A Study on Skill Development Training Process with reference to Sun Professional Solutions, Chennai

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ABSTRACT
The project is undertake “A Study on Skill Development Training Process with reference to Sun Professional Solutions, Chennai” The study has been conducted by adopting survey method among clients from goodwill commodities, with help of questionnaire. The sample size is 112 respondents from the company chosen for the study.

The scope of the study consists of the importance of the skill development is to find out the level of training from the employees. The objectives tell about the necessity of the study. The research methodology consists of design, sample size & sample techniques. The project work is based on descriptive research. Simple random sample used for the data collection and percentage analysis are used for data collected through questionnaire. The study provides some findings that were interrupted from the analysis of the collected data.

Key points: training, skill and development.

INTRODUCTION
Every organization needs to have well trained and experienced people to perform the activities that have to be done. If the current or potential job occupant can meet this requirement, training is not important. But when this is not the case, it is necessary to raise the skill levels and increase the versatility and adaptability of employees.

Training increases the knowledge and skills of an employee for doing a particular job. The main output of training is learning. Training provides skills & abilities that may lie called on the future to satisfy the organization’s human resource needs.

About the company:
• The purpose of our organization is to help you in a series of process, solutions and techniques that you can use immediately to strengthen your organization more easily than ever before. Our organization was started with a motto to help our clients achieve their goal continuously and effectively because in today's competitive world achieving something is not a big deal but consistency in that achievement is the most important factor in order to run an organization.

We, at SUNPRO Solutions help you in maintaining the consistency of your organization by providing you with Human Resource who helps your organization in running any other resource. Our dedicated team of fresh and enthusiastic minds is there to provide you with all the necessary solutions in order to achieve your goal.

Sun Professional Solution Slogan: "Customer First, Everything Next".

We do the following while filtering a candidate for your requirement.
• Background Verification.
• Feasibility study about the candidate in comparison with the job requirement.
• Telescopic analysis of the candidate in relation with Company culture, job fit, etc.
• Resume Validation using specially designed questionnaire.
• Key skills analysis.
Educational qualification.
Experience.
Location.
Track record of the candidate with valid proof.
Certificates Verification.
Domain knowledge (Assessments can be done for candidates if required for all industries).

The Sun professional Solution having more than twentyfive company, they are “PRITHVI.
EURAKA FORBES,361* MINDS, HGS(HINDUJA GLOBAL SOLUION), PRIDE INFO,
SERCO, ZEBRONICS, HI REAILS,INFO SERVICES, VELVEER, SAI RAM
ENGINEERING WORKS, CADD CENTRE”, ETC…..

SCOPE OF THE STUDY:
1. This study is to analyze and find out the effectiveness of skill development programme
   provided for the sun professional solution private limited.
2. To create an opportunity for employees to interact with each other apart from job purposes.
3. To know about employee satisfaction.
4. To know about the growth opportunities of employees.

OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVES:
To study the effectiveness of the skill development programme provided for the operators at
Sun professional solution private limited

SECONDARY OBJECTIVES:
- To know whether the skill development programme has contributed to overall
  employee performance.
- To study the areas in which improvement have been identified that is a result to the skill
  development programme
- To know the level of trainer and trainee involvement and clarity of training through
  feedback from employee.
- To critically asses the skill level of employees after training.

Review of literature:
Timothy T. BaldwinJ. Kevin ford, (2006)Transfer of training is of paramount concern for training
researchers and practitioners. Despite research efforts, there is a growing concern over the “transfer
problem.” The purpose of this paper is to provide a critique of the existing transfer research and to
suggest directions for future research investigations. The conditions of transfer include both the
generalization of learned material to the job and the maintenance of trained skills over a period of time
on the job. The existing research examining the effects of training design, trainee, and work-
environment factors on conditions of transfer is reviewed and critiqued. Research gaps identified from
the review include the need to (1) test various operationalizations of training design and work-
environment factors that have been posited as having an impact on transfer and (2) develop a
framework for conducting research on the effects of trainee characteristics on transfer. Needed
advancements in the conceptualization and operationalizations of the criterion of transfer are also
working often has positive effects on team members but places significant new demands on managers.
Unfortunately, little research has examined whether the impact of the intervention may be enhanced by
providing managers with training during the change process. To test this possibility we carried out a
longitudinal intervention study in a part of the Danish elderly care sector that was implementing
teamwork. Kirkpatrick’s (1998) training evaluation model was used to examine the effects of training
team managers in issues such as teamwork, transformational leadership and change management on
the outcomes of team implementation. We used a combination of quantitative and qualitative research methods to isolate the impact of manager training on the success of the teamwork intervention.

