Employee Satisfaction towards Training and Development.

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ABSTRACT
The Present article is studied under the Employee satisfaction towards training and development. Employee satisfaction is fundamental to the coup of any commerce. A high rate of employee contentedness is directly related to a lower turnover rate. Thus, keeping employees’ satisfied with their careers should be a foremost right of way for every employer. Whilst this is a well predictable fact in running practices, economic downturns like the current one give the impression to root employers to do not take into account it. There are numerous reasons why employees can become discouraged with their jobs and resign, including high stress, lack of communication within the company, lack of recognition, or limited opportunity for growth appropriate to lack of proper training and development. Management should energetically hunt for to improve these factors if they look forward to lower their turnover rate. Even in an economic downturn, turnover is an disbursement unsurpassed avoided. The data is collected from the secondary sources. It is based on the theoretical study and the proposal at home this is circumvent the lack of communication, high stress, discourage with their job furthermore also the accurate training en route for an employee. Therefore, this theoretical paper attempts to find out whether manpower training and development has a significant allusion on organizational effectiveness and highlights the needs of the business to concentrate on building employee capacity and focusing on employee development to conquer job satisfaction. Lastly, as the investment in various training and development programs continue to rise, it is generally regarded as a good management practice to maintain fitting expertise now and in the future.

Key words: Employee satisfaction, Job resigns, Turnover, high stress, Lack of communication, Downturns.

Definition of Training and Development

Training is the process of planned programs and procedures undertaken for the improvement of employee's performance in terms of his attitude, skills, knowledge and behavior. These training and development programs can significantly improve the overall performance of organization.

Training is normally viewed as a short process. It is apply to technical staff, subordinate, middle, senior level supervision. When applied to lower and middle management staff it is called as training and for senior level it is called
managerial development program/executive development program.

**Objectives Training and Development**

The purpose of training and development can be explained as follows:

1. **Improving quality of workforce**

Training and development programs can help in improving the quality of work produced by the workforce of organization. Mostly, training is prearranged in a specific vicinity like finance, marketing or HR, which helps in improving the quality of work in that particular area.

2. **Enhance employee growth**

By attending these training and development programs, employees are able to master the work of their jobs and that's how they widen and grow themselves in a professional way.

3. **Prevents obsolescence**

These programs help employees to keep themselves up to date with the new trends in latest technology, which reduces the chances of termination of the job.

4. **Assisting new comer**

These programs help new employees to adjust themselves in a new working environment, culture and technology. They feel themselves as regular employees of that organization.

5. **Bridging the gap between planning and implementation**

It helps organizations to easily achieve their targets and goals what they actually planned for. Employees know their job better and they deliver the quality performance according to needs of top management. That's why organizations can easily implement their plans.

6. **Health and safety measures**

Training and development program clearly identifies and teaches employees about the different risk involved in their job, the different problems that can arise and how to prevent such problems. This helps to progress the health and safety measures in the company. Training can be defined as a process of planned programs and procedures undertaken for the improvement of employee's overall performance like his attitude, behavior, skills and knowledge etc. This can be useful for organizations to achieve their targets efficiently.

**Methods of Training and Development**

There are different methods of training for operating personnel (factory workers). Training these workers becomes important because they handle equipment worth crores of rupees. The different methods can be explained with the help of the following diagram:

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Methods of training operating personnel

- On the job method
- Apprenticeship method
- Vestibule method
- Job rotation method
- Classroom method
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1. **On the job training method**

In this method workers who have to be qualified are taken to the factory, divided into groups and one superior is allotted to every group. This superior or supervisor first demonstrates how the equipment must be handled, and then the worker is asked to repeat suchlike he has observed in the presence of the supervisor. This method makes it easy for the employee to learn the details about specific equipment. Once the worker studies the first equipment thoroughly the supervisor moves on to the next equipment and so on.

2. **Apprenticeship training**

In this method both theory and practical session are conducted. The employee is paid a stipend until he completes training. The theory sessions give theoretical information about the plant layout, the different machines, their parts and safety trial etc. The practical sessions give practical training in handling the equipment. The apprentice may or may not be continued on the job after training.

