A Study On Training & Development Practices Of Private Polytechnics In Latur District

Dr. Patil Hanumant S.,
Research Guide & Asst. Professor,
School of Management Sciences, Sub-Centre of SRTMUN, Peth, Latur
Mr. Paralkar Prashant P,
Research Scholar, School of Management Sciences,
Sub-Centre of SRTMUN & Asst. Professor,
D. B. Institute of Management & Research, Mahalangra, Tq. Chakur, Dist. Latur

Introduction

Human Resource Management (HRM) is a relatively new approach to managing people in any organization. People are considered the key resource in this approach. It is concerned with the people dimension in management of an organization. Since an organization is a body of people, their acquisition, development of skills, motivation for higher levels of attainments, as well as ensuring maintenance of their level of commitment are all significant activities. These activities fall in the domain of HRM. Human Resource Management is a process, which consists of four main activities, namely, acquisition, development, motivation, as well as maintenance of human resources.

Human resources are the most valuable and unique assets of an organization. The successful management of an organization's human resources is an exciting, dynamic and challenging task, especially at a time when the world has become a global village and economies are in a state of flux. The scarcity of talented resources and the growing expectations of the modern day worker have further increased the complexity of the human resource function. Even though specific human resource functions/activities are the responsibility of the human resource department, the actual management of human resources is the responsibility of all the managers in an organization.

It is therefore necessary for all managers to understand and give due importance to the different human resource policies and activities in the organization. Human Resource Management outlines the importance of HRM and its different functions in an organization. It examines the various HR processes that are concerned with attracting, managing, motivating and developing employees for the benefit of the organization

Training

Training is concerned with imparting specific skills for a particular purpose. Training is the sequence of learning a sequence of programmed behavior. Training is the act of increasing the skills of an employee for doing a particular job. "Training is the process that provides employees with the knowledge and the skills required to operate within the systems and standards set by management." (Sommerville 2007)

Development

Management development is all those activities and programme when recognized and controlled have substantial influence in changing the capacity of the individual to perform his assignment better and in going so all likely to increase his potential for future assignments. Thus, management development is a combination of various training programme, though some kind of training is necessary, it is the overall development of the competency of managerial personal in the light of the present requirement as well as the future requirement. Development an activity designed to improve the performance of existing managers and to provide for a planned growth of managers to meet future organizational requirements is management development.

Research Methodology

Primary Data: The data will be collected by using questionnaire and interview techniques.

Secondary Data: For secondary data books, journals, magazines, newspapers, official papers of DTE & department of Technical education, News,

Email id's:- **aiirjpramod@gmail.com,aayushijournal@gmail.com** I **Mob.08999250451**
website :- **www.aiirjournal.com**

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Aayushi International Interdisciplinary Research Journal (AIIRJ)

VOL- VI	ISSUE-X	OCTOBER	2019	PEER REVIEW e-JOURNAL	IMPACT FACTOR 5.707	ISSN 2349-638x

Periodical, annual reports will be used. Information collected through questionnaire will be classified and tabulated. Different tables will be prepared. Information in the tables will be analyzed and interpreted by using simple statistical method such as percentile and average method.

Scope Of The Study

Education is an integral part of today's competitive world. Private Polytechnics in Maharashtra State are controlled by the Private trusts, NGOs and governed by Government of Maharashtra, AICTE, MSBTE and Director of Technical Education Mumbai. It is a private sector and a largest educational institutions chain run under concerned authorities. The Importance of research in higher education says that knowledge is enough to make productive career but now a days competition is so tough that higher education is must to make a mark at higher level. Higher education will provide you that extra bit of ease to pick up much required speed at corporate level in beginning. But main question is how to make your higher education more productive. It does not depend on university or college to be selected or a course selection that makes all the difference. The fact is all of those students who are cautious about their study are well enough to make good selection over course and college. Actually that makes difference in technical and higher education which holds the level and its own importance.

Over the years, the diploma programs have deteriorated, losing the skill components, which has resulted in their being just a diluted version of education. The organizations employing them have to train them all over again in basic skills. It all because of untrained staff in the institutes hence study of training and development practices in private polytechnic have wide scope.

Geographical Scope

In the study lecturers working in private polytechnics in latur district will comprise the universe of the study.

Operational Scope

For the study of Human Resource Management Practices of employees in private polytechnic teaching faculties will be included in the first strata and the second strata all other are included. Sample size 200 respondents working in all departments will be selected.

