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**A STUDY ON EFFECTIVENESS OF
TRAINING AT
YAMAHA MOTORS
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I. ABSTRACT

Training effectiveness is fundamentally an evaluation that inspects the level to which training enhanced the employee's skill, knowledge, and behavior inside the association. The perception of training effectiveness is a series of many factors on the situation of the pre-training stage, training stage, post-training stage and personal factors. This simple work has been a showcase to create a sequence of iterations about the training effectiveness under a variety of influencing factor, the flow towards effectiveness and ineffectiveness and the characteristics of the trainees. If potential, the branches are obtained in such a manner that it tested with data. For several types of information, such type of data is not available current; others may perhaps desire to reorganize in available data. The variance in the training process is related to the diversity of the specification and the trainees that legally responsible, the degree of intricacy of the intervening opportunity and obstacles and also with the evaluation of the financial system. The relationship between trainees towards effectiveness and ineffectiveness is analyzed based on the similarity or difference of pre and post training stage, to the type of obstacles. Trainees pursued as a selective and the level of picking up depends on some of the factors.

II. STATEMENT OF THE PROBLEM

Training is required to cover essential work-related skills, techniques and knowledge. It is the process used to reduce the gap between the desired performance and the actual performance which eventually results in increased Productivity, quality and healthy work environment.

Optimum Utilization of Human Resources – Training and Development helps in optimizing the utilization of

human resource that further helps the employee to achieve the organizational goals as well as their individual goals. Training helps to eliminate obsolete in work, it gives the employees a clear view of what is needed and also helps in upgrading their skills and knowledge to keep in pace with the ever changing technology which is very essential in today's competitive market.

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INTRODUCTION EFFECTIVENESS OF TRAINING

Training and development has emerged as a major educational system in the last two decades in India, it has been widely accepted as critical input for improving managerial performance and organizational effectiveness. Every organization needs to have well-trained and experienced people to perform activities that have to be done. If the current job occupant can meet this requirement, training is not important. But when this is not the case, it is necessary to raise the skills levels and increase the versatility and adaptability of employees. Inadequate job performance or a decline in a productivity or changes resulting out of job redesigning or a technological break-through require some type of training and development efforts.

Training development and education are three terms frequently used. Training is a process of learning sequence of programmed behaviour. It is application of knowledge. It gives people an awareness of rules and procedure to guide their behaviour development is related process. It covers not only those activities which improve job performance, but also those which bring about growth of personality and potential capacity so that they not only become good employees including operatives, supervisor and executive/manager in every organisation. Employees will enhance their skills, knowledge and attitude for meeting the present as well as future job needs. Operatives, superiors and managers who occupy higher responsibilities have key tasks to be performed in the organisation. Training helps them to perform those tasks effectively.

The need for training and development

Before simply blaming headway for the increased need for delegation planning, it is important to realize that other factors also influence the decision. Additionally, the representative's specific plan of action and growth needs planning, which inspires him to work for a particular connection rather than simply money. We also need to provide updated representations of these changes due to the variances in the profession and the way the market moves.

III. NEED OF THE STUDY:

The purpose of study is to learn the practical applicability of the theoretical knowledge gained about training and development process.

- To gain knowledge about, the process of training and development in **YAMAHA MOTORS LTD** .
- To know the effectiveness or ineffectiveness of the process of training and development in **YAMAHA MOTORS LTD**.
- To gain knowledge about, the process of **Training** in **YAMAHA MOTORS LTD**
- To know the effectiveness or ineffectiveness of the process of training in **YAMAHA MOTORS LTD**

IV. OBJECTIVE OF THE STUDY:

To analyze and examine the effectiveness of training and development programmers in **YAMAHA MOTORS LTD**.

