



Full Length Research Article

EFFECTIVENESS OF INBOUND TRAINING ON PG STUDENTS IN DEVELOPING THEIR BEHAVIOUR, ATTITUDE AND LEADERSHIP SKILL

***Gowrishankkar, V.**

Department of Management Research and Study, Karpagam University, Coimbatore, Tamil Nadu, India

ARTICLE INFO

Article History:

Received 22nd May, 2016
Received in revised form
14th June, 2016
Accepted 22nd July, 2016
Published online 24th August, 2016

Key Words:

*Inbound Training,
Leadership Skill,
Motivation and Team Work.*

ABSTRACT

Inbound Management Programmes are a training method for enhancing organizational performance through experiential learning. Such programs are often also referred to as corporate adventure training and indoor management development. These programmes generally revolve around activities designed to improve leadership, communication skills, planning, change management, delegation, teamwork, and motivation. Participants are divided into teams and assigned tasks or activities for completion in a specified time. Achievement and performance during these activities is reviewed in group discussions to identify behaviors that enhance performance or lead to failure or decreased performance. Strategies are formulated to deal with factors that hinder, and these strategies are then put to use in the activities that follow, to test their effectiveness.

Copyright©2016, Gowrishankkar. This is an open access article distributed under the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

INTRODUCTION

Education is the always being a building block and mirror of the society. From the beginning of our civilization education is evolving as the human race and changing its facets as per the need of human. But now the time has come where we have to think about quality of education which we are providing to the younger generation. Today where we are talking about quality of professional students we are neglecting the effect of quality of efforts which we are giving to them. The dilemma of the system is that there is a lack of synchronization between the paces of racial development and development in educational field. No doubt, we have almost reached to the technical advancement stage but the teaching pattern we are following still have an essence of Gurukul Parampara/ Traditional Education, where teacher has to maintain a sufficient gap from his students and expects his students to blindly follow him. This gap creates a mental barrier between the teacher and the student and affects the learning of the students. It also discourages the students in showing their creativity/capability and as a result of which students stops thinking and instead of which they start following the traditional approach.

***Corresponding author: Gowrishankkar, V.,**
Department of Management Research and Study, Karpagam University, Coimbatore, Tamil Nadu, India.

To overcome all these problems there arises a need to develop a proper need identification process, which will help the professional teachers to synchronize their efforts which they are delivering to what they are expected to deliver. This will also helps them in their career advancement, career planning and can increase their retention by increasing their satisfaction level. Training and development are continuous process in improving the caliber of students. It is an attempt to improve their current and future performance but the organization should keep a track on their performance after imparting them training it means training needs assessment, it is a systematic process of altering the behavior of employees in a direction to achieve the Placement Result. Where education is the concept of broadening the horizon of an individual, training is an instructor-lead content-based intervention leading to the desired change in the behavior of an individual, for specializing him in performing a given task more effectively and efficiently. Today, where education is considered as a profession indeed noble one it became necessary to improve the perfection of the performer/teacher so that they can deliver better quality consistently and to do that training is a better option. But the question arises how AOTN can be conducted? Who should be responsible for it? The origin of the word "effective" stems from the Latin word *effectivus*, which means creative, productive or effective. In management, effectiveness

relates to getting the right things done. Human Resource Management, training and development is the field which is concerned with organizational activity aimed at bettering the performance of individuals and groups in organizational settings. It has been known by several names, including human resource development, and learning and development. Harrison observes that the name was endlessly debated by the Chartered Institute of Personnel and Development during its review of professional standards in 1999/2000. "Employee Development" was seen as too evocative of the master-slave relationship between employer and employee for those who refer to their employees as "partners" or "associates" to be comfortable with. "Human Resource Development" was rejected by academics, who objected to the idea that people were "resources" — an idea that they felt to be demeaning to the individual. Eventually, the CIPD settled upon "Learning and Development", although that was itself not free from problems, "learning" being an over general and ambiguous name. Training and development (T&D) encompasses three main activities: training, education, and development. Garavan, Costine, and Heraty, of the Irish Institute of Training and Development, note that these ideas are often considered to be synonymous. However, to practitioners, they encompass three separate, although interrelated, activities:

Training: This activity is both focused upon, and evaluated against, the job that an individual currently holds.

Review of Literature

Kurremula Rajesh; Dinesh Vanam; Rama Veerin Kumar (2011) Conducted a Study on "Training and Development Of Employee In NTPC Ltd." M.Vijayaraj, M.Malarvizhi and

P.Sasikumar (2012) conducted a Research on "A Study on effectiveness of training in godrej sara lee ltd, puducherry." Haslinda Abdullah (2009) conducted a study on "Major Challenges to the Effective Management of Human Resource Training and Development Activities" The Study address the Human resource training and development (HR T&D) in manufacturing firms is a critical aspect of the development of a knowledge-workforce in Malaysia. Anders Dysvik and Bård Kuvaas (2008) conducted a study on "The relationship between perceived training opportunities, work motivation and employee outcomes". Mohammad Arif Khattak, Farzana Bashir (2010) conducted a study on "Training & Development Paradigm, And Its Contribution In Economic Uplift Of The Country" Dr. G. Ramakrishna; Mrs. Kameswari; Mr. M. Giridhar kumar; Dr. Ch. Krishnu (2011) conducted a study on "Effectiveness of Training and Development Programmes- A Case Study of Canara Bank Employees in Kurnool District" The executives of the bank are now in the position to modify their traditional human resources practice in to innovative human resources practices in order to meet the challenges from other competitive banks.

