

Influence of Training on Employee Morale

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ABSTRACT

Training is a major concept in today's business world, most of the organizations are concentrating how to develop their organizational policies, because the secret of successful organizations is the best efficient employees. Training increases the employee morale. So, this is automatically helps to increase the business outcomes. This study is an attempt is understanding and measuring what are the challenges and difficulties faced by an employee's in an organizations. The reason is now all are in the competitive world need to update our knowledge. The data is collected from structured questionnaire. Sample size is 160 and also it is a stratified sampling. The respondents are the employees from the sugar mills cuddalore district various. In this study T-test, ANOVA, Pearson's correlation are used for analysis. Result of this study is Majority of employees found that training is beneficial for their development and training positively influencing the morale of employee.

Keywords: Training, Morale.

INTRODUCTION:

Training:

In the business world is continuously changing and dynamic organizations will need to provide to their employee training throughout their careers. If they do not provide continuous training they will find it difficult to stay ahead of the competition.

The other benefit of training is that it will keep employees motivated. New skills and knowledge can help to reduce or minimize boredom. It also demonstrates to the employee that they are valuable enough for the employer to invest in them and their development. Employee Training can be used to create positive attitudes through clarifying the behaviors and attitudes that are expected from the employee by employer. Employee training can be cost effective, as it is cheaper to train existing employees compared to recruitment of new employee with the skills you need. Training can save the organization money and time if the training helps the employee to become more efficient.

Training is a process of learning a sequence of programmed behavior, it is an application of knowledge .It gives people an awareness of rules and procedure to improve their performance on current job or prepare them for an intended job. Training refers to the acquisition of new knowledge, skills, and competencies as a result of the teaching of vocational or practical skills and knowledge that relates to specific useful skills.

Employee Morale:

Employee morale is the relationship of employees with the organization. This encompasses all levels of employee satisfaction and is reflective in the kind of work employees produce. High employee morale connotes employee satisfaction and high motivation to boost organizational performance and productivity. On the contrary, low employee morale typically results in lower productivity that translates into organizational failure.

Statement of The Problem:

Employee training is an essential activity needed by all organizations considering the ever demanding technological improvement, innovation, and technical advancement by all industries. Therefore, to meet the

challenges training is one of the important for better productivity. However, the manufacturing industry have been the constraint due to lack of interest to fund training project, employee inefficiency to cope with training needs and lack of personnel to carry out such as training. It is therefore, pertinent to address these limitations in order to meet up with the desired target of having efficient and skill full employees that will be productive and accomplished the desired goal in the sugar mills industry.

OBJECTIVES OF THE STUDY:

- To examine the demographic variables towards training.
- To analyze training and its relationship on employee morale.
- To offer suggestions to improve training which leads to employee morale.

HYPOTHESES OF THE STUDY:

H₀₁: There is no significant difference between gender and training.

H₀₂: There is no significant difference between income of the employees and training.

H₀₃: There is no significant relationship between training and employee morale.

REVIEW OF LITERATURE:

Obisi 2011, Training is a process through which skills, talent and knowledge of the employee is enhanced and increased. He further explained that the concept of training and development are terms used interchangeably. However it can be differentiated from the other. Training is for a specific job purpose while development goes beyond specifics to improve job performance, bring about growth of personality.

Farooq & Khan 2011, Due to global environment firms are encountered with different sort of problems that they never faced before. More competencies regarding job are required that are essential for achieving organizations goals. Firms should adopt these changes and equip them with latest technology and develop their abilities to use latest technology.

Afshan Sultana. Et. al, 2012, in this study Training practices of Telecommunication Sector in Pakistan were examined to determine their impact on Employee performance. The study concludes that if organizations invest in right type of employee training it can enhance employee productivity as well as competencies and skills. Organizational structuring and most importantly it plays a key role to enhance employee productivity.

Ekundayo 2014, Employee development activities prepare an individual for a new skills and learning while at work. These improve their skills and upgrade their existing knowledge in order to perform better. Strengthening the relationship among employees; and it creates room for self-analysis of oneself. Below are the ways employee can be developed: job rotation, self-development, job enrichment, and so on.

Fretwell 2002, Employee morale can be concluded as an overall outlook of employee's attitude during their work hours that has impact on company's performance as a whole.

Mazin 2010, also indicates that high employee morale leads to on-time reporting of employees for work, and improving communication, recruitment and creativity of employees. He further indicates that high employee morale keeps retention of employees in the organization.

Akintayo 2012, reveals significant relationships among working environment, workers morale and perceived productivity. The study also finds that flexible working environment and workers morale have significantly contributed to workers productivity.

