TRAINING EFFECTIVENESS AMONG EMPLOYEES OF POWER SECTOR WITH SPECIAL REFERENCE TO NTPC

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Abstract Training effectiveness among employees of power sector with special reference to NTPC is study that examines the different level of employee of power sector. any organization that wants to succeeds & to continued has to maintain workforce consisting of people who are willing to learn and develop continuously, human capital is the fabulous important in the effective management and continuation of skilled employees.

This study belonged to the area of training effectiveness with focus on the issue of employee training. Training was defined as the extent to which the knowledge, skills and attitudes gained from the training used in the workplace environment. The sample size is 150 but only 100 respondents are responds.

This paper shows that training of employees is effective. Training effectiveness is measured with respect to key dimensions such as career development, earnings, adoption of new skills, flexibility or job security. Older employees also pursue less ambitious goals with their training participation. Training effectiveness among employees and managers is constantly looking for more cost-effective ways to deliver training to their employees. In addition, many expenses booking training facilities, travel costs for employees or trainers, plus employee time away from the job.

Key Concepts: Introduction, Objectives, Research Methodology, Data Interpretation,   Findings and Conclusions.

Introduction:

Training involve an expert working with lean's to transfer to them certain areas of knowledge, or skills to improve in their present jobs. The purpose of this thesis is to provide information on methods and practices to evaluate and improve the training effectiveness of training for power facility program for NTPC personnel. Training has played a very important role in helping the corporation to reach the commanding heights of performance of any training would be consider at successful only when type of training provide and problem faced by employees.

Training in power sector through participation reforms public restructuring besides the technological and exceptional changes that are also making place simultaneously. The power sectors is undergone transformation through paradigm shift in government and consumer awareness, to survive and grow in the era aggressive competition rapidly changing market dynamics, organization will have to review the existing core beliefs, process methodologies and knowledge, skills and attitude and their personnel.

Objective:

Find out the strength and weakness of the individual, which provide basis for their improvement programmed in NTPC, Creating mutual confidence and good relationship in the employee.

Research Methodology:

Statement of hypothesis:

- Training programmes do not help all the educated respondents equally.
- Training does not impart benefits equally among the employees of different educational background.

Sampling Procedure:

In my present study the area is the NTPC, comprising executive and non- executive level of employees. It was on the random as well as non random sampling techniques with the

convenient basis. Then after the sampling units were contacted personally on the various socio-economic and demographical aspects of other unit of NTPC.

Sample size:

Due to the large numbers of the universe i.e. NTPC population, it was decided to take 100 respondents out of 150 respondents.

Sample unit:

The respondents are the NTPC The study with the certain demographical profiles (socio-economic) and that provides a comprehensive picture of the NTPC employees for the study purpose.

Area of the study:

The area of the study is the NTPC corporate office at NOIDA.

Data Collection Method:

The data which were obtained from sample organization were analyzed according to the objective of the study. The data include both secondary and primary data. By using the Five Point Likert's Scale questionnaire for employees and line managers the researcher could obtained qualitative (ordinal) data. And additional qualitative and quantitative part of data were obtained through interview with the Human resource managers of the organization (person who under take HR activities) and reviewing of secondary data available in the organizations, respectively.

Secondary data:

The secondary data is the data, which already be present & is collected for some other purpose. In my present study they have been collected from available Books, Journals, and Study Reports for supplementing the theoretical framework of the study, Indian power sector industries by different bodies in India, annual reports of the company, leading newspapers, business magazines, research papers & website related to the study.

Primary data:

The primary data collection to answers for the questions raised; Five Point Likert's scale questionnaire was designed for employees and Line Managers, semi-structured interview for Human Resource Manager (a person who perform human resource activities of the organization), and reviewing of documents of the organizations in relation to training aspects were carried out to obtain the required data.

Statistical Tools:

In my research following statistical tools are used. Percentage analysis are used to analyze by using different descriptive statistical techniques. By using frequency distribution, tabulate and percentages, and, which were used to determine the proportion of respondents choosing the various responses.

