

A STUDY ON THE EXECUTIVE DEVELOPMENT IN TAMILNADU STATE TRANSPORT CORPORATION LTD – KUMBAKONAM

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ABSTRACT

The purpose of this study is to understand and evaluate the various executive development programmes organized by the TNSSTC in Kumbakonam for improving ability of their employees. The scope of this paper is to examine the employees and their training programme through questionnaire. This paper enhances the demographical profile of the executive officers and opinion about their job and training programmes conducted by the TNSSTC.

Keywords : Executives, Employees, Training and Programmes.

INTRODUCTION

Human resource management (HRM), though a new nomenclature as a field of study in today's context, existed in some form with the evolution of human organization. However, its systematic study started with the development of the field of management in the beginning of 20th century. It has followed the development pattern of management. Organization is made up of people and functions people. Without people organizations cannot exist. The resources of men, money materials and machinery are collected, coordinated and utilized through people. These resources by themselves cannot fulfill the objectives of an organization. They need to be united into a team. It is through the combined efforts of people that material and monetary resources are effectively utilized for attainment of common objectives. Without united human efforts no organization can achieve its goals. All the activities of an organization are initiated and completed by persons who make up the organization. Therefore, people are the most significant resource of any organization. This resource is called human resource and is the most important factor of production.

According to Pichay, human resources or human factors refers to a whole consisting of inter-related interdependent and interacting physiology, psychological, Sociological and ethical components. Thus human resources represent the quantitative and qualitative measurement of the workforce required in an organization.

OBJECTIVE OF THE STUDY

- An account of the various training programs conducted by the industry.
- To identify the development need of executive in organization.
- To know the extent of participation of executives in various development programs.
- To examine the effectiveness of development programs on productivity, time management and overall industry culture.
- To know the views of the executives about the development programs.
- To know the cost effectiveness of the training and development programs.

RESEARCH METHODOLOGY

Both primary data and secondary data were collected for this study. Primary data is collected through well structured questionnaire from the respondents, interview method is also used to collect data from the executives.

Secondary is also collected in various journal, Books, magazines and websites.

SAMPLING TECHNIQUE

The simple random sampling technique is used for this study. The study was conducted in TNSTC, Kumbakonam.

SAMPLE SIZE

The size of universe is 80. Since the definite the researcher adopted simple random sampling. The random sampling is the every item has an equal chance to be selected. The researcher selected to 50 respondents out of 80 executives.

PROFILE OF THE TRANSPORT CORPORATION

Tamilnadu State Transport Corporation Limited (TNSTC) is a public transport bus operator in Tamilnadu. It is largest buy corporation in the world and operates buses along intra and inter city bus routes in south India. TNSTC is the 1 largest government bus transport corporation in world with an estimated 21,594 buses in its fleet. It is fully owned and operated by Government of Tamilnadu. It catters to all the districts within Tamilnadu and also operates seervices to neighboring states of Andra Pradesh, Karnataka, Kerala and union territory of Puducherry. Until 1996, transport corporation was bifurcated into 21 divisions which was later merged to from 8 divisions. School and college students get a free bus pass to travel on TNSTC buses. TNSTC own 321 depots and five workshops. TNSTC also offers contract and tourist services. Every bus owned by the corporation displays a portrait of Tamil Poet Thiruvalluvar along with a two line verse from Thirukkural inside the bus.

LIMITATION OF THE STUDY

During the study conducted researches faced some handles which were unavoidable, such as the time barrier because all executive are working under government time, time limitation, time consuming, unavailability of desired respondents etc.,

DATA ANALYSIS AND INTERPRETATION

Table No.1

DEMOGRAPHIC PROFILE OF THE RESPONDENTS

S.No.	Particulars	No . of Respondents	% of Respondents
CATEGORY OF THE RESPONDENTS			
1	Top	01	02
2	Middle	16	32
3	Middle	33	66
4	Functional	-	-
Total		50	100
AGE OF RATION OF THE RESPONDENTS			
1	41 -50	35	70
2	50 Above	15	30
Total		50	100
GENDER OF THE RESPONDENTS			
1	Male	50	100
2	Female	0	0
Total		50	100
MARITAL STATUS OF THE RESPONDENTS			
1	Married	50	100
2	Unmarried	0	0
Total		50	100
ENTRY OF THE RESPONDENTS			
1	Direct	0	0
2	Employment	50	100
Total		50	100
QUALIFICATION OF THE RESPONDENTS			
1	Engineering	09	18
2	P.G	28	56
3	U.G.	05	10
4	Diploma	06	12
5	PG/ Diploma	01	02
6	UG / Diploma	01	02
Total		50	100

