

## EFFICACY OF TRAINING PROFESSIONALS: AN EMPIRICAL STUDY

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### **Abstract:**

Trainers are responsible for effective delivery and transformation of individual's attitudes, behaviour and personality. In this article, it has been presented the literature review on various training professionals and the effectiveness of training programmes in the organization. The study on efficacy of training professionals aims to identify the efficacy level of training professionals and also to study the effectiveness of training programmes. To meet the objective, a sample of 56 responses was collected by using questionnaire. The various statistical tools that have been used are Reliability Test and Correlation analysis. According to the study, most of the training programmes focused on the present needs of the organization, but not on the future needs of organization, which may vary in environment and other operation process.

**Keywords:** Trainer's, training programme, training and development, self-efficacy & training professionals.

### **Introduction:**

Personal training is a highly skilled profession and requires a great deal of expertise in different aspects in the field itself. Trainers are responsible for effective delivery and transformation of individual's attitudes, behaviour and personality. They play a vital role in the human resource management and therefore they are prime importance of the organization in the present scenario. The appropriate usage of human resources is the success of any organization. In order to concentrate on developing the ability, wisdom and skills of workforce, the organization has to augment the human resources to cope up with both internal and external changes. Training is the important tool to attain individual and organizational needs related to jobs.

### **Review of Literature:**

Bivainis, Morkvenas (2008) mentioned that every organization has to restructure and reinforce the human resources in order to adapt the necessary changes, which takes place in both internal and external levels of business unit. Margoli and McCabe (2006) defined self-efficacy is perceived as helping every individual to believe in themselves regarding their

capability in achieving their desired goals. It determines people's reactions and motivation for themselves Sah (1991) said that training should be identified by the organization and it should be built to fill the gap between the standard competence and existing competence in terms of knowledge, skill and attitude.

Jain (1985) found in his study, that the employees are satisfied with the trainers, training group, training duration, reading material and training equipment, which helped them to carry out some learning practices from the training programmes. Bhatia (1981) suggests that the training programmes shift the knowledge to attitude and identifies three major areas of training like technical, skills and knowledge. Saxena (1973) pointed out that the training programmes of organization is designed and planned to inculcate the capabilities of individuals in order to introduce the change and review the present environment.

Mehta (1970) stated that the effectiveness of training is dependent on two considerations like trainer's accountability and responsible for employee's performance and training effectiveness depends on organization culture and environment. Srinivasan (1977) insisted that the training programmes should focus on corporate planning, organizational development and personnel management. Dayal (1970) explained that the analysis of skills and jobs is necessary for the training that would help the employees to adjust to their job requirements. Lobanova (2009) stated that the importance of human resources management falls on the value of human resources and management expertise that attained through various training programmes.

This paper summarizes the results of the literature review on the trainer's self-efficacy in different perspective. The study has the following objectives:

- To study about the effectiveness of employee training programmes.
- To identify the efficacy level of training professionals.

### **Research Methodology:**

Researcher used descriptive research and it involve survey and fact finding enquiries of different items. The target respondents are training professionals and data is collected from them through structured questionnaire.

### **Research Design**

The research design indicates the type of research methodology under taken to collect the information for the study. The researcher used descriptive research and involves survey and fact-finding enquiries of different kinds. The data was collected from the training professional.

**Sources of Data:**

The primary data are collected from the respondents by using questionnaire method using Google form. Secondary data are collected from journals, websites, newspapers and survey reports.

**Instrument design and validation:**

Researchers use various instrument as a measurement device, including questionnaire using dichotomous scale and various point scales.

**Sample size & Sampling Methodology:**

The total sample size for this study was 56 and sampling methodology used for this research was convenience sampling, which involves the sample being drawn from that target population.

**Methods of Data Analysis:**

The following analysis has been planned to get the consistency of results from the research study: The data analysis methods used are as follows:

**a) Reliability Analysis** – Using this analysis, we get Cronbach's alpha and it is a coefficient of consistency or reliability and, for the data to be reliable, the Cronbach's alpha should be greater than 0.7 usually.

**b) Correlation Analysis** – This is used for testing the relation between two metric variables in a given population. The null and alternate hypothesis are accepted or rejected in this method.

**Hypothesis Testing:****Null Hypothesis (H<sub>0</sub>):**

- There is no significant relationship between effectiveness of training programmes and efficacy of training professional.

**Alternate Hypothesis (H<sub>a</sub>):**

- There is a significant relationship between effectiveness of training programmes and efficacy of training professional.

**Data Analysis:****Table 1: Reliability Analysis:**

Reliability Statistics	
Cronbach's Alpha	N of Items
.857	15

**Interpretation:**

The table 1 shows the reliability test for the actual study for a total 56 respondents, the Cronbach's alpha coefficient for 15 variables with 0.857, which means the data is consistent and is reliable. As it is stated that if Cronbach's alpha coefficient is more than 0.7, the questionnaire reliability is acceptable.

**Table 2: Correlation Analysis**

The following table gives the data related to efficacy of training professional and effectiveness of training programmes.

**Correlations**

		Effectiveness of training programmes	Efficacy of training professional
Effectiveness of training programmes	Pearson Correlation	1	<b>.874**</b>
	Sig. (2-tailed)		.000
	N	56	56
Efficacy of training professional	Pearson Correlation	<b>.874**</b>	1
	Sig. (2-tailed)	.000	
	N	56	56

\*\* . Correlation is significant at the 0.05 level (2-tailed).

**Interpretation:**

Table 2 indicates that the correlation coefficient between effectiveness of training programmes and efficacy of training professional is 0.874 which indicate 87% relationship between effectiveness of training programmes and efficacy of training professional at 5% level of confidence, since P value is < 0.05 and it is concluded that there is a significant relationship between effectiveness of training programmes and efficacy of training professional.

**Conclusion:**

Training plays a crucial role in the organization for its growth and development at different levels. Most of the training programmes focused on the present needs of the organization, but not on the future needs of organization, which may vary in environment and other operation process. Training programmes calibers the participants based on the level of workforce, which varies from individual to individual. But, the impact of training programmes on the work is depend on the training professionals and its determines their efficacy level based on the training programmes. For an effective development of organization, the trainers play a decisive role in enriching their efficacy level and realizing their goal.

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