Findings & Conclusion

Conclusión
Summary of Findings and Conclusion

7.1 Introduction

For many organizations, taking a long, hard look at Information Technological Training and what is being done to protect them has become as important as adding new systems. And knowing how to protect Information Technological Training is rapidly becoming one of the most critical educational needs of the new century.

Information Technological Training is essential to safeguard operations continuity, minimize the potential risk from damage, avoid and reduce the impact of Information Technological Training related incidents. Effective Information Technological Training enables Information Technology employees to share data in a more secure environment. A great deal of attention is now being focused on this issue. Regrettably this attention was not followed by actions to elevate the Information Technology employees to an acceptable level of Information Technological Training.
7.2 Summary of Findings

The summary of findings is listed according to the objectives of the research

7.3 Research Objective 1:

To Know the Profile of the Respondents

★ 28% of the respondents were in the age group of 51 & above, 26.3% of the respondents were in the age 41-50, 25.3% of the respondents were in the age group of 31-40. Hence 80% of the respondents were above 30 years.

★ 66.3% of respondents were Female and 33.7% of respondents were Male.

★ The education qualification was U.G. for 36.3% of respondents followed by PG with 23.5%.

★ 47.5% of the respondents were married and almost equal number of respondents were unmarried 45%.

★ Most of the respondents were designated as System administrator 53.1% followed by System analyst 28.1%.

★ 48% of the respondents had salary of 1 Lac & above.

★ 31.8% of the respondents had work experience of 11 to 15 years.

★ The profile of respondents shows that 41.5% were interested in result oriented training followed by 22.5% interested in behavior training.
7.4 Research Objective 2:

To Study the Impact of Learner’s Reaction

★ 34% of the respondents have participated in 3 training programs within 12 months followed by 30% who have participated in 5 or more training programs within 12 months.

★ The percentage of respondents who had undergone 3 to 5 hours of training in a day was 29.5% and 10 to 12 hours of training was 25%.

★ 48.3% of the respondents have attended 5 or more days of training. 27% of the respondents had undergone 3 days of training.

★ The respondents agreed that Technical Training was maximum with 35.5% followed by training given by external trainer at 28.8%.

★ Most of the respondents (42.8%) feel that training effectiveness is evaluated by management review process.

★ 34.8% of the respondents feel that education is highly relevant with work.
7.5 Research Objective 3:

To Study the Impact of Women Training & Leadership

★ The significance level of “Women Leaders can Achieve” is accepted since its significance level is less than .05

★ Influence of “Training given to Women is Hard” influences women Training leadership is accepted

★ Training “Transformation Leadership Style” influences significantly the women Training Leadership. Since its significance level is less than .05

★ “Time Management” influences Women Training Leadership

★ “Training gives transformational leadership style” influences women training and leadership.

★ Women training and leadership is significantly enhanced by “change of leadership style of an individual”.
7.6 Research Objective 4:

To Assess the Value of Training and Learning Behavior.

★ “My company organize frequent training” significantly influence the efforts made to Learning influence.

★ Manpower turnover in my company is reduced due to frequent Training influences less than .05

★ The respondents significantly made efforts to learn when “Training given by my company is related to my current requirement”

★ “Training is given to maintain the company data in a proper manner” significantly influence the efforts made by the respondents to learn

★ My Company organize “ERP training” which is influenced by the respondents

★ “Training impact the rate of success of implementing on your action/job” of the respondents.

★ Accessing level of training efforts made to learn the current requirement of the job for the respondents

★ To what feel have you been able to use knowledge you gained at your workshop influences the respondents Accessing level of training efforts made to learn to current requirement

★ Accessing level of training efforts don’t lack necessary software facility needed to carry out different tasks
7.7 **Research Objective 5:**

To Study the Impact of Training & Improvement of Managerial Skills

- “Managerial Skill improve” significantly after the Training among the Respondents,
- Training and improvement of interpersonal skill has got a positive impact by “Training impacting the knowledge of the participant in IT”
- Training can identify the role of IT significantly influences “Training improve interpersonal Relation” of the respondents.
- Role of IT has got a positive impact on the Training & improvement of inter personal skills of the respondents
- “Training achieve the Goal of Management” significantly influences the respondents
- Efforts of training “fulfills the missions of the management”
- Training identify “enhancing the training to change the attitude of the employee” of the respondents
- Training influences “noticeable and measureable change in the activity and performance” of the respondents
- Training is able to transfer their learning to another person significantly
- Value of training significantly influences “trainee aware of their change in behavior, knowledge or skill level”.
7.8 Research Objective 6:

To Study the Impact of Job Rotation

★ Impact of training significantly prove lack of training in IT companies workers are changing their job frequently

★ Participation of training by the respondents influences IT People fetch another Job very easy

★ The respondents are influence by the knowledge worker needs training

★ Training increase productivity influence

★ Training impacting the following are remains you the proper utilization of recourses in their procedures

★ Traininginfluences the respondents online training is very effective (Video/Lecture/Text/ERP/SAP)