Source: Primary Data

Table No.2
YEARS OF EXPERIENCE

S.No	Entry	No . Of Respondents	% of Respondents
1	21 – 25	39	78
2	Above 25	11	22
Total		50	100

Source: Primary Data

The above table shown that 78 % of the respondent are having experience 21 – 25 Years, and the rest 22 % of the Respondents are having experience above 25.

Table No. 3
SALARY OF THE RESPONEDENTS

S.No	Salary	No . Of Respondents	% of Respondents
1	Rs.16000 – 20000	20	40
2	Rs.20001 and above	30	60
Total		50	100

Source: Primary Data

The above table shown that 40 % of the respondent have got salary Rs. 16000 – 20000. And the rest 60 % of the Respondents are have got salary 20001 and above.

Table No. 4
DURATION OF THE DEVELOPMENT PROGRAMME

S.No	Response	No . Of Respondents	% of Respondents
1	Weeks	13	26
2	Month	37	74
Total		50	100

Source: Primary Data

The above table shown that 26 % of the respondents told that the duration of the development programme is one week and the rest 74 % of the Respondents are told that the duration of the development is month.

Table No.5
UNDERGONE OF THE DEVELOPMENT PROGRAMME

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	38	76
2	No	12	24
Total		50	100

Source: Primary Data

The above table shown that 76 % of responds have undergone the development programme and the rest 24 % of the Respondents have't undergone programmes.

Table No.6

CONFRONT OF THE ORGANIZATION IN THE FUTURE THROUGH SOME PROBLEM

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	41	82
2	No	9	18
Total		50	100

Source: Primary Data

The above table shown that 82 % of Respondents are response told that there will be some problem in future through confronts told that there will be some problem in future through confronts of the organization and the 18 % of the respondents told that there is no problem in future through confront of the organization.

Table No.7

KNOWLEDGE ABOUT THE PROBLEM OF HUMAN RELATION

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	44	88
2	No	6	12
Total		50	100

Source: Primary Data

The above table shown that 88 % of Respondents have knowledge about the problem of human relation and the rest 12% of the respondents don't have knowledge on this.

Table No.8

ESTABLISHMENT OF A CLEAR PICTURE OF THEIR FUNCTIONS AND RESPONSIBILITY

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	40	80
2	No	10	20
Total		50	100

Source: Primary Data

The above table shown that 80 % of the Respondents told that the company establishes a clear picture of their functions and responsibility and the rest 20 % if the respondents told that the company doesn't establish a clear picture of their functions and responsibility.

Table No.9

KNOWLEDGE OF THE PROBLEM AND TO TAKE APPROPRIATE ACTION

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	38	76
2	No	12	24
Total		50	100

Source: Primary Data

The above table shown that 76 % of the Respondents have a knowledge about analyzing problem and to take appropriate action and rest 24 % of the respondents told that they don't have knowledge about analyzing the problems and to take appropriate action.

Table No.10

KNOWLEDGE ON HUMAN MOTIVATION AND RALATION AND RESPONSIBLE RELATIONSHIP

S.No	Response	No . of Respondents	% of Respondents
1	Yes	45	90
2	No	05	10
Total		50	100

Source: Primary Data

The above table shown that 90 % of the Respondents has knowledge about human motivation and relation and responsible relationship and the rest 10 % of the respondents sold that don't have knowledge about human motivation and responsible relationship.

Table No. 11

THE METHOD OF DEVELPOMENT PROGRAMME RELEVANT TO THEIR JOB PERFORMANCE

S.No	Response	No . Of Respondents	% of Respondents
1	On – the- Job	35	70
2	No	15	30
Total		50	100

Source: Primary Data

The above table shown that 70 % of the Respondents told that on-the-job method is relevant to their performance had the rest 30% of the respondents told that off- the-job method relevant to their job performance.

