

# A STUDY ON E-TRAINING PROCESS IN SELECTED IT AND ITES COMPANIES WITH SPECIAL REFERENCE TO CHENNAI

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## **Abstract:**

Employee E-Training is a cycle where individuals master expertise, information, disposition, and conduct required to proficiently play out the gig. It is a specialty of expanding the information and abilities of a representative for making a specific showing. The intention is to foster the capacities of the individual and fulfill the current and future labor supply need. Preparing need must be coordinate with the need of the individual and assist him with filling toward the path which drives him to progress. To adapt to the adjustment of inward and outside climate the representative should be prepared. Preparing abbreviates the time expected for representatives to arrive at their productivity level. They increment the quality and the amount handled and lessens the inactive time. A powerful arranged very much oversaw preparing program increment and efficiency, cost control, lower worker turnover and better human relations inside the firm. In this study it is to figure out the preparation viability among ITES area. An example size of 70 was gathered from an organized poll. This study was determined by utilizing factual devices like chi-square, one-way Anova, Correlation.

## **Keywords:**

E E-Training, online E-Training, organization, recruitment.

## **Introduction:**

The word "E-Training" is an enveloping term, which is many times utilized, in portraying changes happening in our ways of behaving in view of an encounter we have experienced eventually in our lives. This study is to recommend that there is a hole between the representative's degree of capability and execution level and how the preparation is liable for the viability of work of the representatives at the work place. The majority of the businesses are stressed the way that representative answers the preparation program and their post preparing work mentality. In the current Scenario, preparing is viewed as one of the main Human Resource practice in the association.

**Review of Literature:**

Winfred Arthur Jret.al(2003) led a review to look at the connection between determined preparing plans and assessment highlights and the viability of preparing in associations. As per him E-Training is one of the most inescapable strategies for improving the efficiency of people and conveying authoritative objectives to new faculty. The outcomes propose that the preparation technique utilized, the undertaking trademark prepared, and the inclination of preparing assessment rules are connected with the noticed viability of preparing programs. MehrdadAlipouret.al(2009) has enunciated that preparing is a significant hierarchical speculation getting a good profit from venture implies connecting the preparation capability and exercises to the organization's general business action. Compelling preparation works on the data, mentalities, abilities and conduct of individuals and subsequently their exhibition If an association needs very inspired, state-of-the-art, inventive and useful labor force, they need to begin and fabricate a Strategy for what's in store .This system needs to perceive that corporate presentation is absolutely reliant upon the presentation of the association's kin. Shakila.P(2014) thinks that numerous specialists have communicated extraordinary worry about the absence of ideal use of the executives preparing and improvement assets; they have put forth barely any attempt in tracking down available resources of further developing it. Preparing programs are a lot of fundamental for workers for additional improvement of their profession. Numerous scientists has focused on the subjects of different angles like preparation viability, consumer loyalty, the executives preparing and improvement, preparing perspectives and objective direction. ShefaliVerma, et.al(2011) verbalized that preparing assumes a vital part in the outcome of any association in light of the fact that straightforwardly or by implication it influences the presentation of the representatives. Through preparing open doors, representatives can improve and keep up with abilities that are expected for work in a constantly evolving working environment. The outcome showed that there is no distinction in the impression of the representatives based on orientation, Educational capability, and assignment. Mohammed RejaulKarim, et.al(2012)says that Skills, Knowledge and demeanor are the most fundamental basis of a worker for proficiently playing out the tasks in any undertaking. These models' are the main resource in accomplishing upper hand for an association. Preparing assists representatives with getting an unmistakable perspective on their work. Because of changing situation of business environment preparing ought not be thought of as the main key to foster representatives and in this way search for choices like instructing, advising, work based learning and mentoring.Kim Tan, et.al(2012) said that preparing endeavors should actually change the ways of behaving and execution viability of sales reps in manners that help the deals force in gathering the essential goals of the firm. Association should assess their deals preparing endeavors in these three expansive regions. Some should explain their goals and figure out which preparing is generally appropriate, and they should assess the effect of preparing on salesmen, zeroing in fair and square of conduct change those outcomes. Anam Amin in his article said that preparing prompts fundamental advantages for people, groups, associations and society. These different

advantages range from individual and group execution to the monetary thriving of a country. These variables incorporate focusing on needs evaluation and relating conditions of preparing plan and conveyance

### Objectives:

- To find the E-Training program has any relation with the employee job.
- To find E-Training is effective for the productivity in the organization

### RESEARCH METHODOLOGY

Descriptive research was considered for this study. The key idea of descriptive research of the state of affairs, as it exists as of now. Descriptive research design is concerned with describing the characteristics of a particular individual or a group.

### DATA COLLECTION:

This study was based on primary data, which was collected through structured questionnaire from different IT and ITES companies in Chennai.

### SAMPLE SIZE:

The sample size taken for the study was from 70 employees.

### SAMPLING METHOD:

A simple random sampling technique was used to collect the samples from the employee. The study is conducted in various departments in the organizations which relates to the employees interest, behavior and attitude towards the E-Training.