Periodical Scope

The study will cover the data for Eight years from 2011 to 2019

Hypothesis

H0: There is No significant relationship between the Training & Development practices of the institute and the overall performance of the institute.

H1: There is significant relationship between the Training & Development practices of the institute and the overall performance of the institute.

Questionnaire For Survey

Q1] What are the stated objectives of your Institute regarding training and development?
1) Individual growth   2) Departmental growth
3) Organizational growth 4) Student satisfaction

Parameters	Frequency	Percentage
Individual Growth	50	25
Departmental Growth	0	0
organizational growth	110	55
student satisfaction	40	20
Total	200	100

Table: 1 Source: Researcher's field survey.

Analysis of Question No: 1

The Table 1 shows objection behind training and development of private polytechnics in Latur district. It shows that 25% of total respondents say that individual growth is the main objective behind the Training and development policy of institutes. 35% of total respondents says that organizational growth is the main objective behind training and development while 20% respondents says that student satisfaction is objective behind training and development.

In simple we can say that most of the private polytechnic in Latur district has an objective of organizational growth behind training and development activity.
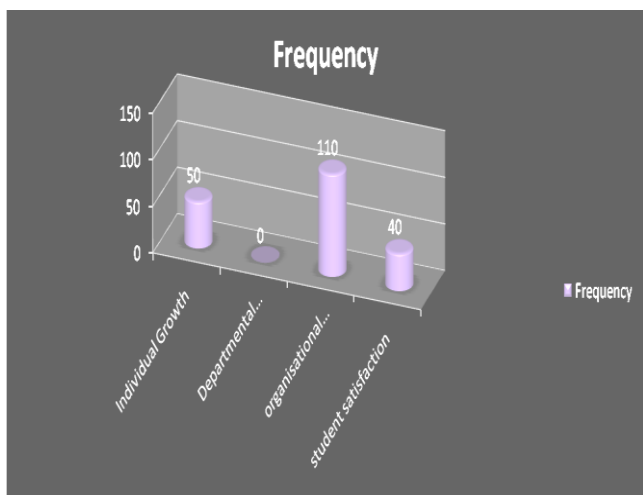
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Chart No: 1

Q2] Which type of training preferred by your institute?
1) On the job   2) Off the job   3) Both 1 & 2
4) Unknown   5) Other

Parameters	Frequency	Percentage
On the job	40	20
Off the job	100	50
Both 1 & 2	40	20
Unknown	20	10
Other	0	0
Total	200	100

Table: 2 Source: Researcher's field survey
Analysis of Question No: 2

The Table 2 shows that which type of training methods are being used by the private polytechnics in Latur districts. It shows that 20% of respondents says that their institute provides on the job training while 50% respondents says that their institute provide off the job training to its employees and 20% of respondents says that their institute provides both on the job and off the job training to its employees. And 10% respondents didn't know which type of training is provided.

The non-teaching employee receives the training by on the job method and teaching employees can receives training by off the job methods.
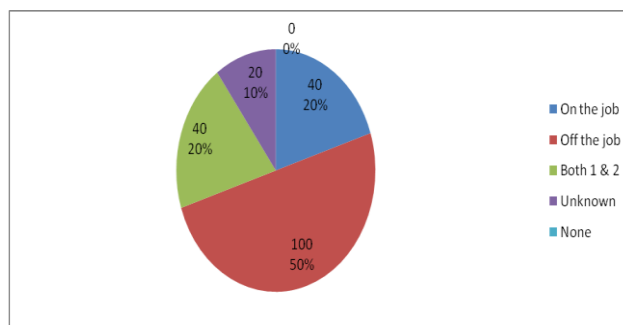

Chart No: 2

Q3] Who will work as trainer in training session?
1) Principal   2) HOD   3) Outsider Trainer
4) Existing trained employee 5) Management Person

Parameters	Frequency	Percentage
Principal	60	30
HOD	36	18
Outsider Trainer	84	42
Existing Trained Employee	20	10
Management Person	0	0
Total	200	100

Table: 3 Source: Researcher's field survey.

Analysis of Question No: 3

The Table 3 shows that who is working as a trainer in private polytechnics in Latur district. It shows that 30% respondents say principal is working as a trainer during training session. And 20% respondents say that HOD is working as a trainer during training program. 40% of respondents say that the institute invites outsider trainer to provide training to its employees and 10% respondents says that the existing trained employees of the institutes will work as a trainer during training program.