Table No. 12

IMPROVING THE EFFICIENCY AND THEIR JOB PERFORMANCE

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	49	98
2	No	01	02
Total		50	100

Source: Primary Data

The above table shown that 98 % of the Respondents have improved the efficiency and their job performance only the rest respondents haven't improved the efficiency and their job performance.

Table No.13

SATISFYING ON DEVELOPMENT PROGRAM

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	41	82
2	No	09	18
Total		50	100

The above table shown that 82 % of the Respondents told that they have satisfying on development programme and the rest 18 % of the respondents told that they haven't on development programme.

Table No.14

SATISFYING WITH THEIR JOB PERFORMANCE

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	35	90
2	No	15	10
Total		50	100

Source: Primary Data

The above table shown that 90 % of the Respondents have satisfied with their job performance and the rest 10 % of the respondents told that they haven't satisfied with their job performance.

Table No.15

IMPROVING THE PRODUCTIVITY BY THE DEVELOPMENT PROGRAMME

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	41	82
2	No	09	18
Total		50	100

Source: Primary Data

The above table shown that 82 % of the Respondents told that they have improved productivity through the development programme and the rest 18 % of the respondents haven't the productivity through the development programme.

Table No.16

DEVELOPMENT PROGRAMME NEED BASED

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	42	84
2	No	08	16
Total		50	100

Source: Primary Data

The above table shown that 84 % of the Respondents told that they development programme is need based and the rest 16 % of the respondents told that it is not need based.

Table No.17

BETTER PERFORMING THROUGHT DEVELOPMENT PROGRAM

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	41	82
2	No	09	18
Total		50	100

Source: Primary Data

The above table shown that 82 % of the Respondents a told that they better performance development programme and the rest 18% of the respondents told that they don't have better performance through development programme

Table No.18

PLANNED DEVELOPMENT PROGRAMME

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	41	82
2	No	09	18
Total		50	100

Source: Primary Data

The above table shown that 82 % of the Respondents told that they Planned development programme and the rest 18 % of the respondents told that there it is not Planned development program.

Table No.19

DEVELOPMENT PROGRAMME ATTENDING SO FAR

S.No	Response	No . Of Respondents	% of Respondents
1	Many	20	40
2	Adequate	30	60
Total		50	100

Source: Primary Data

The above table shown that 40 % of the Respondents have attended many development programme and rest 60 % of the respondents told that they have attended adequately.

Table No. 20

EVALUTION OF THE DEVELOPMENT PROGRAMME

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	38	76
2	No	12	24
Total		50	100

Source: Primary Data

The above table shown that 76 % of the Respondents told that the development programme evaluated regularly and the rest 24 % of the respondents told that the development is not evaluate regularly.

Table No. 21

DEVELOPMENT IS WAST OF TIME AND ENERGY

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	17	34
2	No	33	66
Total		50	100

Source: Primary Data

The above table shown that 34 % of the Respondents told that the development programme evaluated regularly and the rest 66 % of the respondents told that the development program is not waste of time and energy.

Table No. 22

EFFICIENCY OF JOB PERFORMANCE WITHOUT DEVELOPMENT PROGRAMME

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	32	64
2	No	18	36
Total		50	100

Source: Primary Data

The above table shown that 64 % of the Respondents told that the above efficiency of job performance without development programme and the rest 36 % of the respondents told that they don't have efficiency of the development program without development programme.

Table No. 23

OPINION ABOUT THE DEVELOPMENT PROGRAMME

S.No	Response	No . Of Respondents	% of Respondents
1	Excellent	32	64
2	Good	18	36
Total		50	100

Source: Primary Data

The above table shown that 64 % of the Respondents told that development programme is excellent and the rest 36 % of the respondents told that the development programme good.

Table No. 24

DEVELOPMENT PROGRAMME LIKED VERY MUCH BY EXECUTIVE

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	48	96
2	No	02	04
Total		50	100

Source: Primary Data

The above table shown that 96 % of the Respondents told that development programme they like very much and the rest 4 % of the respondents told that the don't like the development programme.

Table No.25

FREQUENCY OF TRAINING PROGRAMME CONDUCTED

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	33	66
2	No	17	34
Total		50	100

Source: Primary Data

The above table shown that 66 % of the Respondents told that development programme conducted frequently and the rest 34 % of the respondents told that the development programme is not conducted frequently.