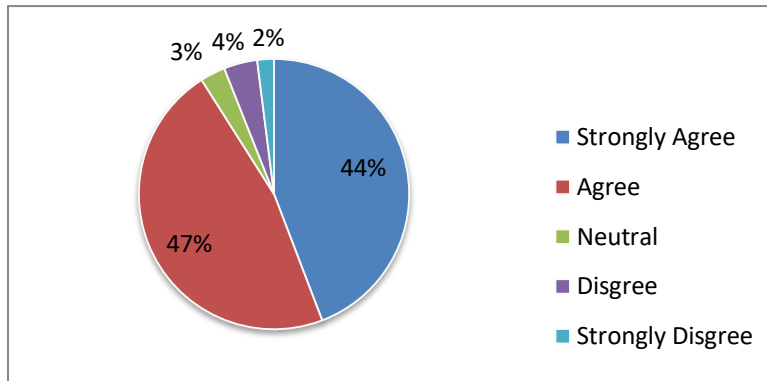
### STATISTICAL TOOLS:

The statistical tools used to analyze the data are Chi-square, One way Anova , correlation etc.

### Data analysis and interpretation:

1. E-Training has a positive impact on employee motivation and learning.

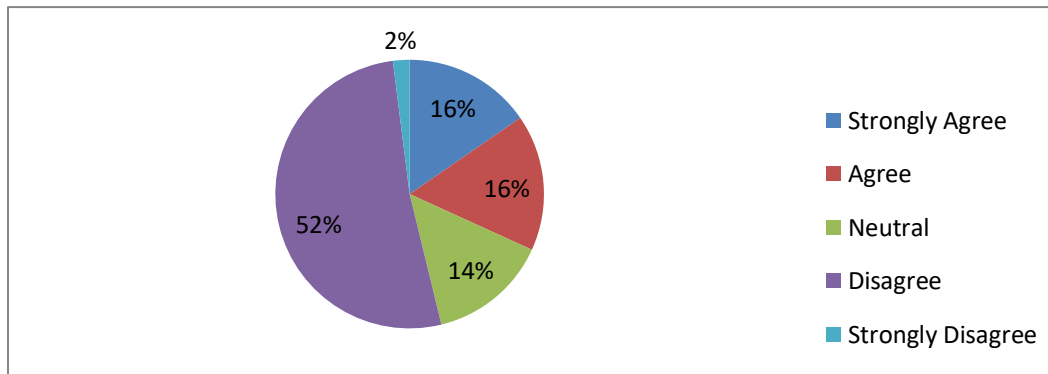
S.NO	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	44.2 %	46.8 %	3 %	4%	2%



- It is strongly agreed E-Training has a positive impact on employee motivation and learning.

**E-Training process focuses more on theoretical part**

S.NO	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	15.4	15.4	15.4	51.8	2



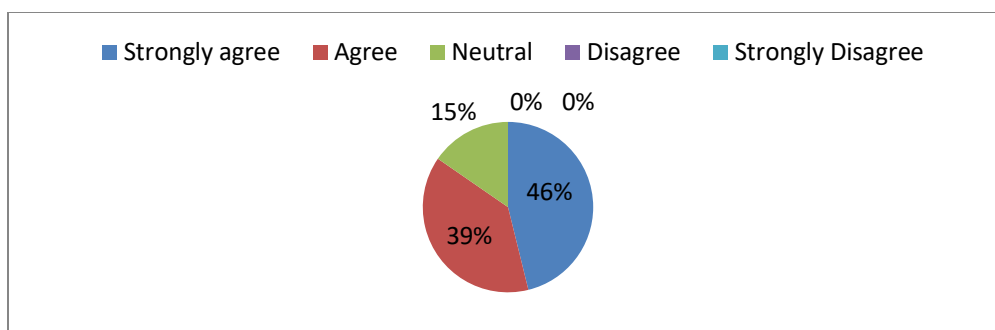
- It is strongly disagreed E-Training process focuses more on theoretical part

E-Training helps in fast learning to employees

S.NO	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	38.5%	15.4%	29.8%	15.4%	1%

- **It is strongly agreed E-Training helps in fast learning to employees**  
**E-Training removes the constraint of location, travel and time zone constraints**

S.NO	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	46.2%	38.5%	15.4%	-	-



- **It is strongly agreed-E-Training removes the constraint of location, travel and time zone constraints**

**RECOMMENDATIONS:**

- Duration of E-Training need to be expanded.
- E-Training ought to be given in a space of specialization to advance representative's information.
- Motivation program have to be coordinated regularly.
- Periodic updation of preparing system need to be finished in a legitimate way.
- New preparation strategy should be coordinated in order to more keen the information on the workers.
- Trainer ought to know his obligations and obligation regarding the advancement of the workers.
- Feedback have to be taken in an ordinary premise after the preparation.

**CONCLUSION**

E-Training is an important activity in the organization. Increasing the duration of E-Training program will help the employees to get better exposure the working environment and they can do their work effectively and efficiently. Giving E-Training in specialized area will help the employees in minimizing wastages and staying focused to their work. If E-Training is given

according to the need of the job than the employees will have a better idea towards the work allotted to them. Periodically updating the E-Training program well allows the employees to know the changes happening in the organization and organizing new E-Training methods will allow the employees to stay focused and find it easy to perform their work. Getting E-Training from external faculties will help the employees to have a better idea on external environment. Trainer has to know their duties and responsibilities which help the employees to get proper E-Training and solutions in the required area. Taking feedback will always help the organization to develop the employee in the proper manner which ultimately leads to Productivity and Profit.

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