Most of the private polytechnics in Latur district call an outsider trainer for the training programme. But training that related to small and routine issues the principal or HOD will works as a trainer in training program.
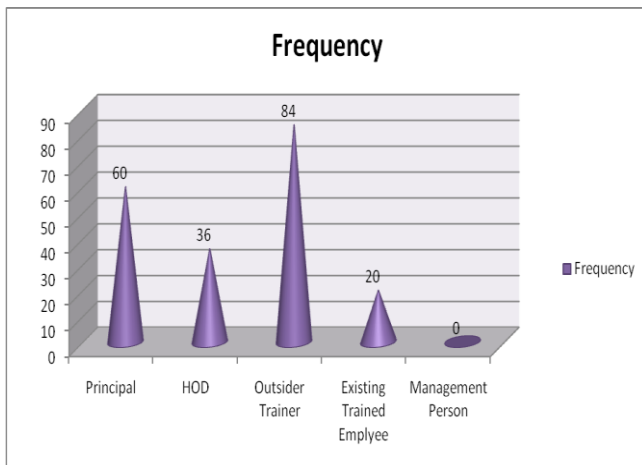
Chart No: 3

Q4] Does your Institute conduct any evaluation to determine the effectiveness of the training received?
1) Yes by the Principal   2) Yes by the Trainer
3) Yes by the HOD   4) Yes by the Management Person   5) No

Parameters	Frequency	Percentage
Yes the principal	76	38
Yes by the trainer	60	30
Yes by the HOD	44	22
Yes by the management person	10	5
No	10	5
Total	200	100

Table: 4 Source: Researcher's field survey.

Analysis of Question No: 4

The Table 4 shows whether the private polytechnic conducting evaluation after training programmer. It shows that 38% respondents say that their principal takes the feedback of training. 30% respondents says that other trainer immediately conduct the evaluation of programmer. 22% respondents say that after the training programmer. The HOD of respective department evaluates the effectiveness of training. 10% of the respondents says that the representative of management evaluate the effectiveness of training. And 5% respondents say that no such activity can be done after training.

By this we know that the principal and HOD of private polytechnics in Latur district are evaluate the effectiveness of training by an effective feedback system.
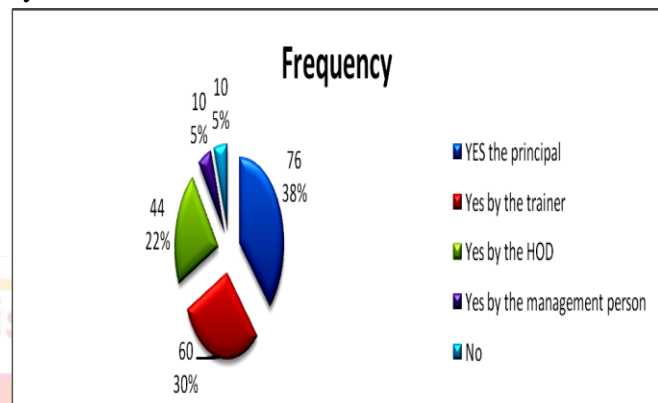

Chart No: 4

Q5] What are the overall findings of the feedback of training?
1) No change   2) Skill improvement
3) Confidence on particular task
4) High Level of Motivation   5) Better output
Table: 5

Parameters	Frequency	Percentage
No change	30	15
Skill improvement	100	50
Confidence on particular task	20	10
High level motivation	30	15
Better output	20	10
Total	200	100

Table: 5 Source: Researcher's field survey.

Analysis of Question No: 5

The Table 5 shows that the overall findings of the feedback of training it show that 15% of respondents give feedback as no change. While 50% respondents say that their skills are improved by training programmer. And 10% says that their confidence to do the task is improved by training. 15% respondents say that training increases the level of motivation.10% respondents says that the output after training is better as compare to previous.

The training programs conducted by private polytechnics in Latur district are focused on skill improvement and motivation of employees.