**RESEARCH METHODOLOGY**

Research methodology is a way to find out the result of a given problem on a specific matter or problem that is also referred as research problem. In methodology, researcher uses different criteria for solving / searching different type of methods for solving the problem. It is necessary for the researcher to know not only the methods or techniques but also the methodology.

**Research Design:**
A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economic in procedure.

**Sources of data:**
- **Primary data:** The primary data was collected using questionnaire on “A Study on skill development in training process, vadapalani; Chennai” from the employer of the organization.
- **Secondary data:** Secondary data refers to those data which gathered for some other purposes and are already in the firm’s internal record and commercial.

**Simple random sampling**
Simple random sample (‘SRS’) of a given size, all such subsets of the frame are given an equal probability. Each element of the frame thus has an equal probability of selection: the frame is not subdivided or portioned. Furthermore, any given pair of elements has the same chance of selection as any other such pair (any similarly for triples, and so on). This minimizes bias and simplifies analysis of results. In particular, the various between individual’s results within the sample are a good indicator of variance in the population, which makes it relatively easy to estimates the accuracy of results.

**Sample size and population**
- It refers to the number of elements to be included in the study.
- Sample size is complex and involves several quantitative and qualitative. Here sample size is 112
- No. of population 150

**Data Analysis:**
A correlation is based on relationship between improving skill and performance level and chi-square is based on problem solving ability and performance level.

**Correlation:**

<table>
<thead>
<tr>
<th></th>
<th>Improving skill</th>
<th>Performance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improving skill</td>
<td>Pearson Correlation</td>
<td>.027</td>
</tr>
<tr>
<td></td>
<td>Sig. (2-tailed)</td>
<td>.776</td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>112</td>
</tr>
<tr>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>112</td>
</tr>
</tbody>
</table>

**Inference:**
There is relationship between improving skill and performance level. Spearman’s is -.027. We conclude that there is a Negative relationship between improving skill and performance level.

**Chi-Square:**
H0: There is a relationship between the problem solving ability and performance level.
H1: There is no relationship between the problem solving ability and performance level.
PROBLEM SOLVING AND PERFORMANCE LEVEL:

<table>
<thead>
<tr>
<th>Problem solving ability</th>
<th>Performance level</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>strongly agree</td>
<td>agree</td>
</tr>
<tr>
<td>strongly agree</td>
<td>25</td>
<td>25</td>
</tr>
<tr>
<td>Agree</td>
<td>23</td>
<td>22</td>
</tr>
<tr>
<td>Disagree</td>
<td>2</td>
<td>4</td>
</tr>
<tr>
<td>strongly disagree</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>51</td>
<td>52</td>
</tr>
</tbody>
</table>

Tests statistics:

<table>
<thead>
<tr>
<th></th>
<th>Value</th>
<th>df</th>
<th>Asymp. Sig. (2-sided)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson Chi-Square</td>
<td>3.018a</td>
<td>9</td>
<td>.964</td>
</tr>
<tr>
<td>Likelihood Ratio</td>
<td>3.894</td>
<td>9</td>
<td>.918</td>
</tr>
<tr>
<td>Linear-by-Linear Association</td>
<td>.010</td>
<td>1</td>
<td>.920</td>
</tr>
<tr>
<td>N of Valid Cases</td>
<td>112</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

12 cells (75.0%) have expected count less than 5. The minimum expected count is .02.

Inference:

We can conduct there is relationship between the problem solving ability and performance level. Hence it is accepted.

Limitation:

The study has been carried out on the present condition, long term decisions can be relied on the basis of true study.

Attitudes & habits of the clients are subjected to frequent changes in this study.

Suggestions:

- The company can provide more believe toward candidates.
- The company can still focus by handling queries towards candidates.
- The company can make it training effectively.

Conclusion:

The study concludes the information that all the candidate are satisfied with performance level from sun professional solution, if company can provide their training level effectively it will increase performance level and also the employer will solve the problem.

References

Text Books:

Websites:
www.sunprosolution.com
Www. Slideshare.com