

A Study on Training Needs in Organised and Specific Unorganised Sector with Special Reference to Chennai City

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One of the factors of manufacturing is labor. It is impossible to exaggerate the significance of labour for the growth of the economy. The goal of this paper is to understand the function that labor plays in the different industry. Three distinct parameters have been used to review the literature. These are the contexts of education and skill development, the working environment, and the socioeconomic component. The study aims to understand the current situation of workers in the various industry, encompassing both organized and unorganized sectors, and conduct an empirical investigation into the same. This study has taken into consideration secondary data. The main conclusions that require attention are the necessity for social security, basic education and skill, and Training for work productivity.

Keywords: Training Program, Organised Sector, Unorganised Sector, Skill and Knowledge.

1. Introduction

The terms "education," "training," and "development" are frequently used. Although there may not seem to be any differences between them at first look, there are in fact several. Every "education" includes some training, and every "training" includes some education.

Furthermore, the "development" cannot be isolated from two processes. Though it is impossible to give precise definitions and they may be misleading, different people have used these activities in different ways.

Learning a sequence of pre-programmed behaviours is called training. It is the use of knowledge. It makes people aware of the policies and guidelines that should direct their actions. It aims to enhance their performance in their current role or get them ready for a desired position. The process of improving an employee's knowledge, talents, and skills for a specific job is called training. It shapes the way that workers think, which results in high-caliber work. It is a never-ending, ongoing process. Success and organizational development depend heavily on training.

It is beneficial both to the employers and employees of an organization. By training, an employee becomes more efficient and productive, shows excellent performance both in quality and quantity and reduces wastage of time, money and resources.

Training is the cornerstone of sound management, for it makes employees more effective and productive. It is an integral part of the whole management programs, with all its activities functionally interrelated. A programme of training becomes essentials for the purpose of meeting specific problems of a particular organization rising out of the introduction of the new lines of production, change in design, and demands of competition and so on. Only instructions in technical and mechanical activities are referred regarded as training. It's intended audience isn't managers. Usually, training programs are created with a specific, time-bound goal in mind, like operating a certain piece of equipment.

Training is a critical component of the competent and demanding business model in today's cutthroat environment. Training is the key to meeting the demands of a fluid and efficient work environment, which benefits both organizational growth and employee quality of life at work. Especially at the managerial level, development is a process that results in both qualitative and quantitative advancements inside the business. It places more emphasis on knowledge, values, attitudes, and behaviour than it does on specific talents. Therefore, it can be claimed that although training has defined regions and objectives, development is a continual process.

Every organization needs competent and well-trained workers to carry out the necessary tasks if it is to increase its effectiveness. Training is not necessary if the job occupier, whether current or prospective, can meet this condition. However, in situations where this isn't the case, it's essential to improve employees' skill levels as well as their versatility and adaptability. Inadequate job performance, a drop in productivity, or changes lead to a technical breakdown or job redesign, all of which call for some kind of training and development. Employee development becomes increasingly important as tasks get more complex. In a world that is changing quickly, investing in employee training and development is not only desirable but also necessary for an organization to retain a competent and productive team.

2. Literature

Muddle (2017) The authors focused on the living condition of the workers in formal and informal sector of the automobile sector. It was found that education and training plays an important role for the productivity. The social factors cannot be ignored. It should be *Nanotechnology Perceptions* Vol. 20 No.7 (2024)

addressed for improving the standard of living of the employees.

Kumar and others (2009) One of the biggest concerns for workers in both the official and informal sectors is social protection. This is a significant factor, particularly in the informal sector. Over 70% of workers in India are employed in the unorganized sector. The government ought to deal with the social security problems in the auto industry as well. Although laws and policies are created in our nation, the poor are not covered by them.

Bhattacharya (2014) The authors of this research attempt to explain the function that workers in the informal urban vehicle sector play in urban politics. The urban workers in India have a significant role in the country's urban political economy. They are occasionally singled out by the different political parties as a vote bank. However, they are denied their rights when the issue of fundamental needs comes up. These migrant urban workers adjusting to this political climate.

Rajsekhar and others (2006) The writers of this research attempted to comprehend security concerns in both the formal and informal sectors of many industries, including the automotive industry. Most people believe that employment stability equates to security. There is a misinterpretation of this by both official and informal sector workers. They are ignorant of the actual benefits they are entitled to under the social security program.

Naik (2009) The writers of this research attempted to comprehend how the informal sector's workforce contributes to poverty in developing nations by making up a large portion of the population in those states. These issues arise because these states are unable to offer sufficient employment opportunities. To solve the issue, policymakers ought to take the initiative to address it.

S Vijay (2016) The main goal was to find ways for the unorganized sector to increase foreign investment, tax revenue, and employment quality. To increase cross-border trade, the informal sector was given priority. It is necessary for regulations to be simple in order to draw in foreign disinvestments.

H. Dargahi and G. Nasl-Saraji (2006) Just compensation and freedom, stability of employment, systems of rewards, possibilities for training and career progress, involvement in decision-making, Fascinating and Scholars gratifying work, the World Journal of Arts, Science, and Commerce Have faith in upper management. Acknowledgment of work, norms for health and safety at work, Strike a balance between your time with friends and family and your job schedule. tasks to be done, stress level at work, workplace safety, and occupational health.

