

# **A Study on Effectiveness of on the Job Training Programs for Village Engineering Graduated Candidates**

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## **Abstract**

**Background:** A vast majority of Village Engineering Graduated Candidates are engaged in informal jobs or employed in small unorganized Enterprises, on the Job Training is essential to the growth of their professional development. This need for on the job training pervades all the levels of industries, to each company where the productivity is improved, down to the individual whose skills are enhanced and as a result improve their position in the workplace. In other words, on the job Training is one of the most pervasive methods for enhancing individual productivity and improving job performance in the work environment. On the Job Training effectiveness must cause behavioural change (i.e. skill transfer for job performance), thereby resulting in organizational performance. The result of this study shows that on the job training is strongly improve to more creativity, achieving organizational objectives and work quality.

## **Objectives:**

### **Primary Objective**

- To study above the Effectiveness of on the job training for Village Engineering Graduated Candidates, Ponneri Circle, Tamil Nadu.

### **Secondary Objectives**

- To study about the Village Engineering Graduated Candidates perception towards on the job Training.
- To analysis the contents and training method used in the Training program.

## **Methods:**

- In the present research, the researcher has used convenient sampling.

- The sampling procedure used in non-probabilistic sampling. In non-probabilistic sampling, stratified random sampling is used to take the sample from the respondent.

### **Convenient Sampling**

Convenient sampling is a sampling which carries out according to the convenience of the researcher.

### **Research Design & Sample Size:**

- The research design is followed in this descriptive type.
- Sample Size is conducted 120 respondents.

The primary data are collected through the survey (questionnaire) method and the secondary data is collected through internet, documents and articles.

### **Results:**

1. Majority (80%) of the respondents is male and remaining (20%) of the respondents is female in the Village.
2. Majority (64%) of respondents strongly agreed upon the fact that on the job training plan was appropriate.
3. Majority (56%) of the respondents strongly agreed the facilities available for on the job training were suitable.
4. Almost (93%) all of the respondents strongly agreed that on the job Training programme was effective.
5. Most (85%) of the respondents strongly agreed that the content of on the job training material was relevant to their job.
6. Most (84%) of the respondents strongly agreed that the learning needs were satisfied through on the job training programme.
7. Most (84%) of the respondents strongly agreed that the business ethics and work ethics.
8. Most (80%) of the respondents strongly agreed that the safety programme covered in on the job training.

### **Conclusions:**

The Village Engineering Graduated candidates success starts from the skills and abilities of the on the job Training Programs. The fresher pre-employment training program provides the fresh employees skills and knowledge they need. Well trained fresh employees are more satisfied, more productivity, and more likely to produce high quality business results.

### **1. Introduction**

Training is an expensive and time consuming task that companies consider being essential to the performance of their business. However, neither do the organizations know whether there on the job training is effective nor do they have sufficient time to enquire the participant's satisfaction level of the on the job training programme, content and trainer. Companies should evaluate their programme in terms of learning and transfer that takes places once the

person returns to his job. The present study is to evaluate the training programme is hand is effective from the point of view of the participants. This chapter discussed the methodology used to evaluate the effectiveness of the pre-employing training.

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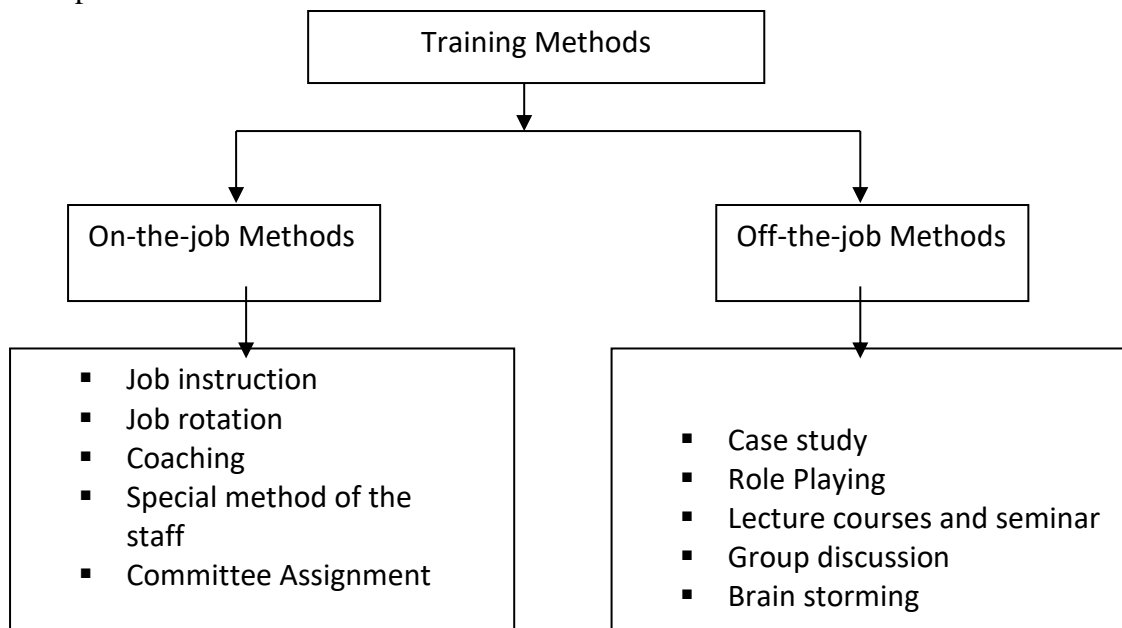
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## 5. Discussion