Data Interpretations:

Table:1.1

Demographical profiles of the respondents in NTPC Company

1.GENDER		Frequency	(%)	Cumulative (%)
Validities	Male	70	70	70
	Female	30	30	100
2.Age		**Frequency**	**(%)**	**Cumulative (%)**
Validities	21-30	30	30	30
	31-40	28	28	58
	41-50	24	24	82
	51-60	18	18	100
3.MARITAL STATUS		**Frequency**	**(%)**	**Cumulative (%)**

Validities	Married	75	75	75
	Un Married	25	25	100

Source: Primary Data

Table:1.2

Demographical profiles of the respondents in NTPC Company

4.**DEPARTMENT**		**Frequency**	**(%)**	**Cumulative (%)**
Validities	HR	20	20	20
	IT& ERP	22	22	22
	Operation & Maintenance	18	18	18
	Finance	18	18	18
	Mechanical	14	14	14
	Electrical & Instrumentations	10	10	100

5.**DEGIGNATION**		**Frequency**	**(%)**	**Cumulative (%)**
Validities	Engineer	22	22	22
	Sr. Engineer	21	21	21
	Manager	20	20	20
	Sr. Manager	18	18	18
	DGM	11	11	11
	AGM	8	8	100

Source: Primary Data

Table:1.3

Demographical profiles of the respondents in NTPC Company

6. TOTAL NO. OF WORK EXPERIENCE		Frequency	(%)	Cumulative (%)
In years	1-5	30	30	30
	6-15	26	26	26
	16-25	24	24	24
	Above 25	20	20	100
7.Highest Qualification		**Frequency**	**(%)**	**Cumulative (%)**
Validities	Graduation	32	32	32
	Post-Graduation	28	28	28
	Diploma	24	24	24
	Others	16	16	100

Source: Primary Data

Table:1.4

Have you **attend** any course or Workshop/Seminars during the past three years in training.

VALIDITIES	FREQUENCY	(%)	CUMULATIVE (%)
YES	70	70	70
NO	30	30	100

Source: Primary Data

Table-2.1

Questions	Scale	Frequency	Percent	Valid percent	Cumulative percent
Does the employee aware about the training program objective.	1	15	15	15	15
	2	19	19	19	34
	3	20	20	20	54
	4	24	24	24	78
	5	22	22	22	100
	Total	**100**	**100**	**100**	
Training completed by employee applicable for the job after completing the training.	1	14	14	14	14
	2	19	19	19	33
	3	21	21	21	54
	4	23	23	23	77
	5	23	23	23	100
	Total	**100**	**100**	**100**	
Training program designed based on the requirements of the employee job? Or increase employee efficiency for the job?	1	16	16	16	16
	2	18	18	18	34
	3	21	21	21	53
	4	22	22	22	77
	5	23	23	23	100
	Total	**100**	**100**	**100**	

Table-2.2

Questions	Scale	Frequency	percent	Valid percent	Cumulative percent
Does training improves your skills, knowledge, attitude change, new capability	1	14	14	14	14
	2	20	20	20	34
	3	21	21	21	55
	4	22	22	22	77
	5	23	23	23	100
	Total	**100**	**100**	**100**	
Does training increase the motivation to the job more efficiently and effectively?	1	12	12	12	12
	2	18	18	18	30
	3	22	22	22	52
	4	26	26	26	78
	5	22	22	22	100
	Total	**100**	**100**	**100**	
Does your Manager/Supervisor satisfied with your job.	1	13	13	13	13
	2	17	17	17	30
	3	21	21	21	51
	4	25	25	25	76
	5	24	24	24	100
	Total	**100**	**100**	**100**	

Table-2.3

Questions	Scale	Frequency	percent	Valid percent	Cumulative percent
Do you think training expenditure from organization need to increase?	1	14	14	14	14
	2	18	18	18	32
	3	22	22	22	54
	4	24	24	24	78
	5	22	22	22	100
	Total	**100**	**100**	**100**	
Does any evaluation is done during or at the end of training.	1	13	13	13	13
	2	19	19	19	32
	3	23	23	23	55

	Scale	Frequency	Percent	Valid percent	Cumulative percent
	4	24	24	24	79
	5	21	21	21	100
	Total	**100**	**100**	**100**	
Do you think organizational training methodology is effective?	1	11	11	11	11
	2	18	18	18	29
	3	24	24	24	53
	4	26	26	26	72
	5	21	21	21	100
	Total	**100**	**100**	**100**	

