles with the a mean Score of 29.21
- Behavior’ was ranked as Three among the Training and Development restyles with the a mean Score of 21.35
- ‘Skills’ were ranked as Four among the Training and Development restyles with the a mean Score of 19.10

Option	Department wise Response				Total
	Skill	Knowledge	Attitude	Behavior	
Finance Dept.	20	25	23	22	90
Mean	22.22	27.78	25.56	24.44	*
Rank	IV	I	II	III	*

Table 4: Training and Development restyle in Finance Department.

Interpretation

From the above table following interpretation were drawn,

- 25 Respondents were opinioned for restyled by Knowledge and, 23 Respondents were opinioned for restyled by attitude, 22 Respondents were opinioned for restyled by behavior, 20 Respondents were opinioned for restyled by skills, in Finance Department.

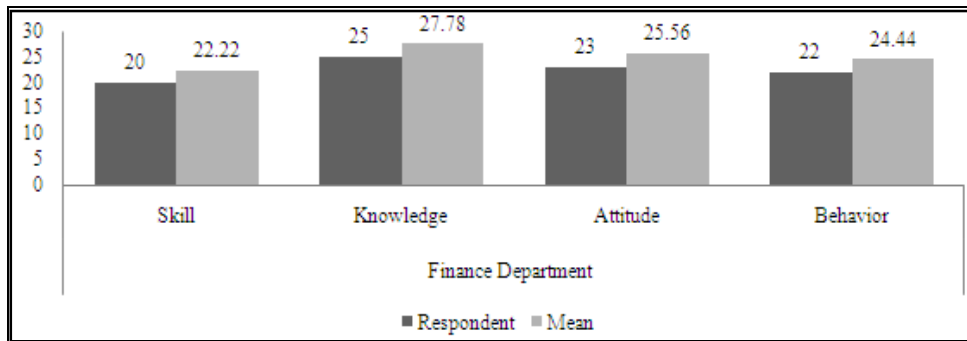


Chart 4: Training and Development restyle in Finance Department.

Interpretation

From the above table following interpretation were drawn,

- ‘Knowledge’ was ranked as One among the Training and Development restyles with the a mean Score of 27.28
- ‘Attitude’ was ranked as Two among the Training and Development restyles with the a mean Score of 25.26
- Behavior’ was ranked as Three among the Training and Development restyles with the a mean Score of 24.44
- ‘Skills’ were ranked as Four among the Training and Development restyles with the a mean Score of 22.22

Option	Operation Department wise Response				Total
	Skill	Knowledge	Attitude	Behavior	
Response	18	22	19	20	79
Mean	22.78	27.85	24.05	25.32	*
Rank	IV	I	III	II	*

Table 5: Training and Development restyle in Operation Department.

Interpretation

From the above table following interpretation were drawn,

- 22 Respondents were opinioned for restyled by Knowledge and, 20 Respondents were opinioned for restyled by behavior, 19 Respondents were opinioned for restyled by attitude, 18 Respondents were opinioned for restyled by skills, in Operation Department.

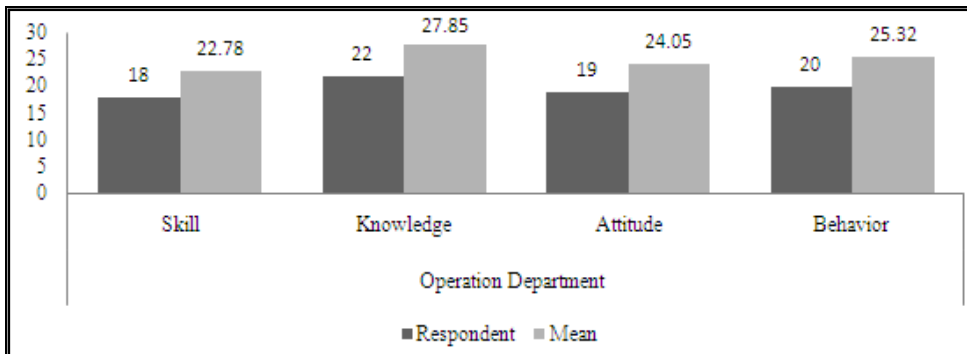


Chart 5: Training and Development restyle in Operation Department.

Interpretation

From the above table following interpretation were drawn,

- ‘Knowledge’ was ranked as One among the Training and Development restyles with the a mean Score of 27.85
- Behavior’ was ranked as Two among the Training and Development restyles with the a mean Score of 25.32
- ‘Attitude’ was ranked as Three among the Training and Development restyles with the a mean Score of 24.05
- ‘Skills’ were ranked as Four among the Training and Development restyles with the a mean Score of 22.78

Option	Commerce Department				Total
	Skill	Knowledge	Attitude	Behavior	
Respondence	21	25	12	14	72
Mean	29.17	34.72	16.67	19.44	*
Rank	II	I	IV	III	*

Table 6: Training and Development restyle in Commerce Department.

Interpretation

From the above table following interpretation were drawn,

- 22 Respondents were opinioned for restyled by Knowledge and, 20 Respondents were opinioned for restyled by behavior, 19 Respondents were opinioned for restyled by attitude, 18 Respondents were opinioned for restyled by skills, in Commerce Department.