- To assess how often training programmes are conducted and how much are the employees satisfied.
 - To study to what extent the training programmes are applicable to their jobs.
 - To study the employee's opinion on the training and development in **YAMAHA MOTORS LTD** .
 - To assess how often training programmers are conducted and how much are the employees satisfied.
 - To study to what extent the training programmers are applicable to their jobs.
 - To study the employee's opinion on the training in **YAMAHA MOTORS LIMITED**
- ### **V. SCOPE OF THE STUDY:**
- The scope of training and development can be explained with the help of following points:-
 - Exact position of performance of

- employees through their feedback
- Development of the employees through various training and development programs
 - Developing altered of unbiased treatment to all the employees.
 - A key tool for enhancing job-related performance and organizational effectiveness, its value is being increasingly acknowledged in engendering behavioural changes & in developing life skills leading to personal growth
 - The scope has considerably widened. It equips an individual with competencies that help him/her cope with day-to-day problems of living & manage interpersonal relations and improving them.

VI. RESEARCH METHODOLOGY:

Step 1: Constituted the distributing of the questionnaire to the sample respondents.

Step 2: Constituted of collecting back the questionnaire from the respondents.

Step 3: Constituted of systematic analysis and the data gathering in the form of tables and graphs.

Step 4: Constituted of arriving of findings based on the study and giving suggestions they're on.

Sources of data:

For the fulfillment of the study the student researcher has relied on two types of Data i.e. primary data and secondary data.

Primary Data:

This study is almost based on primary data which is acquainted for social science research

The primary data has been collected by administering Questionnaire to the selected respondents. Another sources of primary data is overall observations of companies working, companies attitude on training and development. The student researcher has conducted sufficient discussions with both the employer and employee to gather the information for the aspects of Questionnaire.

Secondary Data:

The Secondary data has been obtained by studying existing training and developmental program in **YAMAHA MOTORS LTD.** Data is also obtained by referring to the earlier

studies conducted in smaller areas and also the annual reports, brochures, and other materials served as secondary data.

Sampling plan:

The sample of 100 employees were chosen out of 121 New entrant managers which is than 35% of the universe for the purpose of the study on the basis of using simple random sampling method. The selection of the sample includes all the departments and designations. **Tools and Techniques of data collection;**

A Structured Questionnaire has been designed covering all relevant aspects of Training and Development programs and administrated to the respondents for the collection of the data. Whereas the information available from earlier studies, books, brochures, annual reports, files and several other sources of secondary data. However, the data collection was painstaking effort and endeavours were made to collect relevant information with missionary Zeal.

STATISTICAL TOOLS T-TEST

F -TEST Z-TEST ANOVA SPSS

Data interpretation:

The data ventured to be collected through Questionnaire method the responses obtained are then tabulated and analyzed and inferences are drawn. The statistical technique of percentage method is used for the purpose of data analysis. Based on inferences drawn from the data a suitable finding is made along with the necessary summary and conclusion.

The method of study followed in this project (in brief): Sample size 100

Data collection method : Primary and Secondary.

Duration of study : 45 days.

Analysis : Through percentage method

Population size: :52,664

VII. LIMITATIONS OF THE STUDY:

- Due to time constraints the study was limited only for 45days.
- Random sampling method has been adopted and all limitations applicable to that method are applicable here also.
- The authenticity of information provided by the New Entrant Manager cannot be assured.
- Analysis of the data has been done based on the assumptions that the

information provided by the respondents is genuine.

- The sample size is small when compared to total universe, Hence the capability of study to the whole universe is constraint

REVIEW OF LITERATURE LITERATURE REVIEW-1

TITLE: Training and development

JOURNAL: Published

by K.V.S.N Jawahar,

Valli S.kalasha

Merstham (Volume

14, Issue 2 (Nov,-

Dec.2013))

ABSTRACT:

Health, safety and the Training and development of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall efficiency of the worker and there by contributing to the higher productivity. The basic propose of Training and development is to enrich the life of employees and to keep them happy and conducted. Welfare measure may be both statutory and non-statutory; laws require the employer to extend certain benefits to employees in addition to wages or salaries. In the present study an attempt has been made to study the Training and development facilities and its impact on employee's efficiency at Yamaha Motors Ltd. Reba Madhya Pradesh. The study show the Training and development facilities and its impact on employee efficiency Yamaha Motors Ltd Reba appear good. The average mean score and percentages score of the overall of 22 items has been computed at 3.64(66%).