3. **Vestibule training**

In this method of training an atmosphere which is very analogous to the real job feeling is created. The surroundings, equipment, noise level will be similar to the real situation. When an employee is trained under such conditions he gets an idea about what the authentic job situation will be like. Similarly when he in point of fact starts doing the job he will not sense out of place. This method is used to train pilots and astronauts. In some spaces graphics are also used to create the artificial surroundings. This method involves heavy investment.

4. **Job rotation**

In this method the person is transferred from one utensils to the other for a fixed amount of time until he is comfortable with all the equipments. At the end of the training the employee becomes comfortable with all the equipment. He is then assign a specific task.

5. **Classroom method**

In this method the training is given in the classroom. Video, ends, slides, charts, diagrams and artificial modules etc are used to give training.

**Sources of Training: Internal or External?**

Basically, if needed training does not already exist internally, organizations have three broad choices in determining how to provide training:

1. Use pre-developed training,
2. Adapt breathing training, or
3. Develop new education.

These choices are valid in the following circumstances:

1. **Purchasing pre-developed (sometimes called “canned”) training.** Using existing externally developed training is appropriate when the skills can be applied to the organizational context with little or no changes in performance. For case, if the organization is adopting a new assessment instrument developed by a particular
provider and intends to use it exactly as designed, Vendor provided training vendor to certify employees who will use the instrument may be perfectly adequate to the organization’s needs.

2. Adapting training. This approach is appropriate in many circumstances and may greatly enhance the relevance and utility of “off-the-shelf” training. Examples are what time the organization wants to do any of the following:

- Integrate organization-specific measures;
- Focus on specific modules within an existing package;
- Integrate scenarios or practice sessions to apply erudition to the organizational context;
- Change the timing of training delivery to allow more target audience members to attend;
- Alter some aspects of the model or practice presented that are not applicable.

To avoid confusing the target audience you will be training, someone familiar with the organization’s training goals should review the materials presented and talk to the prospective trainer directly about the material presented and methods used. Based on what they hear, organizations may develop an agenda in which vendor or consultant-provided training is integrated with training designed and delivered by a training specialist in the agency; ask the consultant to work with content experts or job holders at the agency to develop new material; or develop a training sequence in which the vendor-provided training is supplemented later by agency sponsored training.

3. Developing training.

When the organizational processes to be addressed are unique and specific, existing training may serve only as “inspiration,” or it may not be helpful at all. Developing training using an internal team, perhaps supplemented by a consultant, is then the best option. When this is the case, organizations can ensure maximum quality and impact by involving both “content experts” who know the subject well and “education specialists” or “instructional designs” who are experts in developing training that is geared to behavioural objectives.

On-Job-Training:
With on the job training, employees receive training whilst remaining in the workplace.

Advantages:
- Generally most cost-effective
- Employees are actually productive
- Opportunity to learn whilst doing
- Training alongside real colleagues

Disadvantages:
- Quality depends on ability of trainer and time available
- Bad habits might be passed on
- Learning environment may not be conducive
Potential disruption to production

Off-the-Training;
This occurs when employees are taken away from their place of work to be trained.

Advantage

- A wider range of skills or qualifications can be obtained
- Can learn from outside specialists or experts
- Employees can be more confident when starting job

Disadvantage

- More expensive – e.g. transport and accommodation
- Lost working time and potential output from employee
- New employees may still need some induction training
- Employees now have new skills/qualifications and may leave for better jobs

Conclusion:
This present article of employee satisfaction on training and development are numerous reasons why employees can become discouraged with their jobs and resign, including high stress, lack of communication within the company, lack of recognition, or limited opportunity for growth appropriate to lack of proper training and development. Management should energetically hunt for to improve these factors if they look forward to lower their turnover rate. Even in an economic downturn, turnover is an disbursement unsurpassed avoided. The suggestion is the employee should be satisfaction regarding the all accomplishments and due to that reduce the turnover in the companies or in the organization.

References:


