

Role of Trainer and Training Aids in Improving Effectiveness of Training amongst Employees- A Study of Large Scale Industries at Ahmednagar District

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Abstract:

Talking on role of trainer and training aids, organization cannot afford to ignore both if they want changes through training. However it has been observed that, this thing always remains a matter of compromise subject to training budget and management approach. Keeping in view these facts the author has tried to flash light on role of trainer and training aids in generating effectiveness amongst employees. Nevertheless method of training, location, and content of course, trainees' involvement and management's attitude and support are the variables which make impact on T & D activities along with trainer and training aids. Here the author has focusing on two variable through which T & D delivered. For this opinion of 100 employees of two large scale industries from Ahmednagar district has been considered, the sample units contains supervisory and managerial level employees who have gone through various T & D activities of their firms. The analysis depicts the role of selected variable concern to research framework. The findings replicate the fact that, involvement of trainer and requirement training aids are the essentialities of strong training section. The author has provided suggestions for increasing effectiveness of training through undertaken elements of study.

Keywords: Training; effectiveness; Trainer; Training aids; employee, large scale industry.

I. INTRODUCTION

"The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires." As stated by William Arthur Ward it reveals the significance of teacher (trainer) in the learning process. "I never teach my pupils; I only attempt to provide the conditions in which they can learn" the statement by Albert Einstein tales a lot on the importance of trainer and training aids (equipments & facilities). Organizational learning is the activity which is continuous effort has been made from the industries for the development of employee as well as firms. It also aims for fulfillment of pre decided objectives through supporting and encouraging employees for cause. The changes of technology and work patterns have made Training and Development function very essential within the organization. For strong, meaningful and result oriented training activities many elements are required in T & D department of the organization. Amongst that, two variables have been considered by author and analyzed the same from the effectiveness point of view. Trainer and training aids are these variables of training where author has flashed light. Considering the large scale units of Ahmednagar district the study was conducted on supervisory and managerial level employees of these firms, to analyze the role of trainer various questions has been asked to employees on involvement and support of trainer. For generating the understanding on training aids i.e. equipments and facilities the feedback of respondents taken on various aspects of equipment and facilities. Thus collectively author has tried to make understanding on trainer and training aids conditions in the selected industries of Ahmednagar district area. Specifically employee's point of view has been considered for study, the reason behind to do so is that, it is the employee who receives comes across to trainer and training aids. No one can tell better than trainee on the capability, efforts and involvement of trainer and condition of provided equipment and facilities of learning. Thus employees view is foremost important for generating understanding on selected variables of the study.

II. RESEARCH METHODOLOGY

Defining problem-The present topic of research is the outcome of interest and curiosity of the author in respected field. Now a days Training and development are the activities have become priorities of all organization. Changing global and local scenario of the industry, introduction of new technology and advanced machineries, equipments as well as emerging issues of diversified culture and work life balance and support & expectations of new age employees has given birth to develop and redesign new policies of training within industries. On this platform how the training activities been imparted in large scale industries of the district and what is the role of trainer and training aids in generating effectiveness is thoughtful question for industries. To cope up with employee's expectations about training and to fulfill the organizational objectives through training it is vital to understand current position of these selected variables within industry. From this aspect researcher has undertaken the study and decided to flash light on role of training and training aids in increasing effectiveness amongst employees.

Objectives-

- To understand the training atmosphere in selected industries.
- To analyse the involvement and role of trainer from employees point of view.
- To analyse the conditions of equipments and facilities provided by industries for trainees.
- To suggest majors for improvement of effectiveness of training activities.

Sample design-For this research supervisory and managerial level employees have considered as sample unit. Employees of the selected firms of the large scale units of Ahmednagar district have chosen as population and random sampling method been used for sample selection. ‘ISMT’ and ‘Cummins’ was the two industries become part of this sample framework from where data collected. Together out of from 300 employees of both companies 100 employees selected randomly. A major questions been asked to them, with help of structured questionnaire and general discussion method was used to collect the responses of employees.

Data collection methods-Both primary and secondary method was used for collection of data. Structured questionnaire was the primary method and use of books, research paper and article, information brochures & websites of company was the secondary methods of data collection.

Scope and Limitations- the study considers selected variable for knowing the role in training activities. Thus scope of the study is about having understanding of key variable for planning and execution of training function in industries. This study will also help to evaluate the impact of this variable on employees. Employee’s opinion and psychology towards selected elements will be meaningful for taking right efforts on trainer and training aids. Expectation of employees can be revealed out the study. Involvement of trainers and conditions of equipment and facilities can be judge through this study. Talking about the limitations district boundary and large scale units are itself work as a constraint. Supervisory and managerial level employees are also one of limitation that, study could not be generalize findings and suggestions on all type employees. At last limited period of time and monetary budget of researcher also work as limitations of the research.

III. DATA ANALYSIS AND INTERPRETATION

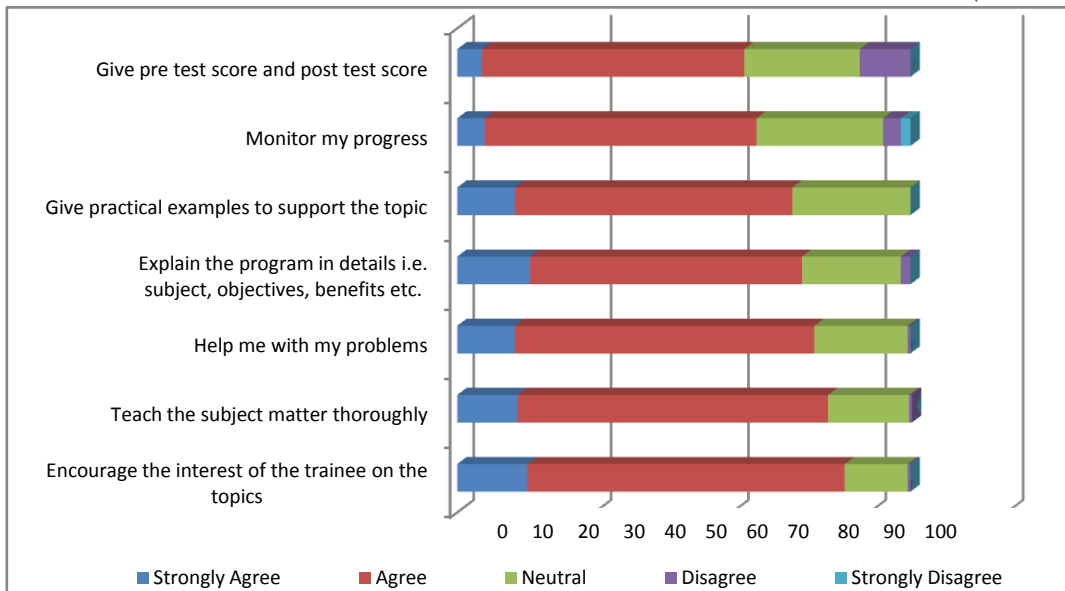
In the first section of the structured questionnaire an attempt has been made to drawn opinion of employees on provided equipments and facilities for training. As well as second section has covered feedback of employees on trainers. The analysis and interpretations of above mention part is as like below-

1. Feedback about trainer

Following table showing the responses of trainees on Likert scale basis about feedback of trainer:

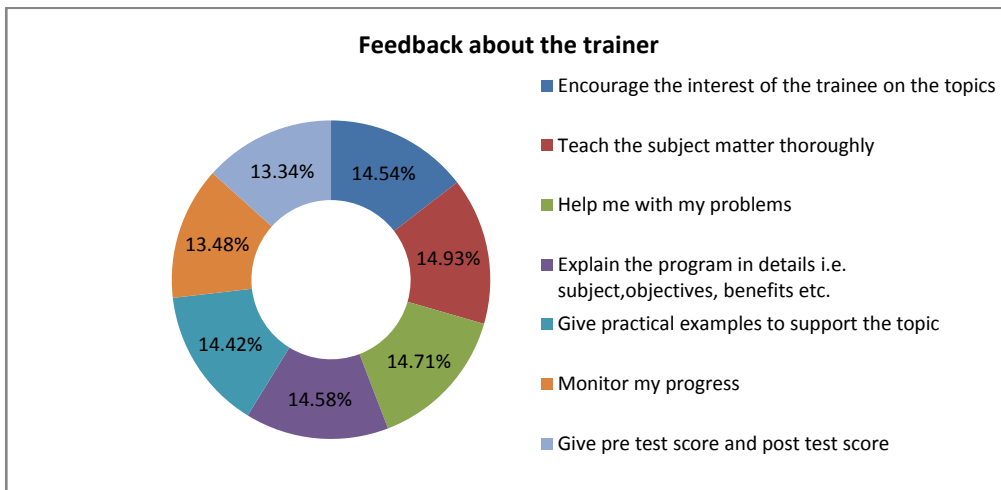
Feedback about the trainer	% of respondents who stated the criterion as either strongly agree and agree	1	2	3	4	5	Total Value; (%)	Rank
Encourage the interest of the trainee	85%	16	70	14	0	0	14.54 %	4
Teach the subject matter thoroughly	82%	13	69	18	0	0	14.93 %	1
Help me with my problems	79%	13	66	21	0	0	14.71 %	2
Explain the program in details i.e. subject, objectives, benefits etc.	76%	16	60	22	2	0	14.58 %	3
Give practical examples to support the topic	74%	13	61	26	0	0	14.42 %	5
Monitor my progress	66%	7	60	27	4	2	13.48 %	6
Give pretest score and post test score	63%	5	58	26	11	0	13.34 %	7