Statement of the Problem

The purpose of the study is to analyze the effectiveness of inbound training given for college PG students. Examine the perception of the students about their skill before and after inbound Management programmes on training.

Objective

- To find out the effectiveness of the current training program by analyzing each factor contributing to its effectiveness.

Analysis and Interpretation

Variables	Particulars	Respondents	Percentage
Gender	Male	67	47.9
	Female	73	52.1
Department of the respondents.	MBA	60	42.9
	MCA	40	28.5
	M.sc	20	14.3
	M.com	20	14.3
Level of personal attention	Excellent	41	29.3
	Good	82	58.6
	Better	13	9.2
	Average	3	2.1
Applicable to job	Excellent	72	50.7
	Good	51	35.9
	Better	12	8.5
	Average	4	2.8
Learning new skill	Excellent	62	43.7
	Good	65	45.8
	Better	10	7
	Average	3	2.1
Changes in attitude and behaviour	Excellent	62	43.7
	Good	58	40.8
	Better	18	12.7
	Average	2	1.4
Helping to become a active learner	Strongly agree	59	41.6
	Agree	69	48.6
	Neither disagree or agree	8	5.6
Decision-making and improved leadership	Strongly agree	64	45.1
	Agree	67	47.2
	Neither disagree or agree	8	5.6
Efficient in team participation at work.	Strongly agree	67	47.2
	Agree	59	41.5
	Neither disagree or agree	6	4.2
Self-confidence	Strongly agree	81	57
	Agree	51	35.9
	Neither disagree or agree	5	3.5

- To study the Satisfaction of the motivational needs of students by making comparisons before and after training.

MATERIALS AND METHODS

The type of research used in this project is descriptive in nature. Descriptive research, also known as statistical research, describes data and characteristics about the population or phenomenon being studied. Descriptive research answers the questions who, what, where, when and how. The study assume the nature of descriptive research as it describes the perception of Students and the trainers about the inbound training.

Population and sample

The Research is restricted to PG students has taken as a population and distributed the questionnaires around 350 students through hard copies. The research finally received 140 numbers of questionnaires.

FINDING

This section deals with the results and discussions regarding the findings. The various results of the analyses and its discussions are stated below.

Experience of Inbound Training

- Majority of the respondents (58.6%) says level of personal attention is good.
- Majority of the respondents (50.7%) strongly agreed that the training was applicable for the job.
- Most of the respondents (45.8%) agreed that the training helped to learning new skill.
- Most of the respondents (43.7%) strongly agreed that the training helped to improved attitude and behavior.
- Most of the respondents (48.6%) agreed that training helped to became active learner.
- Most of the respondents (47.2%) agree the decision-making and improved leadership.
- Most of the respondents (48.6%) agreed that the training was helped to better preparation for workplace.

Suggestions and Conclusion

As per the research on this inbound training it is suggested that all colleges and B schools need to provide additional material for the individual needs on inbound training, Activities provided should be crisp and clear for students to understand the concept. Trainers can try to provide work-level training courses into their daily course to increase the students' ability

to learn hands-on skills that they may be able to use in their future careers/work advancements. Personal attention to each and every student will be provided by the trainers, to help the students analyze thereby improving their level of self-confidence to face the critical situations. This learning techniques in the form of activities, test, which help students discover self, communication skills, team-work, develop effective leadership skills. Students experience, learn more and reflect during campus drive, interviews, corporate culture in future.

REFERENCE

- Aaron White and H. 2009. Scott Swartzwelder| Inbound College Students Drink Heavily during the Summer before Their Freshman Year: Implications for Education and Prevention Efforts| *American Journal of Health Education* — March/April 2009, Volume 40, No. 2
- Anders Dysvik and Bård Kuvaas. 2008. The relationship between perceived training opportunities, work motivation and employee outcomes| *International Journal of Training and Development* 12:3, ISSN 1360-3736
- Dr. G. Ramakrishna; Mrs. Kameswari; Mr. M. Giridhar Kumar; Dr. Ch. Krishnudu, 2012. Effectiveness of Training and Development Programmes- A Case Study of Canara Bank Employees in Kurnool District| *ZENITH International Journal of Multidisciplinary Research* Vol.2 Issue 4, April 2012, ISSN 2231 5780
- Harshit Topno, 2012. Evaluation of Training and Development: An Analysis of Various Models| *IOSR Journal of Business and Management (IOSR-JBM)* ISSN: 2278-487X. Volume 5, Issue 2 (Sep-Oct. 2012), PP 16-22 www.iosrjournals.org
- Haslinda Abdullah, 2009. Major Challenges to the Effective Management of Human Resource Training and Development Activities| *Uluslararası Sosyal Ara tırmalar Dergisi The Journal of International Social Research* Volume 2 / 8 Summer.
- Kurremula Rajesh; Dinesh Vanam; Rama Veerin Kumar—Training and Development Of Employee In NTPC Ltd.| *EXCEL International Journal of Multidisciplinary Management Studies* Vol.1 Issue 3, December 2011, ISSN 2249 8834 Online available at <http://zenithresearch.org.in>.
- Olaniyan, D.A. and Lucas. B. Ojo, 2008. Staff Training and Development: A Vital Tool for Organisational Effectiveness| *European Journal of Scientific Research* ISSN 1450-216X Vol.24 No.3, pp.326-331
- Vijayaraj, M., Malarvizhi, M. and P. Sasikumar | A Study on effectiveness of training in godrej sara lee ltd, puducherry.| *Indian Streams Research Journal* Vol.2, Issue.III/April 2012; 12pp.1-4