LITERATURE REVIEW -2

TITLE:A study on Training and development

JOURNAL: Published by Loga Sakshi K. and Rajagopal K.(2015)

Vol.1(1)pp 1 -10.(2015))

ABSTRACT:

The present study is made-an-attempt to identity welfare facilities and employee's satisfaction level about welfare facilities adopted at Bosch limited, Bangalore. To achieve the aforesaid objective data is gathered from 100 employees of the organisation with random sampling

technique. It is found that most of the respondents are aware about the legislative and non-legislative Training and development facilities provided at the company, welfare facilities like medical, canteen, working environment, safety measures etc., are provided by the company. And most of the employees are satisfied with the welfare facilities adopted by the company towards the employee's welfare.

LITERATURE REVIEW -3

TITLE: Current trends in Training and development schemes.

JOURNAL :Published by Mohan Reno and Panwar J.S (Vol. 1, Issue 6, Nov 2016)

ABSTRACT:

Employees are undeniably crucial stakeholders who influence organizational effectiveness by stabilizing the tremors caused by business environment. Every organization has an inexplicable role to play in providing welfare facilities to the stakeholders not just monetary but also non-monetary, which go beyond money of which employees are the one who make the cut if prioritized. A satisfied employee is the key ingredient for progress of every organization and the concept of employee was and will always a part of organizational efficiency. These facilities may either be voluntarily provided by the progressive and enlightened at will as a social responsibility towards employee, or laws may compel them to make provision for these facilities by the government and trade unions. Employee have always been an integral part of an organisation and in and this study an effort is put to realize the measure implemented to seek Training and development service sector by the way of making their work life contented.

LITERATURE REVIEW -4

TITLE:Journal of Workplace Behavioural Health **JOURNAL:** Published by Joseph I. and Varghese R.(2017)

Vol. 24 (1&2) pp: 221-242.

ABSTRACT:

Welfare is concerned with the total wellbeing of employees both at work and at home. Training and development entails all those activities of employer, which are directed towards providing the employees with certain facilities and done towards the comfort and

improvements of employees. Health, safety and Training and development of promoting the efficiency of employee. The various welfare measures provided by the employer will have immediate impact on the health , physical and mental efficiency, alertness ,moral and overall efficiency of the worker and there by contributing to the higher productivity. The basic purpose of Training and development is to enrich the life of employee and to keep them happy and conducted. Welfare measures maybe both statutory and non-statutory, laws required the employer to extension benefits to employees in additional to wages or salaries. In this paper and attempt has been made to study the Training and development specialty and its impact on employees performance.

LITERATURE REVIEW -5

TITLE: Training and development measures in mining industry - A study with reference to statutory welfare measures.

JOURNAL:

Published by Reshma S. and BasavarajM.J.(2018) Volume.3(7) PP.157-164.

ABSTRACT:

The present study is made-an-attempt to identify the Training and development measures adopted in IT industry . Training and development means anything done for the comfort and improvement of the employee oven about the wages paid which is not a necessity of the industry. The basic purpose of Training and development is to enrich the life of employees and keep them happy. Employees spend at least half their time at work or getting to it or leaving it. They know that they contribute to the organization when they are reasonably free from worry and they feel that when they are in trouble/problems, they are due to get something back from the organization. People are entitled to be treated as full human beings with personal needs hopes and anxieties.

VIII. DATA ANALYSIS AND INTERPRETATION

Data Analysis

Table No 4.01 Classification of respondents on the basis of Educational Qualifications.

Criteria	No. of. Respondents	Percentage (in %)
Diploma	18	30
Graduate	21	35
Postgraduate	11	18
others	10	17
Total	60	100

Inference:

The above table clearly shows about the details of the educational Qualification of the respondents taken for this study. From this table it is cleared that 30% of the respondents are diploma. 35% of the respondents

are having educational qualification at graduation level. 18% of the respondents are at post graduate standard and 17% of the respondents are in other qualification.

Table No 4.02 Classification of respondents on the basis of marital status.