Tiwari 2014, stated that, morale is an employee's attitude toward his or her job, employer, and colleagues. Employee morale as the psychological state with respect to satisfaction, confidence and resolve; the attitude of an individual or group of employees. Employee morale within an organization has a direct impact on the satisfaction level of its customers and the company's ultimate success

Research Design:

The research design for this study is descriptive in nature and quantitative research methodologies are used. A structured questionnaire was used for quantitative research. A structured questionnaire was designed and was pre-tested before using as a final instrument for collecting the data.

Sampling Design and Size:

Researchers targeted all the levels of employees in those companies, A detailed study comprising of all 640 respondent sugar mills employees is an arduous task for an individual researcher. Therefore, to keep the study

within the reliable and manageable limits, STRATIFIED SAMPLING TECHNIQUE was adopted. 200 questionnaires were distributed in the sample sugar mills, in that 180 employee's respondents among which 160 questionnaires were found suitable for the study.

Primary Data:

The primary data were collected from the employees of sugar mills of cuddalore district, questionnaire prepared exclusively for this purpose, this questionnaire contains direct questions in Likert scale.

Secondary Data:

Company profiles, Company registers, websites, magazines, articles were used widely as a support to primary data as a secondary data source.

Pre Testing Procedures (Pilot Study):

Before the survey questionnaire was administered to the respondents, a pre-test of the questionnaire was conducted to test the validity of the questionnaire used for data collection 50 Questionnaires were distributed personally to the respondents, Some minor wording modifications to the questionnaire and certain changes were made which enabled the researches to plan the survey effectively and to accomplish the objectives of the study and made as a result of this process

Reliability:

The internal consistency reliability method was used in this study to determine the reliability of the scale questions by determining the co-efficient alpha. Cronbach's co-efficient alpha is a measure of the internal consistency of a measurement.

Over all reliability of the study is .694

DATA ANALYSIS AND INTERPRETATION:

One Way Anova:

Testing the difference between income of the employees and employee morale.

H₀: There is no significant difference between income of the employees and employee morale

Table 1: OUTPUT

	N	Mean	S.D	F	P
1.00	57	1.8696	.71967		
2.00	72	3.5486	.66721	540.64	.001
3.00	31	5.0000	.00000		
Total	160	3.2219	1.30257		

Interpretation:

From the above table it is inferred that the calculated significant value (0.000) which is less than (0.05), hence alternative hypothesis (H₁) is accepted and the null hypothesis (H₀) is rejected. Hence there is significant difference between income of the employees and employee morale.

Correlation Analysis:

Table 4.5: Correlations

		EMPLOYEE MORALE
TRAINING	Pearson Correlation	.772
	Significance(2-tailed)	.024
	N	160

Source: Primary data * 5% level of significance.

Intpretation:

H₀: There is no significant relationship between training and employee morale.

In order to test the relationship, Pearson correlation was applied. From the result it is observed that there is

positive correlation between independent variable and employee morale. The training has least r value ($r=0.772$); From the p value in the correlation matrix, it is observed that the level of independent variables relationship was significant at 0.05 level. Hence the hypothesis is rejected. So it is concluded that there is significant strong relationship between training and employee morale.

T-Test:

Types of Training and Employee Morale:

Table 4.7: Group Statistics

	TRAINING	N	Mean	Std. Deviation	T	P
RESULTS	1.00	93	2.8990	1.25724		
	2.00	67	2.9365	1.37809	.221	.001

Interpretation:

In this study, the results of t-tests will demonstrate whether or not the mean scores of two groups, such as on the job training and off the job training, are significantly different with employee morale. In the case of the means for two independent samples, the hypotheses can be written in the following form:

H_0 : There is no significant difference between types of training and employee morale.

Since P- value is 0.001 it is less than 0.01, H_0 is rejected at 1% level of significance. Hence, conclude that there is significant difference between types of training and employee morale.

MAJOR FINDINGS OF THE STUDY:

Independent samples T test analysis was conducted to find there is a significant difference between the types of training and employee morale.

In this study, Anova analysis that shows the calculated significant value (0.001) which is less than (0.01), so it show there is significant difference between income of the employees and employee morale.

In this study, Pearson correlation was applied. The training has least r value ($r=0.772$); it is observed that the level of training relationship was significant at 0.05 level. So we found there is significant relationship between training and employee morale.

SUGGESTIONS

- Based on the results of this study, the following recommendations are offered to training and employee morale.
- Changing the demands of work e.g. by changing the way the job is done.
- Reducing employee fear about the new machines through training is essential.
- Monitor employee's attitude and behavior on a regular basis through training.
- Develop a more friendly and supportive organization culture through training.
- An incentive scheme should be coupled with the productivity improvements of the employee morale after the Training.

CONCLUSION:

The study results show that there is a strong optimistic relationship among training and employee morale. It is evident from the above results that employees who receive training programs are more confident to handle higher responsibilities and new technologies in the organizations. Training helps to increase the morale, they feel training shows them the clear career path in the organizations, Majority of employees find training is beneficial for their development and training positively and significantly influencing the employee morale.

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