

## A STUDY ON RELATIONSHIP BETWEEN MANAGEMENT AND EMPLOYEES AT AVTHAR CERAMICS, DINDIGUL

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### Abstract:

This study titled "A Study on the Effectiveness of the Training and Development Program on the Performance of Employees at Hiranmayee Rubber Private Limited, Madurai" investigates the impact of training initiatives on employee performance. It aims to evaluate the relevance, quality, and outcomes of various training programs such as compliance, leadership, technical, and soft skills training. The research employs both primary and secondary data, with a sample size of 115 employees selected through convenience sampling. Tools such as percentage analysis and chi-square testing were used to interpret the data. Findings indicate that while the majority of employees recognize improvements in productivity, confidence, and skill development after training, a significant number remain reluctant to recommend the programs, suggesting possible gaps in training content, delivery, or follow-up mechanisms. The study concludes that although training has positively influenced individual and organizational performance, there is a need for more diversified, strategic, and employee-centered training approaches.

**Keywords:** Management-employee relations, employee engagement, communication, leadership, organizational culture, job satisfaction.

## 1. Introduction

Training and development refers to educational activities within a company created to enhance the knowledge and skills of employees while providing information and instruction on how to better perform specific tasks. Training is a short-term reactive process meant for operatives and process while development is designed continuous pro-active process meant for executives. In training employees' aim is to develop additional skills and in development, it is to develop a total personality.

Employee Training and Development helps in updating employees' skills and knowledge for performing a Job which at the end results in increasing their work efficiency and increase the productivity of an organization. It ensures that Employees oddness or eccentricity is reduced and learning or behavioral change should take place in a very structured format. Training development or

learning and development are official on-going educational activities designed for goal fulfillment and enhance the performance of employees.

## 2. Objectives of the Study

- To understand the need for Training in the Organisation.
- To know the process involved in giving training to the Employees.
- To analyse the strategies involved in giving Training to the Employees
- To know the various methods of Training given to the Employees.
- To understand the impact of Training on the performance of the Employees.

## 3. Need of the Study

Human resource is an important requirement in any organization. This study includes the various methods followed organization for training & development. And to know the effectiveness of the training and development. Training is essential for an employee who has just been promoted to a higher level job. With an evaluation in his position in the organization, his responsibilities are also going to multiply. Training is not something needed for the newly recruited staff alone. Even the existing employees of a concern may require training. Such training enables them to update their skill and knowledge.

## 4. Hypothesis

A hypothesis is an assumption, an idea that is proposed for the sake of argument so that it can be tested to see if it might be true. In the scientific method, the hypothesis is constructed before any applicable research has been done, apart from a basic background review. You ask a question, read up on what has been studied before, and then form a hypothesis.

### NULL HYPOTHESIS (H<sub>0</sub>):

There is no significance between the age group of the respondents and frequency of trainings needed.

### ALTERNATE HYPOTHESIS (H<sub>1</sub>)

There is significance between the age group of the respondents and frequency of trainings needed.

## 5. Tools for Analysis

The research study has used SPSS Tool (Statistical Package for the Social Sciences) is a software tool used for statistical analysis in social science. It helps users manage data, perform complex statistical tests and generate reports or visualizations. SPSS is known for its user-friendly interface, making it easier for researchers and analysts to interpret data and make informed decisions. Various tools are used in the research which are as follow, Percentage Analysis, Chi –Square Analysis.

## LIMITATIONS OF THE STUDY

- As per the company rules many information was not disclosed

- Finding and conclusions made are based on the superficial knowledge acquired by the observant.
- A short study period may not capture the seasonal fluctuations or long-term business trends, especially in manufacturing.
- Researchers may have to rely on secondary sources or partial information.

## 6. Company Profile

Hiranmayee Rubber Private Limited is an Indian Non-Government Company, incorporated on 12 Feb, 2016. It's a private company and is classified as 'company limited by shares'. Company's authorized capital stands at Rs 10.0 lakhs and has 100.0% paid-up capital which is Rs 10.0 lakhs. Hiranmayee Rubber Private Limited is majorly in Manufacturing (Metals & Chemicals, and products thereof) business from last 5 years and currently, company operations are active. Company is registered in Chennai (Tamil Nadu) Registrar Office. Hiranmayee Rubber Private Limited registered address is RS.NO. 99/6, D.NO.99 MELAKKAL MAIN ROAD, KOCHADAI, MADURAI-625012.

## Chi Square Test on The Employee Opinion Based On Their Experience

The Chi-Square analysis examines the relationship between gender and whether a training program increased participants' confidence. Out of 127 respondents, 116 provided valid responses. The crosstabulation shows that all 87 males reported increased confidence, while among females, only 9 reported increased confidence and 20 did not. The Pearson Chi-Square value is 72.500 with a significance level of  $p = .000$ , indicating a statistically significant association between gender and increased confidence. Supporting statistics such as the Continuity Correction, Likelihood Ratio, Fisher's Exact Test, and Linear-by-Linear Association all confirm the result with similarly significant p-values (all .000). Thus, the data strongly suggests that gender is significantly related to changes in confidence following the training, with males reporting a more consistent increase.

## 7. Findings

- 76% of the respondents gained adequate knowledge from the training.
- Majority 77% are unlikely to recommend the training program.
- 88% report being more productive after training, showing strong training impact despite low recommendation rates.
- 83% state their confidence increased after training.
- 53% confirm key performance indicators are effectively implemented
- 12% say training improved their skills "Very Much,".

## 8. Suggestion

- Diversify training formats beyond primarily on-the-job training to include more classroom sessions, mentoring, and workshops, catering to varied learning preferences.

- The company must do Investigation regarding why some employees feel they lack adequate knowledge after training and take steps to close this gap.
- The company should improve the clarity and implementation of performance evaluation systems, as many employees are unsure about their effectiveness.
- Through qualitative feedback sessions or interviews the company can have better understanding regarding the reasons behind dissatisfaction and reluctance to recommend the training programs

## 9. Conclusion

Hiranmayee Rubber Private Limited has demonstrated significant potential in the Indian rubber industry through its commitment to quality, innovation, and sustainable practices. The company's strategic focus on utilizing locally sourced raw materials, investment in modern processing technologies, and adherence to environmental standards positions it as a competitive and responsible player in the market. In conclusion, Hiranmayee Rubber Private Limited is well-positioned to capitalize on emerging opportunities in both domestic and international markets. With continued investment in research, quality enhancement, and market expansion, the company is likely to strengthen its foothold and contribute positively to the growth of the rubber industry in India.

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