

## A STUDY ON TRAINING AND DEVELOPMENT EFFECTIVENESS AT TECHVOLT SOFTWARE PVT. LTD., COIMBATORE

**Dr. S. Bharathi\* Premkumar B\*\***

*\*Head of the Department, School of Management, Dhanalakshmi Srinivasan University, Trichy.*

*\*\*MBA, Dhanalakshmi Srinivasan University, Trichy.*

### **Abstract**

*Training and development play a vital role in enhancing employee performance and ensuring organizational success, especially in dynamic sectors like IT. This study focuses on evaluating the training practices at Techvolt Software Pvt. Ltd., Coimbatore. Using surveys and statistical tools, the study assesses employee perceptions, training effectiveness, and its impact on performance. The research found that regular, need-based, and interactive training programs improve employee satisfaction, teamwork, and innovation. Suggestions are offered to further enhance the effectiveness of training.*

### **Introduction to the Study**

In today's fast-changing world, companies must continuously train their employees to stay competitive. Training helps employees to improve their skills, learn new methods, and perform better. Development focuses on long-term growth and prepares employees for higher responsibilities.

At Techvolt Software Pvt. Ltd., employee development is considered important. This study was conducted to understand and how effective the training programs are and how employees feel about them.

### **Objectives of the Study**

1. To evaluate the impact of training on employee performance.
2. To find out if employees are satisfied with the training programs.
3. To identify which training methods are most effective.
4. To suggest improvements in the training process.

### **Statement of the Problem**

Even though companies invest in training, some employees still lack skills, feel demotivated, or fail to perform efficiently. There is a need to understand if the current training methods are effective and if they are aligned with employees' needs and company goals.

### **Need for the Study**

1. To understand employee satisfaction with training.
2. To assess whether training improves performance.
3. To identify areas where training can be improved.
4. To align training programs with company growth.

### **Review of Literature**

**Oatey (1970):** Training improves skills and helps in the development of employees socially and intellectually.

**Kane (1986):** Stressed the need for strategic training that matches organizational goals.

**Akinpeju (1999):** Suggested that training is continuous and necessary for organizational development.

**Tan, Hall, and Boyce (2003):** Linked training with innovation, growth, and future readiness. These studies show that effective training leads to better employee engagement, innovation, and organizational growth.

### Limitations of the Study

1. The study was limited to one company.
2. Responses were self-reported and may have personal bias.
3. Time limitations restricted deeper data analysis.

### Research Methodology

#### Data Collection:

- **Primary Data:** Questionnaire given to 100 employees.
- **Secondary Data:** Company records, HR documents, websites, and journals.

**Sampling Method:** Convenience sampling method was used.

#### Tools Used

1. Percentage Analysis.
2. Chi-square Test.
3. ANOVA.

**Research Design:** Descriptive search design was followed to understand and describe the current status of training programs.

### Data Analysis and Interpretation

**ANOVA Table: Age vs Experience**

Source of Variation	Sum of Squares	df	Mean Square	F-Value	p-value
<b>Between Groups</b>	25.512	2	12.756	91.807	0.000
<b>Within Groups</b>	13.478	97	0.139		
<b>Total</b>	38.990	99			

**Interpretation:** As the p-value is less than 0.05, we reject the null hypothesis. There is a significant difference between age groups and their experience levels.

**Chi-square Table: Age vs Willingness to Attend Training**

Age Group	Willing to Attend	Not Willing	Total
<b>18-20</b>	56	0	56
<b>21-25</b>	25	12	37
<b>26-30</b>	0	7	7
<b>Total</b>	<b>81</b>	<b>19</b>	<b>100</b>

**Chi-Square Value**=47.316

**Degrees of Freedom**=2

**p-value**=0.000

**Interpretation:** Since  $p < 0.05$ , we reject the null hypothesis. Age group significantly affects willingness to attend training.



### **Key Findings Include**

1. 76% of respondents believe training is essential for skill development. 81% willingly attend training programs.
2. 85% describe the training as rigorous.
3. 51% prefer the step-by-step instructional method.
4. 70% believe training helps in team work and innovation.
5. ANOVA revealed a significant correlation between age and attitude toward training.

### **Suggestions**

1. Include practical and hands-on training.
2. Introduce regular feedback after training sessions.
3. Use a mix of internal and external trainers.
4. Provide digital materials and flexible learning options.

### **Conclusion**

Training and development are key tools for employee improvement and organizational success. At Tech volt Software, the majority of employees are satisfied with the current training programs. With a few improvements like better feedback systems and blended training models, the programs can become even more effective.

### **References**

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