Following graph showing the percentage of respondents given on feedback about the trainer:



Interpretation:

The above diverging scattered bar reflects clearly good feedback about the trainer. Almost more than 70% respondents given response on feedback about trainer is both strongly agrees and agree. Moreover 58 respondents agreed on trainer provided pre and post test score to them, 60 specified that trainer monitor their progress, 61 agreed for practical examples and support provided by trainer, 60 agreed for program were explained in detail, 66 agreed for trainer helps them with problem, 69 agreed for teach the subject matter thoroughly and 70 stated agree response for trainer encourage the interest on the topic.



Interpretation:

The above graph shows that, as far as “Feedback about the training” are concerned, ‘Teach the subject matter thoroughly’ got 14.93% maximum value, followed by ‘Help me with my problems’ with 14.71% and ‘Explain the program in details i.e. subject, objectives, benefits etc.’ with 14.58%.

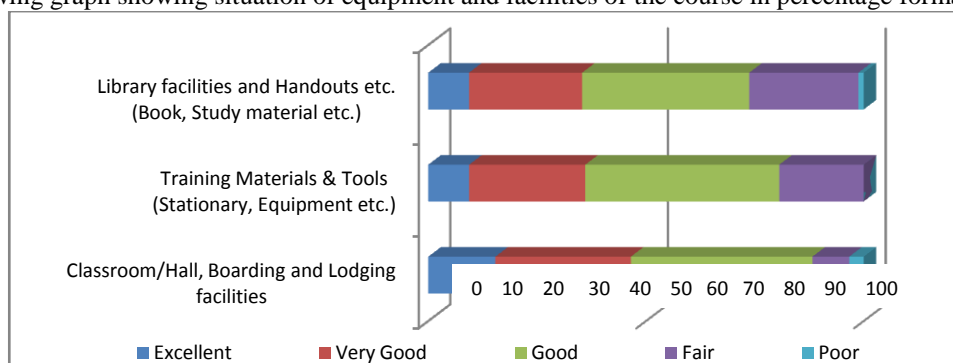
2. Equipment and Facilities provided for Training

Following table showing the responses of trainees given on Likert scale about equipment and facilities provided for training:

Equipment and Facilities	% of respondents who stated the criterion as either excellent and very good	1	2	3	4	5	Total Value; (%)	Rank
Classroom/Hall, Boarding and Lodging facilities	47%	15	31	42	9	3	34.85%	1
Training Materials & Tools (Stationary,	36%	9	27	45	19	0	33.05%	2

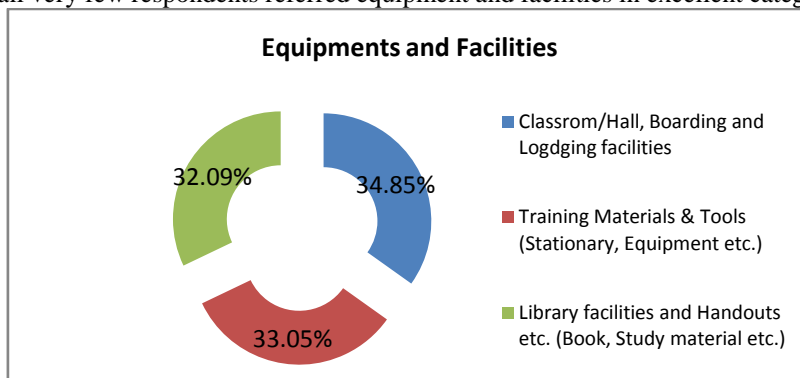
Equipment etc.)									
Library facilities and Handouts etc. (Book, Study material etc.)	35%	9	26	39	25	1	32.09%	3	

Following graph showing situation of equipment and facilities of the course in percentage format.



Interpretation:

The above graph shows that, out of 100 respondents there are 39 respondents specified that library facilities and handouts were good, 26 referred the same facility as very good, later 45 respondents responded training material and tools are good, 27 referred them as very good, further 42 respondents classroom facilities are good whereas 31 referred this facility as very good, but overall very few respondents referred equipment and facilities in excellent category.