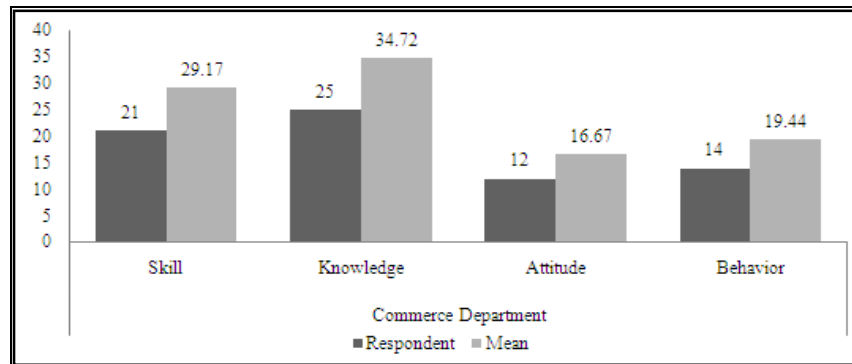


Chart 6: Training and Development restyle in Commerce Department.

Interpretation

From the above table following interpretation were drawn,

- ‘Knowledge’ was ranked as One among the Training and Development restyles with the a mean Score of 34.72
- ‘Skills’ were ranked as Two among the Training and Development restyles with the a mean Score of 29.17
- Behavior’ was ranked as Three among the Training and Development restyles with the a mean Score of 19.44
- ‘Attitude’ was ranked as Four among the Training and Development restyles with the a mean Score of 16.67

Option	Technical Department				Total
	Skill	Knowledge	Attitude	Behavior	
Respondents	24	27	12	14	77
Mean	31.17	35.06	15.58	18.18	*
Rank	II	I	IV	III	*

Table 7: Training and Development restyle in Technical Department.

Interpretation

From the above table following interpretation were drawn,

- 27 Respondents were opinioned for restyled by Knowledge and, 14 Respondents were opinioned for restyled by behavior, 12 Respondents were opinioned for restyled by attitude, 24 Respondents were opinioned for restyled by skills, in Technical Department.

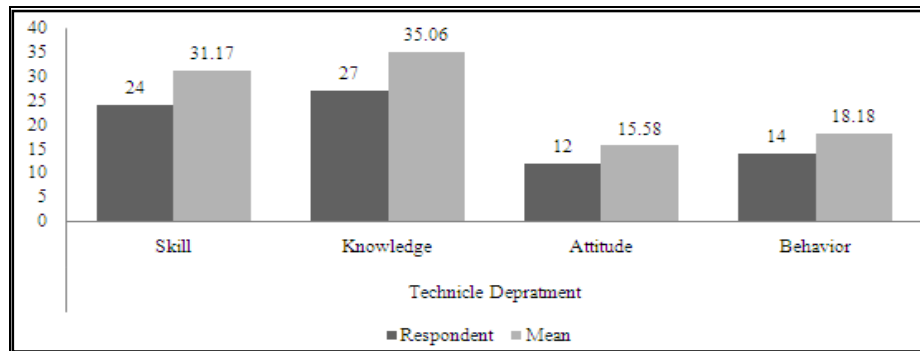


Chart 7: Training and Development restyle in Technical Department.

Interpretation

From the above table following interpretation were drawn,

- ‘Knowledge’ was ranked as One among the Training and Development restyles with the a mean Score of 35.06
- ‘Skills’ were ranked as Two among the Training and Development restyles with the a mean Score of 31.17
- Behavior’ was ranked as Three among the Training and Development restyles with the a mean Score of 18.18
- ‘Attitude’ was ranked as Four among the Training and Development restyles with the a mean Score of 15.58

6. Suggestions

- It is to be suggested to continue the periodical training program to update the technological methods in NTPC in the present competitive market.
- It is to be suggested that more in-house programs to be conducted.
- More external training programs will help the development of both individual and organization
- To include more personality development program to the employees and workers top bring committed work culture to get fruitful results.
- HRD shall help in upgrading the basic qualifications of the staff members, pertaining to their fields of work.
- The programs should be more interactive rather than giving lectures.
- The management should introduce new techniques in training impact evolution process to increase the employee’s efficiency in the work environment.
- It is suggested to the management that if possible establishes a separate internal training evaluation team in order to meet the both organization and employees needs.

7. Conclusion

In this chapter an attempt is made to present the conclusion which have emerged from the study and appropriate suggestion were made wherever necessary. In order to train the workers of NTPC area center was established and it is maintained by a training officer who is under the guidance and supervision of Organization general manager the functions of each person position were developed and indicated on the organization chart.

The study revealed that in NTPC. Employees are imparted basic training refresher training and Development change of the job training. Employers are gained knowledge at work place after attending the Training and Development Program. In the organization the training boosts up the self morale and discipline at Work Place.

The NTPC training programs are conducted depended on requirement also. There is healthy relationship between the peers, subordinates, superiors. In the NTPC, Most of the employees are interested to adopt the workshops in the training methods apart the on the job Training development.

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