### TRAINING

The term training refers to the acquisition of knowledge, skills, and competencies as a result of the teaching of vocational or practical skills and knowledge that relate to specific useful competencies.



### SCOPE OF THE STUDY:

- The study used for Village Engineering Graduated Candidates Particulars towards the on the job training programmes offered by the organization.

### LIMITATIONS OF THE STUDY:

- Data collection was done by Village Engineering Graduated Candidates.
- The data collected is not comparative in nature as information generated is confirmed, on the job training programme with only one category of employees.

### Tools and Techniques

#### Percentage analysis

No of Respondents  $\frac{\quad \times 100}{\quad}$

Total No of Respondents

### Chi – Square Test

The chi-square value is often used to judge the significance of population variance that is we can use the test to judge if a random sample has been drawn from a normal population with ( $\mu$ ) and with a specified variance. It can also be used to make comparisons between theoretical populations and actual data when actual categories are used.

As a test of independence the null and alternative hypothesis are:

**HO** – The two categories variables are independent.

**HI** – The two categorical variables are dependent.

### **CORRELATION CO-EFFICIENT DEFINITION:**

A measure of the strength of linear association between two variables. Correlation will always be between -1.0 and +1.0. If the correlation is positive, we have a positive relationship. If it is negative, the relationship is negative.

### **DATA ANALYSIS AND INTERPRETATION:**

#### **Simple Percentage Analysis**

The level of analysis pertains to the trainee's reaction or feedback about the training program they have attended. A questionnaire is administered on the trainees which specifically enable them to rate the candidates based on certain factors. Linkert scale is used for assessing the each component of the question. The respondents were asked to choose from the options given namely, "Strongly Agree", "Agree", "Neutral", "Disagree" and "Strongly Disagree". The responses thus secured presented in percentile figures.

**Table-1**

#### **DISTRIBUTION OF THE RESPONDENTS ACCORDING TO GENDER**

<b>S.No.</b>	<b>Particulars</b>	<b>No of Respondents</b>	<b>Percentage of Respondents</b>
1	Male	96	80
2	Female	24	20
	<b>Total</b>	120	<b>100</b>

#### **INFERENCE**

Majority (80%) of the respondents is male and remaining (20%) are female. The low percentage of female respondents may be attributed to the fact that the women are less engaged in industry. So it is inferred that the majority of the employees are male.

**Table No-2 APPROPRIATENESS OF ON THE JOB TRAINING PLAN**

<b>S.No.</b>	<b>Particulars</b>	<b>No of Respondents</b>	<b>Percentage of Respondents</b>
1	Strongly Agree	76	64
2	Agree	26	32

3	Neutral	18	14
4	Disagree	-	-
5	Strongly Disagree	-	-
	<b>Total</b>	120	<b>100</b>

**INFERENCE**

64% of respondents strongly agreed upon the fact that on the job training plan was appropriate, 32% of the respondents agreed on the above point and 11% of the respondents are Neutral.

**Table No-3**

**SUITABILITY OF THE FACILITIES MADE FOR ON THE JOB TRAINING TO  
THE VILLAGE GRADUATED CANDIDATES**

S.NO	Particulars	No of Respondents	Percentage of Respondents
1	Strongly Agree	32	26
2	Agree	36	30
3	Neutral	29	24
4	Disagree	23	20
5	Strongly Disagree	-	-
	<b>Total</b>	120	<b>100</b>

**INFERENCE**

Few 26% of the respondents strongly Agreed the facilities available for training were suitable, very few 24% of them are neutral, 20% of the respondents are disagreed the facilities were suitable for training.