Interpretation:

The above graph shows that, as far as “Equipment and Facilities” are concerned, ‘Classroom/Hall, Boarding and Lodging facilities’ got 34.85% maximum value, followed by ‘Training Materials & Tools (Stationary, Equipment etc.)’ with 33.05% and ‘Library facilities and Handouts etc. (Book, Study material etc.)’ with 32.09%

IV. FINDINGS

• Feedback about the trainer-

The research has come to describe the trainer’s investigation. If the trainer was found to be effective in the sense that having in-depth knowledge of the content, being able to motivate employee by giving practical examples then it helps trainees learn quickly and this leads to the increased knowledge and skill on the part of the participants. This leads to more positive outlook and confidence building.

In this study there is good feedback about the trainer. Almost more than 70% respondents given response on feedback about trainer is both strongly agrees and agree. It means respondents have been accepted advantageous value of trainer at large scale. About encouraging interest of trainee on the topic most of respondents found agreed. It also revealed that trainer teach subject matter thoroughly. Most respondent fills trainer helps them in problem and provides solution. He explains the program in detail. About providing practical examples to support training topic, monitoring progress and giving pretest and posttest score respondent’s respondent more to agree option but surprisingly sufficient responses came on the neutral option. It means in this area trainer have to take more efforts to adding value in training program.

It is also found that trainees have given maximum concern towards feedback of training and teaching thoroughly. Problem solving attitude and explain program objective, & benefits are the points have received more attention of trainees. As expected by employees the trainer must take care of feedback mechanism, teaching methods, helping hands to needy, communicating programs objectives.

• Situation of Equipment and facilities-

Generally equipment and facilities are found good in the scale ranging from excellent, very good, good, and fair to poor. Amongst that classroom/ hall, boarding and lodging facilities are identified quite better (47%) than training material and

tools (36%) and library facilities and handouts etc.(35%). All in one equipment and facilities area is appearances weak among the industries training activities.

Industries annual budget for T & D activities matters a lot for providing state of the art equipment and facilities. In the days where Training plays vital role in organizational change and development organizations must have to focus on training aids. The successful implementation and execution of training programs could not possible without prompt facilities and equipments. New age devices, simulated environment requires strong support of software, hardware and innovative devices, thus good conditioned equipment and facilities are must for result oriented programs. It will create right atmosphere for conducting valuable training activities.

V. SUGGESTION

1. Effective training is highly depends on capabilities of trainer, supporting equipments and provided facilities of training. The study reveals importance of trainer in training. Here trainer has provided almost everything in best way. He encouraged the interest of the trainees, helped the trainees with their problems and monitored the progress, gave practical examples on the topic. The trainer conducted a short examination of the trainees before the start of the training session and recorded the score and after training, once again recorded the post training score. The difference was the amount of learning done by the participants.

The focus is needed to be provided on some areas of trainer where respondents are found neutral in considerable quantity. It is the area of practical examples to support topic theme, the pretest and posttest scoring issue and more important monitoring the progress where trainer should be careful. Monitoring progress and take corrective actions, developing current, close practical examples and measuring scores regularly will be beneficial to generate consciousness of employees for training. Since trainer is the person who can make the things or break the things in training, he must be in touch with required inputs.

2. In this digital era where technology development allow the use of a number of different media for training and use of multimedia training has opened various facet of audio-video computer based learning organization must go for new edge equipment and facilities. If organization thinks to get in return value of money spending over training activities the ignorance towards equipment and facilities could thinned the benefits. Fresh and facilitated environment, high class stationary and equipment and sufficient books and study material makes training more easy, exciting and comfortable. It denotes highly systematic approach towards training programs. Therefore importance must be given at proper equipment and facilities to improve efficiency of training.

3. Regarding training aids there are mix responses amongst the employees. Thus, for improving effectiveness of training in selected area of research more effort are required to take in training aids. Organizations should provide and maintain sufficient number of new age devices and communication, audio video equipment and must be facilitate good quality of material like seating arrangement, internet etc.

4. More investment in training center, equipment and facilities is needed to cope up with rapid changes in corporate culture. Pragmatic organizations are those who have vision and anticipation of future growth. In this aspect training is a device through which organization can handle the changes in appropriate way.

VI. CONCLUSION

Trainer and training aids are those essentialities of training programs without whom the activities could not accomplished. It is the trainers who imparts good efforts and make use of physical resources for inculcating required changes in employees. Secondly training working as a tools through them trainer operates his skills and knowledge for bringing effectiveness amongst employees. The present study has proven that the industries undertaken carries good trainers and provides good training aids. Nevertheless chances for improvement in trainer qualities and training aids are there. Employees feels warm with efforts of trainer but found little bit cold on training aids. With providing suggestions in both aspects of variables of training the study concludes that, trainer and training aids are the elements where if organization cares the successful, effective training programs can be assured.

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