A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT OF EMPLOYEES IN WIPRO LIMITED AT CHENNAI

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ARTICLE DETAILS	ABSTRACT
Research Paper	
Keywords : *Startups- Ecosystem- Inclusive- Entrepreneurship- Innovation*	The main objective of the study is to know the employee training and development programs in WIPRO. The company has to adopt new technology and new resources, which requires equally talented employees. To upgrade the employee's skills and knowledge to the present needs of the company it should provide training and development to the employees. Every organisation needs to have well trained and experienced people to perform the activities that have to be done. Descriptive strategical analysis is used to study this paper, structured questionnaire is used to collect the data. The methodology adopted to carry this study is by using questionnaire and the strategical tools used for analysing were simple percentages. The result are interpreted and presented in the form of the table and charts. In this study we find that the training is learning, enhancement, sharing information. The purposes of training is to achieve the organisation goals, personal goals. By the training and development the employer's morale will increase.

Introduction

Human resources management usually referred to as heads or involves everything related to the employer employee relationship and is about supporting and managing the organization people and associated process. It is seen as a core business function essential to the organizations effective operations.

Most larger organisations in the public under the private sector have their own designated human resource management opening up a broad range of companies under sectors to applicants. Recent years have been increasing number of companies outsource key elements of their HR functions. So opportunities with in humans resources consultations also best. Human most over subscribed. The level of human resource focus will marry from scheme with the same being based purely within the human resource department and others expanding candidates experience to other functions such as more cutting management and more.

Objectives of training and development

➢ Objective of the study of training and development in Wipro limited is to study the impact of training on the overall skill development of employees.

➢ The specific objectives of the study are;

➢ To examine the effectiveness of training in overall development of skills of work force.

➢ To examine the impact of training on the workers.

➢ To study the changes in the behaviour pattern due to training.

➢ To compare the cost effectiveness in implanting training program.

Concept of training

A planned process to modify attitude knowledge or skill behaviour through learning experience to achieve performance in an activity or range of activities. It's purpose in the work situation is to develop the ability of the individual under to satisfy the current and future needs after organisation.

Aims of training and development

➢ To assume managers in required numbers and with the required skills to meet the present and anticipated future needs of the business.

➢ To encourage manager to grow as opinion and in their capacity to handle greater responsibility.

➢ To improve the performance of managers at all levels in the job they now hold.

Training policy

Every company or organization should have well established training policy. Such a policy represents the top management commitment to the training of its employee and the comprises rules and

procedures governing the standard of scope of training. Training policy is considered necessary for the following reasons.

Methods of training

Employee training methods or multi-faceted in scope and dimensions, and each in suitable for particular may not be test for different groups or test car must to be used in adapting the technique generally fulfil these objectives provides the motivation to the training to improve job performances of wipro.

Development a willingness to change provide knowledge of result about attempt to improve and permit practice while appropriate. A careful use of training methods can be a very cost effective investment in sense of using the appropriate method for the needs of your person or a group. Generally, methods can be divided in "on the job training".

On the job training

On the job training emphasize on learning while on individuals is actually engaged in work.

This method can be suitable for all types of employees. These people can learn by working on the job. That can several way in which OJT can be offered.

Off the job training

Lectures are regarded as one of the most simple ways of importing knowledge to the train is especially when facts concepts or principals, attitude and problem-solving abilities to be taught are thermal organized tasks by the training specialities the formal superior or the other individual specific topics.

Statement of the problem

Training programs always have a problem of failure to identify the specific need it attempts to understand training issues broadly. Such issues affect the purpose of training ICSE system within a work organisation.

Scope of the study

Covers mainly that training by evaluating various training programme given to the trainer. The management can identify the satisfaction level of the person training programme.

Objective of the study

➢ To measure the goal setting skill of the employees after this training programme.
➢ To study the effectiveness and practical abilities of the training programme.
➢ To find out whether the employees are able to resolve conflict after communication skills.

Limitations of the study

➢ The findings of the study or subject to bias and prejudice of the respondents.

➢ Area of the study is confined to the employees in Wipro industries limited Chennai branch only.

➢ Time factor can be considered and main limitation.

Research methodology

The method to study the well for amenities of Wipro industries limited has been research oriented. The analysed information has been collected from the HRD officials of the organization and the information collected from the employee and observations on employees working on the situation during the visits to various places of the organization.

Sampling methods

Population size: Employee of wipro industries limited Chennai.

Sample size: Employee of wipro industries limited.

Sampling method: Sampling was done on the basis of random sampling.

Review of literature

A review of literature places a research study in its proper perspective by knowing the amount of work already carried out in the related areas of the study, any effective research must be based upon past knowledge that helps to eliminate the duplications of what has already been done and provides useful and important information and research.

PP kulkami (2013) Training implies constructive development in such. This types of training and development programs will help in improving the importance of training and development and its relation.

Laura Lackner Saylot, Carla C Jhonson (2014) meaningful and effective training and professional development programmes for teachers to the improvement of teaching practices in our schools.

S. Habib, F Zahra, H. Mushtaq (2015) Training and development is independent variable while training and development for employees performance and productivity commonly in organisation, training and development.

AA Khan, S Abbasi, RM Waseem, M.Ayaz (2016) study the influence of training and development on employee performance and job satisfaction with employee. Convenience sampling technique was used for the data collection.