Table No. 26

DEVELOPMENT PROGRAMME REDUCES THE STRESS AND BURNOUT

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	39	78
2	No	11	22
Total		50	100

Source: Primary Data

The above table shown that 78 % of the Respondents told that development programme is Reduce the stress and the rest 22 % of the respondents told that the development programme is not reduce the stress and burnout.

Table No. 27

EXECUTIVE OF AMANGEMENT MADE IN CHARGE OF INITIATING AND IMPLEMENTING THE COMPANY EXECUTIVE DEVELOPMENT PROGRAMME

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	46	92
2	No	04	08
Total		50	100

Source: Primary Data

The above table shown that 92 % of the Respondents told that executive made in charge of initiating and implementing the executive development program and the rest 08 % of the respondents told that no.

Table No.28

EXECUTIVE DEVELOPMENT PROGRAMME IS LARGELY SELF - DEVELOPMENT

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	45	90
2	No	05	10
Total		50	100

Source: Primary Data

The above table shown that 90 % of the Respondents told that the development program is largely self – development and the rest 10 % of the respondents that there is no self development.

Table No.29

EXECUTIVE DEVELOPMENT PROGRAMME IS ESSENTIAL

S.No	Response	No . Of Respondents	% of Respondents
1	Yes	42	96
2	No	08	04
Total		50	100

The above table shown that 96 % of the Respondents told that the development program is essential and the rest 4 % of the respondents told that development program is not essential.

FINDINGS

- The executives, it has understand that is (60%) of the respondent has understand the organization policy. The development program has given better understanding about the organization and its objectives.
- The interpretation of the primary data shows that most of the executives have attended training

programme in month.

- 76% of the respondents have undergone the development programme.
- 82% of the respondents told that confront of the organization in the future through some problem.
- The development program helps to again knowledge about the problem of human relation that is 88% of the respondents have knowledge about the human relationship.
- 80% of respondents accept their company establish clear picture their functions and responsibility.
- Out of the 50 respondents, 76% of the respondents have knowledge on analyzing problems and to take appropriate action. The development program helps the gain knowledge the solving problem.
- Out of the 50 respondents, 90% of the respondents have knowledge on human motivation and relation and responsible relationship.
- The majority of the executives 70% of the respondents accept that the on-the-job method is relevant to their job performance and also various method of development program helped to.
- Adequate emphasis has been given to improve the performance of executives through development at TNSTC.
- Out of 50 respondents, 82% of the respondents told that training program are need based.
- Majority of the respondents told that development program are well planned.
- Majority of the respondents told that development program evaluated regularly.
- The executive development program is largely self-development.
- The majority of the respondents have confirmed that the evaluation of training programs is regularly done.
- The executives feel that training & development program conducted is not waste of time and energy but enriches the job.
- The executives at TNSTC feel that they cannot perform the job efficiently without going through training and development.
- Among the executives it is feel that trainees are not really experts and well equipped.

SUGGESTIONS

- Development program also should be focused on the interpersonal relationship among the executives.
- Development programs at TNSTC are of short duration (One month). Therefore the duration for training may be extended, which will increase the confidence of executives on job more and it will reduce the tension.

- Data analysis shows the development program at TNSTC is not taking place regularly there fore to increase the efficiency and moral of worker it should be regularly conducted.
- Development program also must provide an opportunity for promotion of the executives, which has not taken place so far.
- The trainers have to be really expert and well equipped to guide the employees.
- The On-the –job Training method also must be adopted to learn the theoretical aspect away from the work spot.

CONCLUSION

In today's corporate business world training and development program of executives plays vital role to learn the new job and update the knowledge, skills required by the executive to perform the job in the organization. The same time training also uplifts the morale of the executives, they become loyal to the company where by the performance as well as output improves tremendously. Development program also aims at competing with the global business where the survival is of the fittest. Therefore product has to be constantly improved in its quality, quantity, and attractiveness and it all aspects to stand in market. And this possible only when the executives are given training well in advance to meet the need and requirement. Business in it really doesn't exist inside the four walls of the just producing but it is faced with competition with the other well-equipped organization. Development also very much meets the aspiration of the employees. Well training executives are promoted for higher job. It becomes a means for retaining the competitive promotion.

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