EMPLOYEES ATTITUDE TOWARDS TRAINING AND DEVELOPMENT A STUDY CODUCTED ON KEI-RAJAMAHENDRI RESORTS PVT., LTD., Rajahmundry – A.P., INDIA

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Abstract

The most important resource of every business is its trained employees. Therefore, in order to face the problems of survival and development, any organization, no matter its type, should give training to its entire staff. Keeping in view the above the Researcher at KEI-Rajamahendri Resorts (River Bay) aimed to determine how successful their training and development efforts were in improving the professional competences of their staff. One hundred workers from various departments of KEI-Rajamahendri Resorts were picked at random to get the data. The vast majority of respondents to survey one Employee attitudes towards training and development programs said they felt such initiatives increase workers' knowledge and skills. Employees expressed confidence that specialized training will increase specialized knowledge and competence, hence boosting their job performance. As such, the study's major purpose is to examine the attitude of employees towards training and development practices of KEI-Rajamahendri Resorts. Research in the field of training may find this effort at encyclopedic information on training and development.

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Keywords:-Effectiveness, Trainingpractices, Specializedknowledge

Introduction:

The most important resource of every business is its trained employees. Therefore, in order to face the problems of survival and development, any organization, no matter its type, should give training to its entire staff. The following factors contribute to the need of training. No matter how big or little, an organizational way access to these four resources: time, money, physical objects, and technology. Individuals are the company's most valuable asset since they are the ones who create change. The markets, cash, patents, and equipment of a company are not what make or break it in the long term, according to L.F. Urwick. Rather, it is the people who work there. Among all the resources known to man, Peter F. ducker claims that man has the greatest potential for further development and improvement. The idea of human resource management (HRM) may be traced back to this underlying structure. The human resources department is the every company important as the organization's nerve center, it regulates the activities of all the other sub systems.

*Concept of Human Resource Management***:**

People are the focus of human resource management. It displays a contemporary attitude, as well as a fresh view point, method, and strategy, which regards a company's human capital as one fits most valuable assets. Human Resource Management is the process of organizing and leading people to achieve organizational and personal objectives. Human Resource Management (HRM) is a component management that aids in attaining an organization's objectives via the recruitment, selection, training, and development of its employees.

In the modern day, human resource management (HRM) is some times used inter changeably with personnel management (PM), and the PM department is often referred to as the HR department. Human resource development is crucial to the success of human resource management. Human resource development consists mostly on training for workers. There is no way for a company to choose some one who is a perfect fit for he position and the company's founding principles. Therefore, it is essential to provide the employee with training in order to help him grow into position-appropriate individual. HRD's role in training is to help employees become more valuable to the firm. The need so employer and

employee not fixed, but rather constantly evolving. In light of constant scientific development and the ever-increasing emphasis on complete quality and productivity management, it is necessary to re-evaluate these goals periodically.

About Tourism & Hospitality Industry:

In the field of hospitality management, researchers may learn how to run establishments including hotels, restaurants, cruise ships, theme parks, DMOs, conference centers, country clubs, and more. The term " Hospitality Management" is used to describe the business of overseeing establishments like hotels, restaurants, and resorts. Those considering a career in the hotel industry and those who choose to study related fields are also affected. The hospitality sector may be broken down in to five main categories: Tourism Management, Hotel Management, Event Planning, Convention management and the Resort Industry.

About KEI-Rajamahendri Resorts (River Bay):

The most eminent, River Bay Resort, Rajamahendravaram is the group property of KEI-Rajamahendri Resorts Pvt Ltd ., which was established in the year 2005. In River Bay Resort, where each one of their 68 rooms – with its personality and style–will help you to feel at home and to live the—River Bay experience as you would never have imagined it. This property is awarded by the Government of Andhra Pradesh on PPP Mode project and is undoubtedly the most successful project in existence. The property is well developed on the bright banks of river Godavari and is spread over 5 acres of lush greenery. It is located amid the prosperous river Godavari and has a panoramic view of the famous Sir Arthur Cotton Barrage and the road-cum Railway Bridge with the amusing views of sunrise/sunset. This enormously spread and beautifully structured property has 68 well-appointed rooms, Aahwanam, the Air-conditioned function hall, convention hall suitable for 1500-2000 PAX (persons) attached with lawn area, various types of board rooms for meetings, Aavakai veg-restaurant, wine & Dine, huge banqueting space, restaurants and bars, Torpedo deck, Downtown and many more core amenities along with additional facilities like fitness center, swimming pool and water amusement park which is the first of its kind in the region. River Bay resort is surely an all-time go-to place for happy and nature binding holidays.

