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# A Study on Analyse the Impact of Training towards Organization Growth in Select IT Companies at Chennai

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#### Keywords

ROI – Return of Investment,  
TCS- Tata Consultancy Services,  
S.D- Standard Deviation,  
DIF- Difficulty, Importance and Frequency.

### ABSTRACT

The study is conducted mainly to find out the methods and effectiveness of training practices of select Information Technology companies in Chennai. This is mainly to assess the present status of the employee's effectiveness in discharging the roles and responsibilities in tune with the objectives of the Information Technology Companies.

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### Introduction

#### Training needs analysis

❖ It is a systematic process of understanding training requirements. It is conducted at three stages - at the level of organisation, individual and the job, each of which is called as the organisational, individual and job analysis. Once these analyses are over, the results are collated to arrive upon the objectives of the training program.

#### Objectives Of The Study

##### Primary Objective

To study and compare the Training practices of select IT companies at Chennai.

##### Secondary Objectives

❖ To identify and compare the Training evaluation practices of IT companies at Chennai

❖ To study the impact of training towards organizational growth for the select IT companies

#### Research Design

❖ In this research Ex Post Facto research with field survey is used.

❖ The main characteristic of this method is that the researcher has no control over the variables; he can only report what has happened or what is happening. Most of the *ex post facto* research projects are used for descriptive studies in which the researcher seeks to measure such items as, for example, frequency of shopping, preferences of people, or similar data.

❖ *Ex post facto* studies also include attempts by researchers to discover causes even when they cannot control the variables. The methods of research utilized in descriptive research are survey methods of all kinds, including comparative and correlation methods.

#### Sample Design

❖ The researcher has opted for 'Simple Random Sampling'. Based on the database provided by the respective IT companies, the respondents were numbered initially. With the help of the random table required number of respondents were chosen for conducting the research survey.

#### Sample Size

The total sample size was 400 respondents who were selected unequally from all three companies invariably of their positions.

#### Review of Literature:

Chimote, Niraj Kishore (2012), stated that the main purpose of this study is to find out how a training programme can be evaluated from the perspective of trainee employees to test its effectiveness.

Pallavi & Kulkarni (2013) stated that training is the nerve that suffices the need of fluent and smooth functioning of work which helps in enhancing the quality of work life of employees and organizational development too.

#### Analysis

##### Return on Investment

Return on Investments (ROI) ratio indicates the percentage of income earned on its investments on employee. It is computed to know the impact of Training in the selected IT companies. Table 1. shows the return on investments ratio of selected IT companies.

Return on Investment = Net program Benefits/ Employee Cost

(Net Program Benefits = Total Income- Employee cost)

It is inferred that the WIPRO had the highest mean value of ROI ratio at 1.37% and INFOSYS had the lowest mean value

of ROI ratio at 0.93% during the study period among the selected IT companies.

It depicts that the WIPRO earned higher return on its investment and INFOSYS earned lower return on its investments. TCS had the highest value of co-efficient of variation of ROI ratio at 26.68 and INFOSYS had the lowest value of co-efficient of variation of ROI ratio at 5.28 during the study period. It denotes that TCS had instability and INFOSYS had stability in earning return on investment. This analysis reflects that the return on investment of WIPRO and TCS is satisfactory when considering its higher mean value and INFOSYS is satisfactory when considering its stability in earning income on its investment.

**Table 1.**

<b>RETURN ON INVESTMENTS (%)</b>			
<b>Year</b>	<b>TCS</b>	<b>WIPRO</b>	<b>INFOSYS</b>
<b>2006-07</b>	0.94	1.46	1.01
<b>2007-08</b>	1.05	1.46	0.96
<b>2008-09</b>	0.94	1.45	0.98
<b>2009-10</b>	1.01	1.57	0.96
<b>2010-11</b>	1.02	1.51	0.93
<b>2011-12</b>	1.00	1.50	0.94
<b>2012-13</b>	1.67	1.16	0.89
<b>2013-14</b>	1.79	1.19	0.83
<b>2014-15</b>	1.54	1.21	0.90
<b>2015-16</b>	1.67	1.20	0.91
<b>Total</b>	12.64	13.70	9.33
<b>Mean</b>	1.26	1.37	0.93
<b>Standard Deviation</b>	0.34	0.15	0.05
<b>Co - efficient of Variation</b>	26.68	11.06	5.28

Results indicates that there is a positive impact of Training towards the organization growth

#### **Suggestion to the company**

**Assess and agree training needs:** Conduct some sort of training needs analysis. Another method of assessing and prioritizing training is DIF analysis DIF stands for Difficulty, Importance, and Frequency. DIF Analysis is a sophisticated (and potentially very complex) method of assessing performance, prioritising training needs and planning training, based on three perspectives, Since need analysis in the study shows 49% of dissatisfaction among the respondents. It is suggested to do the need analysis based on the priority.