

**PERFORMANCE EVALUATION AFTER TRAINING  
AND DEVELOPMENT AT PARAMESHWARI EXPORT KARUR, TAMILNADU,  
INDIA: AN ANALYTICAL STUDY**

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**ABSTRACT**

The paper has been done in Parameshwari export karur, District, Tamil Nadu. The main objective of the study is concerned with studying performance evaluation of after training and development of an employee. The data has been collected from the employees at Parameshwari export. Those collected data were analyzed with the statistical tool of descriptive analysis

and percentage analysis and interpreted. This study has individually observed the employees at Parameshwari export and study of employee satisfaction has been provided with suggestions with the consideration of findings.

**ABOUT PARAMESHWARI EXPORT**

Since our inception in 1973 we have treaded the path of success continuously without any break and have come to this stage where we presently employ approximately 3000 personnel and have an impressive annual turnover of US\$ 7.8 Million ( Apr 04- Mar 05). We are second to none in design and quality of home furnishing products. Our production capacity is 1.25 Million sq.mtrs per month. This has helped us in fulfilling the demands of quality conscious buyers in Europe, US, Scandinavia and Canada.

Our office, god own, dyeing and stitching units are functioning in an area of 10,000 sqmeters. Production process yarn is purchased from mills/dealers and is dyed in our unit where we have facilities for manual, machine dyeing and lab testing. After this the yarn is issued to the weaving department. The stitching and finishing work is done in our tailoring unit, which is equipped with imported machines. Finally the finished products are thoroughly checked and packed as per international standards. Every stage of production process is supervised by our experienced and qualified technical team

Launched 4 decades ago Parameshwari began its journey uphill through a series of steady and progressive steps displaying efficiency at its best. This is established irrefutably through our persistent progress in the path of success. We have a highly competent infrastructure and human

powerboundtogetherbytheirbesttraits.Wemanufacturetextilesthatembellishhomesspecializing in cotton yarn,fabric dyeing andprinted materials. The company spans over an areaof14,200sq.mtswitha productioncapacityofone millionsquaremeters permonth.

## **SIGNIFICANCEOFTHESTUDY**

Performanceevaluationofemployeegeneralattitudetowards thejob.Itisalsoanemployeecognitiveandaffectiveevaluationofhisorherjob.Accordingtoperformanceevaluation is ability andmotivation of and reward are thefactors performance evaluation laprograms of Evaluation of before training and after training is defined as the combination ofaffective reactions to the differential perceptions of what he/she wants to receive compared withwhathe/sheactuallyreceives.

## **MEASURINGJOBSATISFACTION**

There are many methods for measuring evaluation performance . By far, the most commonmethod for collectingdata regardingjob Training given to an employeemis the Likertscale(named after RensisLikert). Other less common methods of for gauging best practices withoutattrition include: Yes/No questions, True/False questions, point systems, checklist, forced choiceanswers.TheJobDescriptiveIndex(JDI),createdbysmith,Kendall,&Hulin(1969),jobsatisfactionthat hasbeenwidelyused.ItmeasuresIthreefactorsgraphicratingscale ,management by objective , forced ranking of employeeand the work itself. The scale is simple,participants answer either yes, no, or decide in response to whether given statements accuratelydescribe one job. The Job in General Index is an overall measurement of job satisfaction. It was animprovement to the job Descriptive Index because the JDI focused too much on individual facetsandnotenoughonworksatisfactioningeneral.

## **RELATIVEFACTORSINVOLVEDINPERFORMANCEEVALUATION**

- Natureofwork
- Quantity
- Quality
- Innovation
- LevelofEffort
- Commitmentto Service
- Attendance
- AttentiontoSafety
- EmotionalCommitment.
- AbilitytoLeverageStrengths.
- AStrongWorkEthic.
- AbilityToBuildStrongRelationships.
- AdvancedSelf-LeadershipAbilities.
- Training
- Development
- EmployeeEngagement
- Reaction
- Learning
- Behavior
- Result

## **REVIEW OF LITERATURE**

**Suzanne T. Bell, (2003)** Evaluation techniques related to the effectiveness of training based totally on pertinent literature. In this evaluate, they targeted on evaluation methods, execution of schooling program based on wishesevaluationandsimilaritybetweentaskandeducationshippingmethod.

**K. Skylar Powell and Serkan Yalcin (2009)** on this overview, they found accessible has been little development in efficiency of training software and additionally this lookat suggested the humanstolearnandfacedemandingsituationsagoodwaytoanalyze intheplace of business.

**Giasuddin Bellary, Pulidindi Venugopal & Ganesan (2014)** reemphasized that the training program's achievement relies upon on training effects. It pointed out that education is being conducted through many company, but inadequate studies has been done in this region. schooling is prepared way wherein organizations provide development and enhance the satisfactory of latest and current person. It has systematic approach of studying and development that improve man or woman, group and organization

**McCord, 1976,** Turned into evolved several concepts of training education from Allen's work and research in the course of world struggle. I am training must be finished within industry via supervisors who ought to study how to teach. schooling ought to be executed in businesses of 9 to 11 people. The process ought to be analyzed before training. damage in time is decreased while training is done at the job. While given personal interest in schooling, the employee develops a feeling of loyalty.

**Edwin Michie (1997)** supplied a take a look at on perceptions of the price and effectiveness of outside education applications. It pointed out that the companies believed on this shape of education and their personal notion but there was no clear defined answer to its effectiveness.

