

## A STUDY ON TRAINING & DEVELOPMENT IN KURNOOL YAMAHA MOTORS

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**Abstract:** Training and development is essential strategic tool for enhancing employee performance and organizations keep increasing training budget on yearly basis with believe that it will earn them competitive edge. The core objective of this study is to examine the effectiveness of training and development on employees' performance and organisation competitive advantage in the YAMAHA MOTORS. The sample size taken for this study is 100 samples. The factors that are influencing training and development are technological advances, learning style. The statistical methods used for this test are bars charts and percentage analysis. The variables used for this study are training and development is dependent variable and performance of the employee is independent variable. The technique used for this sample is a correlation.

**Key Elements:** Human resource, Training, development.

### INTRODUCTION

The training and development programs are foster the employees to increase the efficiency and effectiveness to a particular a work area by getting more knowledge and practices. Training is important to define specific skills, abilities and knowledge to an employee. Training is important for the employee growth as well as organizational growth. In the organization training is of two types one is on-the job training; another is off-the job training. On-the job training is a form of training that provided at the work place, and then employees can know the working environment. Off-the job training is where the employees learn their job roles away from the work place .It is conducted in separate place or training room to get the employee attention.

### II.OBJECTIVES OF THE STUDY

1. To study the training and development program in YAMAHA MOTORS.
2. To study the impact of training and development programmes on the employees.
3. To analyze the employee performance in Yamaha motors.

### III.REVIEW OF LITERATURE

**Sims (1998):** In this paper classified Skills into three types' technical skills which is an considerate of and proficiency in a definite kind of activity, particularly one involving methods, process, procedures or method. It is occupation related, concrete and functional. The second type is Human skills which is the capacity to work effectively as a group member and to build cooperative effort within the team/group. And the 3rd type is conceptual skills which involve the ability to see the enterprise as a whole; it involves recognizing how the various functions of the organization depend on one another and how changes in any one part affect all the others and it extends to visualize the relationship.

**Goldstein (1986):** During this paper refers to skills as "the capability to perform job operations with ease and precision" it always refers to the content sorts of activity. Like all field, coaching and development is precious by economic, demographic, political, and social trends. Thus coaching must concentrate on the event of skills and human relations (Sims, 1998).

**McLean and McLean (2001):** In this paper support the theory of HRD and associated definitions while, at the same time, emphasizing that the increasingly global and complex nature of HRD does not maintain a single definition, but multiple perspectives. From this point of view, influence such as government and national contexts, religious belief systems, legislation, and other cultural factors play an active and diverse role in the framing of HRD and associated definitions around the world. McLean and McLean (2001) and McLean (2000) maintain the notion of ambiguity in HRD and connected definitions likewise as a result of the notion forwarded by Mankin (2001) that “practitioners and teachers should embrace HRD as an ambiguous theory as it is this ambiguity that provides HRD with its distinctiveness” (p. 80). McLean and McLean’s (2001) introduction of their own definition of HRD affirm the importance of HRD definitions while, at the same time, emphasizing the notion that attempt to remove ambiguity from definitions is “futile and cannot happen”

**IV. RESEARCH METHODOLOGY** is the scientific way to resolve the research problem. This includes discovering all possible means of solving the research problem; study the different methods one by one and arriving at the best conceivable method considering the resources at the clearance of the researcher.

**V. DATA COLLECTION METHOD**

**Primary data:** It is done through the questionnaire, which is structured and on bearded from of check is acclimated and consists of assorted best questions

**Secondary data:** The secondary data gathered through

Books, Websites, Digital libraries, journals and online database.

**Research tools**

An arranged questionnaire has been set to collect information from the respondents. The questionnaire covers of a change of questions

accessible to the respondents for their response. The several types of questions are used in this survey are:

1. Open ended questions
2. Multiple choice questions

**Sample size:** 100

**Ratio – 1:1**

**Statistical methods used**

1. Bars & charts
2. Percentage analysis

**Statistical tools used:** Correlation

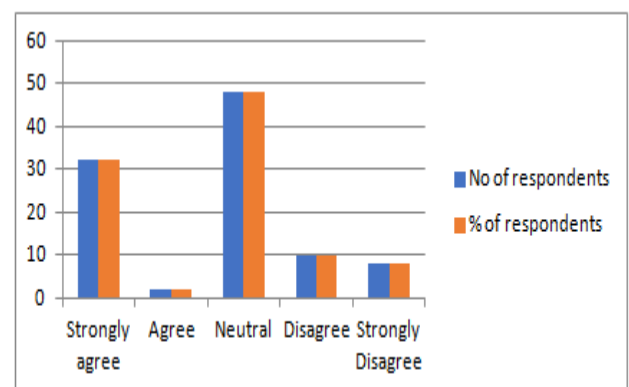
**Variables:** Independent – Training and development, Dependent –performance of employee .

**VI. DATA ANALYSIS AND INTERPRETATION**

The various data being collected during the survey are presented below:

1. Is the training program helps you to take new challenges in your present job.

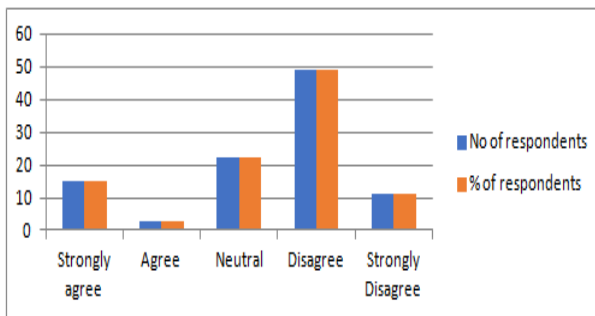
Particulars	No of respondents	% of respondents
Strongly agree	32	32
Agree	2	2
Neutral	48	48
Disagree	10	10
Strongly Disagree	8	8
Total	100	100



**INTERPRETATION:** It was found that 32% respondents strongly agreed,2% agreed,48% respondents neutral,10% disagreed and 8% strongly disagreed that the training programs are helpful in taking up new challenges.