**Table No-4**

**USEFULNESS AND EFFECTIVENESS OF ON THE JOB TRAINING PROGRAMS**

S.NO	Particulars	No of Respondents	Percentage of Respondents
1	Strongly Agree	76	64
2	Agree	34	29
3	Neutral	20	17
4	Disagree	-	-
5	Strongly Disagree	-	-
	<b>Total</b>	120	<b>100</b>

**INFERENCE**

Majority (64%) of the respondents strongly agreed that the programme was effective and useful, 29% of the respondents agreed and 17% of the respondents are Neutral on this matter.

**Table No-5 RELEVANCE OF THE CONTENT OF ON THE JOB TRAINING MATERIAL**

S.NO	Particulars	No of Respondents	Percentage of Respondents
1	Strongly Agree	83	69
2	Agree	19	16
3	Neutral	18	15
4	Disagree	-	-
5	Strongly Disagree	-	-
	<b>Total</b>	120	<b>100</b>

**INFERENCE**

Majority 69% of the respondents strongly agreed that the content of on the job training material was relevant to their job, 16% of the respondents were satisfied about the content of the training material was relevant and the remaining 15% of the respondents were having neutral Particulars.

**Table No-6****LEVEL OF THE SATISFACTION OF THE VILLAGE GRADUATED ENGINEERING CANDIDATES WITH REGARD TO LEARNING NEEDS**

S.No.	Particulars	No of Respondents	Percentage of Respondents
1	Strongly Agree	73	61
2	Agree	28	23
3	Neutral	19	16
4	Disagree	-	-
5	Strongly Disagree	-	-
	<b>Total</b>	120	<b>100</b>

**INFERENCE**

Majority 61% of the respondents strongly agreed that the learning needs were satisfied through the training programme, 23% of the respondents agreed on the above point and 16% of the respondents were neutral answered when they are asked about the level of the satisfaction from their learning needs.

**Table No-7****BUSINESS ETHICS AND WORK ETHICS COVERED IN ON THE JOB TRAINING**

S.NO	Particulars	No of Respondents	Percentage of Respondents
1	Strongly Agree	63	53
2	Agree	38	31
3	Neutral	19	16
4	Disagree	-	-
5	Strongly Disagree	-	-
	<b>Total</b>	120	<b>100</b>

**INFERENCE**

Majority of 53% of the respondents strongly agreed, and very few 16% respondents said that the contents cover the business ethics and work ethics.

**Table No-8****SAFETY PROGRAMME COVERED IN ON THE JOB TRAINING**

<b>S.NO</b>	<b>Particulars</b>	<b>No of Respondents</b>	<b>Percentage of Respondents</b>
1	Strongly Agree	56	47
2	Agree	39	33
3	Neutral	25	20
4	Disagree	-	-
5	Strongly Disagree	-	-
	<b>Total</b>	120	<b>100</b>

**INFERENCE**

Below half 47% of the respondents strongly agreed, very few respondents 20% that the contents covers the safety programme.

**STATISTICAL ANALYSIS****CORRELATION**

Find the correlation between (3.1.10 & 3.1.19).The Particulars on relevance of the content of training material and Particulars on safety program covered in the training.

<b>S.NO</b>	<b>X</b>	<b>Y</b>	<b>X<sup>2</sup></b>	<b>Y<sup>2</sup></b>	<b>XY</b>
1	83	56	6889	3136	4648
2	19	39	361	1521	741
3	18	25	324	625	450
4	0	0	0	0	0
5	0	0	0	0	0
<b>TOTAL</b>	<b>ΣX=120</b>	<b>ΣY=120</b>	<b>ΣX<sup>2</sup>=7574</b>	<b>ΣY<sup>2</sup>=5282</b>	<b>ΣXY=5839</b>

$$\Sigma X^2=7574 \quad \Sigma Y^2=5282 \quad \Sigma XY=5839$$

$$\text{Correlation} = \frac{\Sigma XY}{\sqrt{\Sigma X^2 * \Sigma Y^2}}$$

$$\sqrt{\Sigma X^2 * \Sigma Y^2}$$



$$\text{Correlation} = \frac{5839}{\sqrt{7574 \cdot 5282}} = 0.9231$$

**Result:** The value more than 0.5 is said to be a highly correlated and the value for this correlation is 0.9. So it is highly correlated.

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