

A STUDY ON RELATIONSHIP BETWEEN TRAINING AND DEVELOPMENT AND ORGANIZATIONAL EFFECTIVENESS AT PRIME TECHNOLOGY LIMITED, COONOR, NILGRIS DISTRICT

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Introduction:

Training and Development is a structured program with different methods designed by professionals in particular job. It has become most common and continuous task in any organisation for updating skills and knowledge of employees in accordance with changing environment. Optimisation of cost with available resources has become pressing need for every organisation which will be possible only by way of improving efficiency and productivity of employees, possible only by way of providing proper employee training and development conditioned to that it should be provided by professionals

Definition of Training and Development

Training and development encompass processes aimed at improving employee skills, knowledge, and abilities. Training focuses on current job requirements, providing specific learning experiences to enhance performance. Development, on the other hand, aims at broader skill enhancement, preparing individuals for future roles and career growth within the organization. Together, they foster employee growth and contribute to organizational success.

Organizational effectiveness

Organizational effectiveness is one of the most complex and least tackled problems in the study of social organization many difficulties arise with attempt to define the concept of effectiveness adequately some stem from the closeness with which the concept becomes associated with the question of value (eg.. “management” versus “labour” orientation). other problems arise when researchers choose a priori criteria of effectiveness that seem intuitively right, without trying systematically to place them within a consistent and border framework. In effect, specific criteria that might be proper in one case may be entirely inappropriate to other organization the question arise whether it is possible to develop a definition of effectiveness and to drive criteria that are applicable across organization and can be meaningfully placed with a conceptual framework

Meaning of Organization Effectiveness

Organizational effectiveness refers to the extent to which an organization successfully achieves its goals and objectives while utilizing its resources efficiently. It encompasses the organization's ability to fulfil its mission, deliver value to stakeholders, and adapt to changes in its internal and external environment.

Training and Development and Organizational Effectiveness:

Training and development are crucial for enhancing organizational effectiveness by improving employee skills, knowledge, and performance, ultimately leading to increased productivity, efficiency, and overall organizational success. By investing in employee growth, organizations can better adapt to changing environments, retain talent, and achieve their strategic goals.

Review of Literature:

Babar Gardi (2021) The aim of this study is to investigate the relationship between training and development with organizational effectiveness. The research data is collected by developing questionnaire the researcher had collected the data at private universities by using a random sample, 120 questioners were delivered to different levels of employee at private universities and 102 of them responded to it, the analysis was undertaken by using R programming. It is founded the training and development very strongly connected with organizational effectiveness.

Priyanka Nema (2015) This research paper explores the significance of training and development programs in improving organizational Effectiveness. It highlights the various aspects of training and development, including their objectives, benefits, and challenges. The study also examines the methods and techniques employed in effective training and development initiatives. Furthermore, the paper discusses the relationship between training and development and organizational effectiveness, providing empirical evidence to support the positive impact of these practices. Finally, it offers recommendations for organizations to optimize their training and development strategies to achieve sustainable growth and organizational effectiveness.

Research Methodology**Objectives of Study**

- To study the socio demographic variables of the respondents
- To find out the relationship between training and development on organizational effectiveness
- To provide suggestion to enhance the training and development on organizational effectiveness

Research Design

A descriptive study was used for this research to gather information about the characteristics or features of the population or sample and their relationship with the variables studied. The main purpose of descriptive research is to provide a detail description or profile of a phenomenon or sample, either directly or indirectly related to the variables under investigation.

Sampling Technique

Simple random sampling is a type of probability sampling in which the researcher randomly selects a subset of participants from a population total number of sample size is 53.

Data Collection**Primary data**

Primary data was collected using a structured questionnaire designed to gather information from the respondents, including demographic variables, dichotomous questions, and a five-point Likert scale. The questionnaire was administered in person and by appointment, as needed.

Secondary Data:

Articles, newspapers, magazines, websites, and books.

Statistical Tools

The statistical tools used is frequency, descriptive analysis, Correlation and Independent sample T-test.

Analysis and Interpretation**Age of the Respondents**

Age	Frequency	Percentage
18-28	32	60.3
29-39	11	20.7
40-50	10	18.8
Total	53	100

Interpretation

The table illustrates the age distribution of a sample population. The majority, 60.3%, fall within the 18-28 age range, followed by 29-39-year-olds at 20.7%, and 40-50-year-olds at 18.8%.

Salary of the Respondents.

Salary	Frequency	Percentage
7,000-10,000	6	11.3
10,000-13,000	12	22.6
13,000-15,000	32	60.3
15,000-20,000	3	5.66
Total	53	100

Interpretation

The table illustrates salary distribution among a sample population. The majority, 60.3%, earn between 13,000 and 15,000, followed by 22.6% in the 10,000-13,000 range, and 11.3% between 7,000 and 10,000. A smaller proportion, 5.66%, falls within the 15,000-20,000 range.

Findings related to Socio-Demographic variables

- The majority 60.3% of the respondent belong to the age category of 18-28 years
- The majority 73.5% of the respondent are male
- The majority 43.3% of the respondents completed their twelfth grade
- The majority 58.4% of the respondent have 1-10 years of experience
- The majority 60.3% of the respondent have salary between 13,000 to 15,000

Conclusion

In summary, training and development significantly contribute to organizational effectiveness. By equipping employees with necessary skills, fostering innovation, boosting engagement, and enhancing productivity, these initiatives create a skilled and motivated workforce. This leads to improved performance, efficiency, and a competitive edge in the market, making training and development integral to organizational success.

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