Criteria	No. of. Respondents	Percentage (in %)
single	10	17
married	50	83
Total	60	100

Inference:

The above table clearly shows about the details of the marital status of the respondents taken for this study. From this table it is cleared that 83% of the respondents are married and 17% of the respondents are single.

Table No 4.03 Classification of respondents on the basis of Experience.

Criteria	No. of. Respondents	Percentage (in %)
Below 5	22	37
05-10	17	28
10-20	13	22
20-30	08	13
Total	60	100

Inference:

The above table clearly shows about the details of the experience of the respondents taken for this study. From this table it is cleared that 37% of the respondents are having below 5 years' experience. 28% of the

respondents are having 5-10 years' experience. 22% of the respondents are having 10-20 years' experience. 13% of the respondents are having 20-30 years' experience.

Table No.04 Classification of the respondents on the basis of salary.

Criteria	No. of. Respondents	Percentage (in %)
Below 10,000	27	45
10,000-20,000	14	24
20,000-30,000	11	18
Above 30,000	08	13
Total	60	100

Inference:

The above table clearly shows about the details of the

salary of the respondents taken for this study. From this table it is

cleared that 45% of the respondents are receiving salary below 10,000.24% of the respondents are getting 10,000-

20,000 income. 18% of the respondents are receiving 20,000-30,000.and 13% of the respondents are receiving salary above 30,000

Table No 4.05 Classification of respondents on the basis of Opinion towards awareness of the training program.

S.No	Criteria	No. of. Respondents	Percentage (in %)
1	Strongly agree	40	67
2	Agree	20	33
3	Neutral	00	00
4	Disagree	00	00
5	Strongly disagree	00	00
Total		60	100

Inference:

The above table clearly shows about the details of respondents’ opinion towards awareness of the training program. From the above table it is inferred that 67% of the respondents are gives their opinion as strongly agree, and 33% of respondents as agree.

salary below 10,000.24% of the respondents are getting 10,000-20,000 income. 18% of the respondents are receiving 20,000-30,000.and 13% of the respondents are receiving salary above 30,000

5. From the above table it is inferred that 67% of the respondents are gives their opinion as strongly agree, and 33% of respondents are agree.

IX. FINDINGS

- From this table it is cleared that 30% of the respondents are diploma. 35% of the respondents are having educational qualification at graduation level. 18% of the respondents are at post graduate standard and 17% of the respondents are in other qualification.
- The above table clearly shows about the details of the marital status of the respondents taken for this study. From this table it is cleared that 83% of the respondents are married and 17% of the respondents are single.
- From this table it is cleared that 37% of the respondents are having below 5 years’ experience.28% of the respondents are having 5-10 years’ experience. 22% of the respondents are having 10-20 years’ experience. 13% of the respondents are having 20-30 years’ experience.
- From this table it is cleared that 45% of the respondents are receiving

X. SUGGESTIONS

- The respondents are satisfied with the three days and five days training provided by respondents. We can make sure that the training can be continued for the welfare of the company employees and the profit of the company
- 37% of the respondents are not gave a good comment on training methods, we can concentrate more for providing training to make it to most as the companies employees will be satisfied of the output provided by the company.
- 33% of the respondents have only little bit of awareness about the YAMAHA MOTORS program. Because of lack of advertisements about the training program. So the company can spend more on advertisements to create

more awareness about the training.

- Some respondents have not satisfied with the resources used in the training program. So the company can concentrate on resources used in the training program and make them satisfied.
- Training helps to develop the knowledge and also helps to works well and job satisfaction to improve working condition.

XII. CONCLUSION

The overall training and development program attended by the employees are satisfactory. We have used percentage analysis, chi-square and ANOVAs for analyzing about the project. Training is essential for an employee who has just been promoted for the higher level job. Similarly the training increases the skill and knowledge of the employees. This helps employee to perform his job much better and improve their personality, attitude and self- confidence and commitment to work. The training program improves the working condition and job satisfaction of the employees. Training also helps in development of employees.

XIII. BIBLIOGRAPHY

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