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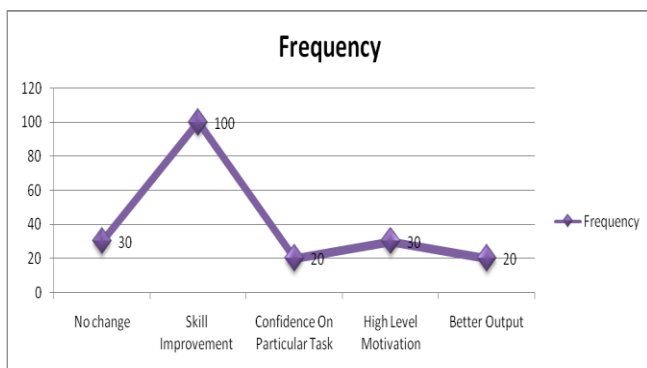| VOL- VI	ISSUE-X	OCTOBER	2019	PEER REVIEW e-JOURNAL	IMPACT FACTOR 5.707	ISSN 2349-638x

Chart No: 5

Testing Of Hypothesis:

H 1 : There is strong relationship between the training and development practice of the institute and the performance of the institute.

RESULT			
Parameters	**Respondents 01**	**Respondents 02**	**Row Totals**
Highly satisfied	70 (50.00) [8.00]	30 (50.00) [8.00]	**100**
Satisfied	50 (45.00) [0.56]	40 (45.00) [0.56]	**90**
Neutral	10 (10.00) [0.00]	10 (10.00) [0.00]	**20**
Not satisfied	40 (60.00) [6.67]	80 (60.00) [6.67]	**120**
Highly not satisfied	30 (35.00) [0.71]	40 (35.00) [0.71]	**70**
Column Totals	**200**	**200**	**400 (Grand Total)**

The Chi- Square Statistic is 31.873. The P-Value is 0.00001. The result is significant at P< .05. Hence the Hypothesis is accepted.

Findings:

After detailed statistical analysis of the data collected from various souses, numerous suitable and relevant findings were reached at. They are summarized as the following:

1) It has been found that most of the private polytechnic in Latur district has an objective of organizational growth behind training and development activity.

2) It has been found that the non-teaching employee receives the training by on the job method and teaching employees can receives training by off the job methods.

3) It has been found Most of the private polytechnics in Latur district call an outsider trainer for the training program. But training that related to small and routine issues the principal or HOD will works as a trainer in training program.

4) It has been found that the principal and HOD of private polytechnics in Latur district are evaluate the effectiveness of training by an effective feedback system.

5) It has been found that the training programs conducted by private polytechnics in Latur district are focused on skill improvement and motivation of employees.

Conclusion:

The study of Training and Development practices of private polytechnics of Latur district is inspired by finding the proper solution for the human resource Training and Development problems faced by those institutes. The study focuses on the management of human resource assets and various aspects of human resource Training. The T&D practices play an important role in the development of every organization. The study started with the objective to examine the trends of Human Resource Training and Development practices in private polytechnics. Study analyzed the training policies and evaluated the perception of employees towards human resource training and development practices. The study examined the relationship between training and development practice of the institute and the performance of that institute. The hypotheses are tested using the statistical tests like 'chi-square' on the basis of primary data collected by using questionnaire. It has been found that there is a strong relationship between training and development of the institute and performance of that institute. This hypothesis is accepted by statistical tests. This hypothesis is accepted by the result of chi-square test.

The training and development policies of these institutes need to improve very well and for that the management of these institutes needs to take an initiative. Actually the institutes are implementing training programs but very rarely, these institutes'

Email id's:- **aiirjpramod@gmail.com**,**aayushijournal@gmail.com** I **Mob.08999250451**
website :- **www.aiirjournal.com**

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needs to implement training program as a regular activity of their academic schedule. The Institutes are not working for development of its employees like higher education schooling to their children, sponsorship for higher education etc. The institutes must have to continuous involve in overall development of employees and consider training program as a need for mutual growth of Institute and Employees. Institutes are arranging training programs with objective of institutional growth only which is not good for long time. Institutes are using old methods for training so that they need to use modern techniques for training by which training program will be more effective and helpful for all. Institutes must have to use CBT, Multimedia Audio Visual tools for training. The institutes are preparing their own budget for training program which is good thing. The evaluation of training program is measured by the principal of HOD of the institute but employees are not giving open response in front of their superior person because of dignity so outsider person need to measure effectiveness of the training program by which all employees will openly give the feedback of training program.

Finally we can conclude that training and Development Practices implemented by the private polytechnics in latur district but these institutes need to work for improvement of Training and Development practices very well.

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