Scope of the Study:

To know and understand how Rajamahendri Resorts Private Limited, Rajahmundry is following the HRD functions especially training and development and to evaluate the effectiveness of training and development programs the scope of the presents study covers: hospitality, Training and development at *KEI*-Rajamahendri Resorts Private Limited are thoroughly examined in this study. The opinions of Managers on the company's training initiatives are explored in this research.

Objectives Of The Study:

The present study has been taken up to achieve the following objectives:

1. To study the profile of Hospitality industry, in general
2. To study the profile of KEI Rajamahendri Resorts Pvt. Ltd.,
3. To Investigate the KEI Rajamahendri Resorts employees attitude towards training and advancement.
4. To learn the opinion on how trainees find their training to be in their actual work.

Methodology:

Primary data

The questionnaire is used to formally request this information from respondents in exchange for voluntary disclosure of relevant personal details. The questionnaire is structured and anonymous, and it comprises of multiple-choice questions.

Secondary data

The Rajamahendri resorts pvt. Limited's official internal secondary data were collected by the company's concerned head. External secondary data consists of data created by the institution itself, such as that included in annual reports filed with the government. Important as a whole, this data helps conceptualize and provide light on the study's fundamental questions. Even as most studies of this sort focus heavily on secondary data sources and survey research, any source of information may be applied in this examination.

Samplesize

In terms of the study's sampling unit, various level managers and executives are the focused. There researcher uses a sample size of 100 for its analysis.

RESULTS DISCUSSION:

Table - 1

EMPLOYEES OPINION ON TRAINING INCREASES THEIR PERFORMANCE, COMMITMENT AND MOTIVATION

Category	Number of respondents	Percentage
Yes	70	70
No	20	20
sometimes	10	10
Total	*100*	*100*

SOURCE: Data Compiled From The Questionnaire

It is observed from Table 1 that 70 per cent of the employees feels that training programs increases the performance, commitment and motivation of employees and 10 per cent feels sometimes.

Table - 2

EMPLOYEES OPINION REGARDING THE ACQUISITION OF NEW SKILLS AND KNOWLEDGE FROM TRAINING PROGRAMS

sCategory	Number of Respondents	Percentage
Yes	60	60%
No	26	26%
Sometimes	14	14%
Total	*100*	*100*

SOURCE: Data compiled from the questionnaire

It is observed from table 2, that 60 per cent of the employee feels that they acquire some new skills and knowledge from training programs, and 14 per cent feel some times and the remaining 26 per cent opined that it has no effect.

Table - 3

EMPLOYEES OPINION ON TRAINING PROGRAMS   WILL CREATE COMPETITIVE ENVIRONMENT AT WORK PLACE

Category	Number of Respondents	percentage
Yes	50	50%
No	30	30%
Sometimes	20	20%
Total	*100*	*100*

SOURCE: Data compiled from the questionnaire

It is observed from Table 3 that 50 per cent of the employee feels that the training programs create some competitive environment at workplace, and 20 per cent feel sometimes and the remaining 30 per cent opined that it has no effect.

Table - 4

EMPLOYEES OPINION ON RESULT OF TRAINING TO THE EMPLOYEES

Category	Number of Respondents	percentage
Motivating	49	49%
De-motivating	30	30%
Sometimes motivating	21	21%
Total	*100*	*100*

SOURCE: Data compiled from the questionnaire

It is observed from Table 4 that 49 per cent of the employee feels that it is motivating and 30 per cent feel that sometimes motivating and 21 per cent sometimes de-motivating.

Findings:

The following are the various important findings based on the data analysis.

1. Majority of the employees said that the organization is providing training to its employees.

2. Most of the employees said that the company is giving relating to company policies, technical skills and problem solving.

3. Almost all employees said that the training increases their performance commitment and motivation of the employees.

4. It is found from the analysis the employees are acquiring some skills and knowledge from training programs.

5. From the analysis of data of the employees opined that the training program creates some competitive environment at work place.

6. It is observed that almost fifty per cent at employees opined that training can give motivation to the employee

CONCLUSION:

The research on staff attitudes toward training and development at Rajamahendri resorts provides a comprehensive look at this topic. The vast majority of responders want to learn on the job. The majority of respondents said that comments are solicited from all program members. The company's training program has wide spread staff participation. Training is being provided to staff members on a consistent basis. The staff as a whole is pleased with the training candidates chosen. The majority of workers have reported that he training program is successfully transferring the most up-to-date industry knowledge. The majority of workers believe that the training programs they've participated in have helped them achieve their goals. Nine out of ten workers have a favorable impression of the company' straining initiatives. It has been observed that a number of workers at Rajamahendri resorts are unaware of the company's training policies. Therefore, they are brought to consciousness. A large majority of workers believe that training may improve "soft skills" like communication, leadership, teamwork, etc., and hence it is suggested that the organization has to conduct training programs on regular basis.

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