Table-2.4

Questions	Scale	Frequency	Percent	Valid percent	Cumulative percent
Does the annual training programs are sufficient to do your job.	1	11	11	11	11
	2	18	18	18	29
	3	24	24	24	53
	4	26	26	26	72
	5	21	21	21	100
	Total	**100**	**100**	**100**	
Do you think the budget for employee training and certification is enough?	1	12	12	12	12
	2	18	18	18	30
	3	20	20	20	50
	4	26	26	26	76
	5	24	24	24	100
	Total	**100**	**100**	**100**	
Are you satisfied with overall training programs of organization?	1	14	14	14	14
	2	17	17	17	31
	3	21	21	21	52
	4	25	25	25	77
	5	23	23	23	100
	Total	**100**	**100**	**100**	

Findings:

From the above table shows Likert scale 1 = *Never 2 = rarely 3 = sometime 4= often 5 =* *always*

Does the employee aware about the training program objective 15% never, 19%rarely, 20% sometimes, 24% often, 22% always. Training completed by employee applicable for the job after completing the training 14% never,19%rarely, and 21% sometimes, 23% often, and 23% always. Training program designed based on the requirements of the employee job? Or increase employee efficiency for the job 16% never, 18%rarely, 21% sometimes, 22% often, 23% always. Does training improve your skills, knowledge, attitude change, new capability 14% never, 20%rarely, 21% sometimes, 22% often, 23% always? Does the training increase the motivation to do job more efficiently and effectively 15% never, 18%rarely, 20% sometimes, 24% often, 23% always? Does your Manager/Supervisor satisfied with your job 12% never, 18%rarely, 22% sometimes, 26% often, 22% always. Do you thing training expenditure from organization need to increase. 13% never, 17%rarely, 21% sometimes, 25% often, 24% always.Does any evaluation is done during or at the end of training 14% never, 18%rarely, 22% sometimes, 24% often, 22% always. Do you think organizational training methodology is effective? 13 % never, 19%rarely, 23% sometimes, 24% often, 21% always. Does the annual training programs are sufficient to do your job 11 % never, 18%rarely, 24% sometimes, 26% often, 21% always. Do you think the budget for employee training and certification is enough 12 % never, 18%rarely, 20% sometimes, 26% often, 24% always? Are you satisfied with overall training programs of organization 14% never, 17%rarely, 21% sometimes, 25% often, 23% always?

Conclusions:

Employee training is an essential management tool, it has many benefits, such as shortens the study time, increases work effectiveness, helps employees and the company itself to compete in the fast changing environment, reduces damages and wastage. Training is a way of motivating employees, upgrading their skills, expanding their knowledge, preparing employees for self-development. Employee training and development has been identified by various scholars to be very crucial to an organization and its effectiveness. In the light of the NTPC is

therefore encouraged to train and develop their employees to the fullest advantage in order to enhance their effectiveness.

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APPENDICES (QUESTIONNAIRE)

PART-ONE DEMOGRAPHICAL PROFILE OF THE RESPONDENTS

1.1-Gender…….   (a) Male   (b)   Female

1.2- Age ……   (a) 21-30   (b) 31-40   (c) 41-50   (d) 51-60

1.3- Marital Status   (a) Married   (b)Unmarried

1.4- Department……………….

1.5- Designation…
     (a) Engineers (b) Sr. Engineers (c) Manager   (d) Sr. Manager (e) AGM

1.6- Total no of Work Experience ……………………..

1.7- Highest Qualification-
     (a) Graduation   (b) Post Graduation   (c) Diploma   (d) Others

1.8- Have you attend any course or Workshop/Seminars during the past three years in training?
     (a) Yes   (b) No

PART-TWO (QUESTIONNAIRE TO BE COMPLLTED BY EMPLOYEES)
   Assume 1 = Never 2 = rarely 3 = sometime 4= often 5 = always

S/N   **Questions**   **Scale**

2.1   Does the employee aware about the training program objective.

2.2   Training completed by employee applicable for the job after completing
       the training.

2.3   Training program designed based on the requirements of the employee
       job? Or increase employee efficiency for the job?

2.4   Does training improves your skills, knowledge, attitude change, new
       capability

2.5   Does the training increase the motivation to do job more efficiently and
       effectively?

2.6   Does your Manager/Supervisor satisfied with your job.

2.7   Do you thing training expenditure from organization need to increase.
2.8   Does any evaluation is done during or at the end of training.

2.9   Do you think organizational training methodology is effective?

2.10   Does the annual training programs are sufficient to do your job
2.11   Do you think the budget for employee training and certification is
       enough?
2.12   Are you satisfied with overall training programs of organization?