

TRAINING IS AN INVESTMENT: AN OVERVIEW

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ABSTRACT

Training is a word which everyone experience in everything in their life. This article is based on the necessity of the training in organization especially in Information Technology Sector. An analytical study is conducted by collecting data through primary data collection method. Though the sample size is limited in number, the primary data collection emphasis on its materiality. Training is an Investment means, the organisation whatever expenses it makes on training is not loss but it is an investment with an assurance that it will reap back its investment along with profit in future days. This article is concluded with a strong suggestion that every organization must spend more on training and make it very effective.

KEYWORDS: Training, Information Technology Sector, Primary Data, Sample Size, Investment.

Introduction

Training is a word which is very essential and necessary for everyone to achieve success in their life. This is a lift used to bring up the people from unknown to known. Amount spent on training is regarded as an investment but neither loss nor waste. Training is the only vehicle to catch the speed of changing technology.

Meaning of Training

Training is a systematic and planned process to provide learning experience to an employee and enable him to achieve organizational goals.

Objectives of the Study

- To know the importance of training in I T Sector.
- To know how training strategy is linked with Human Resource Strategy.
- To offer suggestion on the basis of the study conducted.

Limitations

- Shortage of time and money.
- The study is confined only to IT sectors in Bengaluru.

Analysis

A sample size of twenty respondents working in different IT companies, with different designations was interviewed. According to them training given to new employees is like showing torch light in darkness. They enjoy their work only after training. The reason is training makes them to understand the work, methodology, different ways etc. And human nature is, People are comfortable in doing known things rather than doing the unknown things. Training motivate them to work efficiently and more over training is not only about the methodology the work concerned but it also covers many other disciplines

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like a few classes on Personality development, a few classes on life skills, training to keep up good health, Yoga, Meditation, a few classes on allopathic treatment, Ayurvedha, Naturopathy etc, which helps in inculcating ethical values in the employees and thus it avoids mistakes among employees. Training on personality development also helps in curbing white color criminals.

Ninety nine percent of the organization spends a considerable amount of its profit on training its employees. But for a change Infosys is the only company which is giving training to Professors of Undergraduate Colleges. From each college one or two members who are in charge of placement activities are selected and training is given to them about placement activities.

According to a report only 40% of University Graduates are eligible to seek appointment in corporate sector. And rests are ineligible for corporate sector. But University Professors say that they are not preparing their students only for the sake of corporate sectors, but even for other fields. A good percentage of students is given to the corporate sector and rest of the 60% is absorbed by the society in different forms like Politicians, Musicians, Artists, Professors, Teachers, Business men, Social Welfare Officer, etc.

Infosys have their training centers in Mysore and Mangalore. These centers are so sophisticated that people enjoy the duration of their training. According to them it is just like staying in a resort. They have everything their like indoor games, library, canteen etc, which helps them to eradicate their fatigue easily. Infosys is spending a lot on training and it is in 4th rank in earning/turnover of IT Companies in India.

Now rating on a liker scale to question on how much do they agree that training is an investment in human resource with a promise of better returns in future, it is observed that nearly 80% of the respondents are either agreeing or strongly agreeing to the fact, that is training indeed is an investment in human resources with a promise of better returns in future.

Table 1: Training is an Investment in Human Resource with a Promise of Better Returns in Future

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Number	06	10	02	01	01	20
Percentage	30	50	10	05	05	100

Chart 1

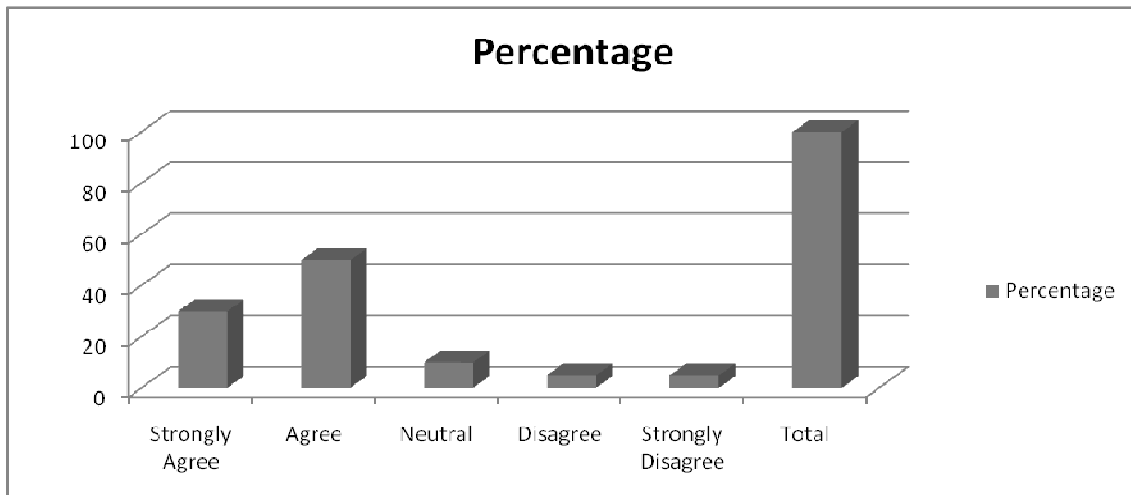


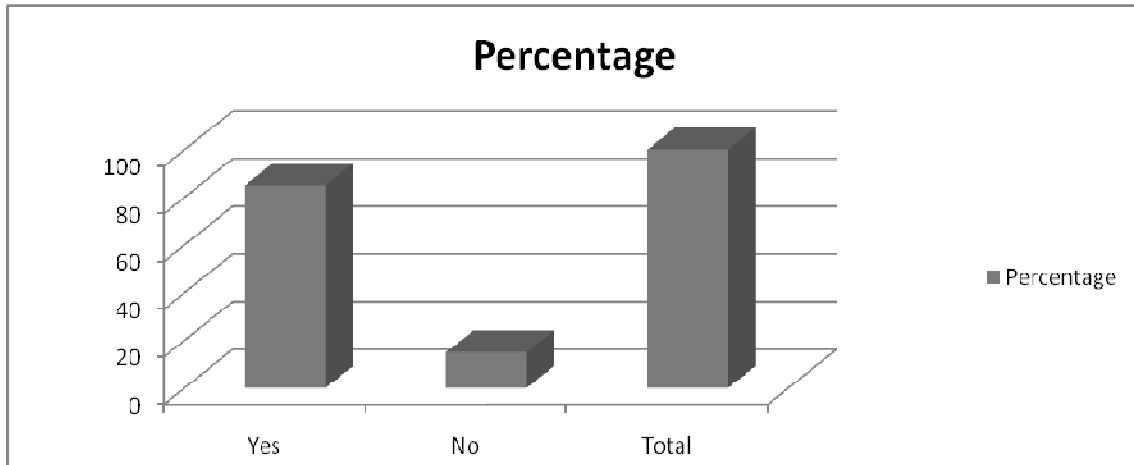
Table 2 shows the result of 2nd important question, that is management benefited by the training program?

Answer given by the respondents prove that management is most benefited by the training program conducted by the organization in terms of profit and also according to managers after training managing employees becomes easy.

Table 2: Is Management benefited by the Training Program?

	Yes	No	Total
Number	17	03	20
Percentage	85	15	100

Chart 2



Suggestions

- Companies are advised to spend at least 5 to 6 percentage of its profit on training of employees.
- Training should be given to academicians, who are responsible for feeding corporate sector.
- After training proper platform should be provided to the employees to utilize their learning's.

References

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- Aimee Cherest- 2011 in his article training ideas stated about importance of giving an opportunity to an employee to learn.