## **STATEMENT OF THE PROBLEM**

This study is concerned with studying the performance evaluation after training and development before training and after training at Parameshwari export Karur. Also what are the various facilities and provisions provided by the organization that off job training and affect their performance level and the positive points of the organization responsible for making the employees satisfied and what is the impact of those points on organizational and individual performance and there recommend the changes in present organization practice to increase the satisfaction level of employees and ultimately performance. This study is primarily focused on Parameshwari Export at Karur District.

## **OBJECTIVES OF THE STUDY**

Based on the conceptual discussions made above the following objectives are framed for the successful conduct of this study.

1. To find out the individual performance increase the quality and quantity of production in Parameshwari Export
2. To study and analyze the various factors those are affecting the performance
3. To locate and analyze specific areas which provide a reasonable level performance

4. To understand the problem of the employees and their working conditions.
5. To evaluate the relationship between managers and coworkers.

### **HYPOTHESES OF THE STUDY**

It means tentative generalization of the validity of which remains to be tested. In short it deals with certain assumptions made in the study.

1. Null Hypothesis: A hypothesis which assumes that there is no significant difference between sample statistics and population parameter is called null hypothesis. It is denoted by  $H_0$
2. Alternative Hypothesis: A hypothesis which assumes that there is a significant difference between sample statistics and population parameter is called alternative hypothesis. It is denoted by  $H_1$

### **RESEARCH DESIGN AND METHODOLOGY**

A research design is the specialization of measure and procedure for the information needed to solve problems in the overall operational pattern or framework of the project that stipulates what information is to be collected from which sources by what procedure. There are three types of research design.

1. Exploratory Research Design
2. Descriptive Research Design
3. Experiment Research Design

The research used in the project is Empirical method of research. The study used both primary as well as secondary data. The primary data was collected from the labor of company. The study was conducted with the help of field survey technique among 100 labors in Parameshwari Export Inkarur District

### **DATA SOURCES**

**Primary Data:** Primary data are those, which are collected for the first time. They are original in character. The data collected by the investigator for the first time for their own use is usually classed as primary data.

**Secondary Data:** Secondary data are those that have already been collected by others. These are usually available in journals, periodicals, dailies, research publication official records etc., they may either be available in published form or in an unpublished form. When it is not possible to collect the data by primary method, the investigator may make use of this method

### **STATISTICAL TOOLS APPLIED**

Statistical tools like simple percentage and chi-square are used in the compilation and computation of data.

- Percentage Analysis
- Chi-Square Test
- Correlation Analysis

The primary data had been collected from the samples from various areas and have been properly arranged, edited and tabulated in a systematic format and analyzed by using appropriate statistical tools. A bipartite correlation and linear regression analysis were carried out using SPSS

### LIMITATION OF THE STUDY

Though the research took out most care and efforts to avoid shortcomings in the process of data collection and analysis, the study is prone to some limitations, which are mentioned below:

1. The time taken for my project study was 4 months to gather opinions from the employees.
2. The data collected by me through primary source is constrained by the sample size of which is 100 employees.
3. The data collected other than questionnaire is from the secondary source only.

### DATA ANALYSIS AND INTERPRETATION

**TABLE:1.1**  
**RESPONDENTS PRACTICES IN WORKPLACE**

Sl.No	Satisfaction Level	No of Respondents	Percentage
1	Growth	15	15
2	Strategy implementing	27	27
3	HR practices	20	20
4	Individual performance	28	28
5	Quantity measure	10	10
Total		100	100

**Source: Data collected from primary**

### INTERPRETATION:

The above table shows that, 15% of the respondents are growth, 27% of the respondents are strategic implementation, 20% HR practices, 28% individual performance of the respondents are quality measure of the respondents workplace.

**TABLE:1.2**  
**RESPONDENTS OF PERFORMANCE EVALUATION AFTER TRAINING & DEVELOPMENT**

Sl.No	Satisfaction level	No of Respondents	Percentage
1	Very high	70	70
2	High	20	20
3	Medium	10	10
4	Low	5	5
5	Very low	5	5
Total		100	100

**Source: Data collected from primary**

**INTERPRETATION:**

The above table shows that, 70 % of the respondents are very high, 20% of the respondents are high, 10% of the respondents are medium, 5% of the respondents are low and 5 % of the respondents are very low with after training and development provided by company.

**TABLE:1.3**  
**MANAGER CONSIDERS WORKERS IDEAS TOO WHILE MAKING DECISION**

Sl.No	Satisfaction level	No of Respondents	Percentage
1	Strongly agree	43	22.6
2	Agree	35	18.4
3	Neither agree nor disagree	81	42.6
4	Disagree	16	8.4
5	Strongly disagree	15	7.9
Total		190	100

**Source: Data collected from primary**

**INTERPRETATION:**

The above table shows that, % of the respondents are Strongly agree, 18.4% of the respondents are agree, 42.6% of the respondents are Neither agree nor disagree, 8.4% of the respondents are disagree and 7.9% of the respondents are strongly disagree with manager considers workers ideas too while making decision.

**CONCLUSION**

Employee satisfaction means a worker's sense of achievement and success is generally perceived to be directly linked to sales as well as to personal wellbeing job satisfaction implies doing a job one enjoys, doing well and being suitably rewarded for one's efforts. Employee satisfaction further implies enthusiasm and happiness with one's work. Employees are the most important resources of all companies. The organization's success depends on employee performance is determined to company's success.

This project title "A study on Employees satisfaction" of employees at Sri Vasavi Thanga Maaligai Dindigul was done among 190 employees in a simple random sample method. From the study it was formed that the employees are Satisfied working in almost in all aspects. Some improvements are suggested by the employees for satisfaction organization can concentrate on that and make the employees fully satisfied. This will help to increase the morale of the employees.

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