2. Is the training program brought change in your perception about your jobs?

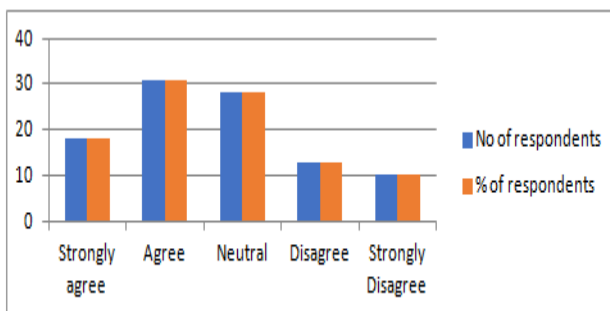
Particulars	No of respondents	% of respondents
Strongly agree	15	15
Agree	3	3
Neutral	22	22
Disagree	49	49
Strongly Disagree	11	11
Total	100	100



**INTERPRETATION:** It was found that 15% respondents strongly agreed, 3% agreed, 22% respondents neutral, 49% disagreed and 11% strongly disagreed that the training programs has bought change in their perception towards job.

3. Do you attained new skills in this Training program.

Particulars	No of respondents	% of respondents
Strongly agree	18	18
Agree	31	31
Neutral	28	28
Disagree	13	13
Strongly Disagree	10	10
Total	100	100

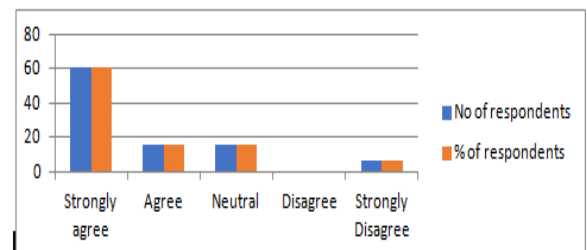


**INTERPRETATION:** It was found that 18% respondents strongly agreed, 31% agreed, 28% respondents neutral, 13% disagreed and 10%

strongly disagreed that they have attained new skills in their training program .

4. Could you increase your productivity with the help of this training?

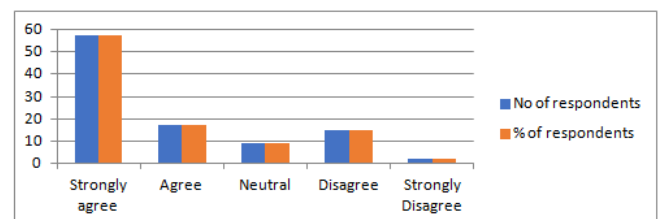
particulars	No of respondents	% of respondents
Strongly agree	61	61
Agree	16	16
Neutral	16	16
Disagree	0	0
Strongly Disagree	7	7
Total	100	100



**INTERPRETATION:** It was found that 61% respondents strongly agreed, 16% agreed, 16% respondents neutral, 0% disagreed and 7% strongly disagreed that they could increase their productivity with the help of their training.

5. Is there is a significant impact on your performance with this Training program.

Particulars	No of respondents	% of respondents
Strongly agree	57	57
Agree	17	17
Neutral	9	9
Disagree	15	15
Strongly Disagree	2	2
Total	100	100



**INTERPRETATION:** It was found that 57% respondents strongly agreed, 17% agreed, 9% respondents neutral, 15% disagreed and 2% strongly disagreed that there is a significant impact of training program on their performance.

H0: There is no significant relationship between training and development and performance of the employee

H1: There is a significant relationship between training and development and performance of the employee

Correlation test

Particulars	Training and development	Employee performance
Strongly agree	39.5	34.6
Agree	23.5	7.3
Neutral	22	26.3
Disagree	6.5	24.6
Strongly disagree	8.5	7

	Training and development	Employee performance
Training and development	1	0.87
Employee performance	0.519087	1

Correlation value( $r$ ) – 0.519087

Table value – 0.87

Conclusion: Calculated value of Correlation value is 0.51908 is less than table value 0.87 where H0 accepted and H1 is rejected. Hence there is no relationship between training and development and performance of the employee.

## FINDINGS

32% respondents strongly agreed,2% agreed,48% respondents neutral,10% disagreed and 8% strongly disagreed that the training programs are helpful in taking up new challenges.

15% respondents strongly agreed,3% agreed,22% respondents neutral,49% disagreed and 11% strongly disagreed that the training programs has bought change in their perception towards job.

61% respondents strongly agreed,16% agreed,16% respondents neutral,0% disagreed and 7% strongly disagreed that they could increase their productivity with the help of their training.

57% respondents strongly agreed,17% agreed,9% respondents neutral,15% disagreed and 2% strongly disagreed that there is a significant impact of training program on their performance.

18% respondents strongly agreed,31% agreed,28% respondents neutral,13% disagreed and 10% strongly disagreed that they have attained new skills in their training program .

## X. CONCLUSION

The training and development program adopted in Yamaha motors mainly concentrated on areas like quality aspects, job oriented trainings, skills and knowledge. Training and development can provide advantages for workers like higher position and higher career life and it create potency of the organization enhance. Instead of unskilled staff, skilled employees will give a better performance to the employees. Hence, the study concludes that only training and development is the independent variable which has a significant positive impact on the dependent variable (Employee Performance) while the other independent variables square measure found to be insignificant drivers in influencing the worker performance.

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