I Rekalde, J Landeta, E Albizu (2017) Training and development strategy setting appear comparison with other known as training and development methods and promoters of company execute training and development actions.

Profile of the study

Wipro company profile

Wipro Limited is a market leading information technology, consulting and business process services company. Wipro has over 1,60,000 dedicated employees serving together and building a bold and new future. The amount of revenue generated by wipro in the financial year 2017 is 848 crores USD.

History of wipro limited

The third-largest company in India, Bangalore based wipro Limited is an ever-growing and ever-diversifying global company that manufactures and sells products and services ranging from cooking oil and soaps to healthcare instruments and information technology (IT) consulting.

Humble Beginnings: Mid-1940s to Early 1970s

Western India Vegetable Products Ltd. (Wipro Limited) was founded in 1945 by M.H. Premji. The company sold vanaspati solidified sunflower oil to retailers, who sold it in bulk, scooping 50 and 100 grams for customers who brought along their own containers.

Little did either man know that later, in the new millennium, wipro's value would dwarf Pakistan's gross domestic product. Wipro went public in 1947 for roughly $30,000.

Wipro Organisation Heads

❖ **Azim Premji** is the chairman of wipro Limited.

❖ **Abidali Neemuchwala** is the CEO of Wipro.

❖ **Rishad Premji** is the Chief strategy officer in Wipro.

Wipro's Vision

"To earn our clients' trust and maximize the value of their business by providing solutions that integrate deep industry insights, leading technologies and best in class delivery process".

Awards and recognition

➢ Wipro won the Quest Forum Global Sustainability Awards in the software category for the year 2017.

➢ Wipro won the **"Best Internet of Things Solution Partner Award"** by Cisco.

Data Analysis and Results

Table No. 1

Gender Wise Classification

S.No.	Gender	No. of Respondents	Percentage
1	Male	30	40
2	Female	45	60
	Total	75	100

Source: Primary Data

Interpretation:

The above table shows indicates that 60% of the respondents are Female and 40% of the respondents are Male.

Table No.2

Nature of Training Programme

S. No.	Dimensions	No. of Respondents	Percentage
1	Mostly Related to work	48	64
2	General	15	20
3	Not Related to work	12	16
	Total	75	100

Source: Primary Data

Interpretation:

From the above tables indicates that 64% of the respondents are mostly related to work and 20% of the respondents are general and 16% of the respondents are Not related to work.

Table No.3

Methods of Training

S.No.	Dimensions	No. of Respondents	Percentage
1	On the Job	11	15
2	Off the Job	10	13
3	Both	54	72
	Total	75	100

Source: Primary Data

Interpretation:

From the above tables indicates that 72% of the employee received both method of training and 15% of the employees received on the job training and 13% of the employees received of the training.

Table No. 4

Details About Training Programme

S. No.	Dimensions	No. of Respondents	Percentage
1	Yes	58	77
2	No	17	23
	Total	75	100

Sources: Primary Data

Interpretation:

From the above table indicates that 77% of the respondents are satisfied with the duration of time and 23% of the respondents are not satisfied with the time duration.

Table No. 5

Necessity of Training Programme

S. No.	Dimensions	No. of Respondents	Percentage
1	Yes	61	81
2	No	14	19
	Total	75	100

Source: Primary Data

Interpretation:

From the above tables indicates that 81% of the respondents are training is necessity for employees and 19% of the respondents are not training is necessity for employees.

Table No.6

Training Details for Weak Areas

S. No.	Dimensions	No. of Respondents	Percentage
1	Yes	50	67
2	No	25	33
	Total	75	100

Source: Primary Data

Interpretation:

From the above table indicates that 67% of the respondents are say yes and remaining 33% of the respondents are say not training is only for week areas.

Findings of the study

➢ Major 60% of the respondents are female.

➢ Major 64% of the respondents are the nature of training programs are mostly related to the work.

➢ Majority 72% of the respondents are received the both method of training for employees.

➢ Majority 77% of the respondents are agree that a new method of training are used in conducting training program.

➢ Majority 81% of the respondents are training necessity for employees are training programs.

➢ Majority 67% of the respondents are training is related to only weak areas.

Suggestions

➢ The management should take effective step to bring well talented trainers with sufficient experiences in their relevant field to deliver that training program effectively. Employees should take training more seriously for individual development as well as the organisational development.

➢ Training material should be provided to the employees to give them and overview which in tone make training effective.

➢ The company can include group discussion in the training programmers to make effective training.

➢ The training program can be devised with a new technology to impart the knowledge of advanced technology.

➢ The management conduct a training of development programme in frequent intervals.

➢ Organization should act as a motivation factor in marketing the employees attend and take up training seriously and explain the worth of each training program.

Conclusion

Training is the most important fundamental activity in any organizations to build or improve those human resources. It enriches the skill expound the knowledge and give meaning to work. The individual worker and the staff progress in the year career only if they are able to integrated the component training in their work life. Training effectiveness will not reveal itself still workers

performance their jobs but there is another way to tell provide a past training survey. This is a priority to ensure your budjet Boss effectively spend and to training should it be conducted.

So training should be taken seriously with the rabit changes in the technology training has to conducted with a new emerging trend to make it effective and to make its return on investment for the organization.

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