The following QWL characteristics are explained by Gholamreza Mehdizadeh Jorjatki and Seyed Mehdi Hosseini (2010). This covers rights to fair and sufficient compensation as well as benefits. Observing health and safety regulations; providing opportunities for employees to grow and feel secure; accepting the structure of the workplace; managing the environment's general living area; integrating socially enhanced human capacities; and work life and social dependence on society.

According to Chandranshu Sinha (2012), the quality of one's work life is influenced by twelve key elements. The development of an organization's most precious asset—its employees—requires certain working components. Obtaining a competitive edge in the market can also be facilitated by these elements. The following are some of these factors: flexible work schedules, family-friendly work environments, emotional support from supervisors, communication, career development and progress, organizational commitment, organizational support, job satisfaction, rewards and benefits, and salary. Similarly, other writers have offered various recommendations for raising the standard of working life.

3. Methodology:

The study covered the organized sector and unorganized sector worker from different category of Professionals and construction workers, workers in micro enterprises, casual labourers, Home based workers, Labours from other states, school dropout youth and adults in needs of skills and training in Chennai.

Objectives:

1. To know the training programme need for organized and unorganised sector workers in achieving its set goals.
2. To understand training effectiveness among workers in organised and un organised sector
3. To suggest the suitable measures for the effective implementation of training programs

Hypothesis:

H0: There is no significant relationship between Gender and effectiveness of programmes attended by the respondents.

H1: There is significant relationship between Gender and effectiveness of programmes attended by the respondents

H0: There is no significant relationship between marital status and type of programme attended by the respondents.

H1: There is significant relationship between marital status and type of programme attended by the respondents

Tools for Analysis:

Collected data are analyzed by the use of various statistical tools like:

- 1) Simple Percentage analysis
- 2) Chi-square

4. Data Analysis and Interpretation:

Gender of the respondents

Gender	Male	Percentage	Female	Percentage
Organised Sector	57	78 %	28	53 %
Un Organised Sector	16	22 %	25	47 %
Total	73	100 %	53	100

The above table represents the gender wise respondents. As per the data collected it is clear that 78% of the respondents in organised sector are male and remaining 23 % are female. In addition to 22% of respondents are male belongs to unorganised sector and rest of the 47% are female. Hence it is observed that majority of the male in organised sector whereas in unorganised sector are female than male.

Age of the Respondents

Age Group	Organized	Percentage	Un Organized	Percentage
< 25	12	14 %	9	22 %
26 – 35	22	25 %	16	40 %
36 - 45	28	33 %	10	24 %
46 – 55	14	18 %	4	9 %
Above 56	9	10 %	2	4 %
Total	85	100 %	41	100 %

The above table represents the age wise respondents. As per the data collected it is clear that 33% of the respondents in organised sector are belong to the age 36 – 45, 25 percent of the respondents belongs to the a group 26 – 35. 18% of the respondents belongs to 46 -55 age group. When coming to unorganised sector 40% of the respondents belongs to 26 -35, 24 % of the respondents belongs to 36 -45 age group. Hence, its is found that majority of the respondents in both organised and unorganised sector belongs to 36 -45 age group.

Educational Qualification of the Respondents

Education	Organized	Percentage	Un Organized	Percentage
< 10	5	6 %	18	44 %
+ 2	12	14 %	21	51 %
UG	38	45 %	2	5 %
PG	20	23 %	0	
Others	10	12 %	0	
Total	85	100 %	41	100 %

The above table shows that the educational qualification of the respondents. In Organised sector 45% of the respondents are under graduate, 23% of the respondents are completed post graduates. And in case of unorganised sector 51% of the respondents are completed their higher secondary education. 44% of respondents are belongs to below 10th category. Hence it is observed that the organised sector most of the respondents are graduates where as in case of

unorganised sector respondents belongs to below secondary education.

Type of Programme attended by the respondents

Programme	Organized	Percentage	Un Organized	Percentage
Seminars	35	41 %	0	0
Special Training	23	27 %	22	54 %
Empowerment	17	20 %	17	38 %
Re training	7	8 %	4	8 %
Others	3	4 %	0	
Total	85	100 %	41	100 %

The above table represents the type of programme attended by the respondents. As per above table it is found that 41 percents of the organised sector attended seminars, 27% of the respondents attended special training and 20% of respondents are attended Empowerment training. When compare to unorganised sector 54% of the respondents attended special training and 38% of the respondents attended the Empowerment training. Thus, it is clear that in organized sector majority of the respondents attended the empowerment programme where as special seminars were mostly conducted among unorganized sectors.

Impact of Training Programme

Impact of Programme	Organized	Percentage	Un Organized	Percentage
Highly Effective	82	96 %	35	85 %
Less Effective	3	4 %	6	15 %
Total	85	100	41	100

The above table represents the impact of training program. As per the table it is found that in organised sector 96% of the respondents opinion about the training they are very effective. 85% of the respondents in unorganised sector opinion about the training program was very effective.

Result of Chi-Square test

Test statistics	Degree of Freedom	Level of Significance	Computed Value of χ^2	Table value	H0 Accepted or Rejected
Chi Square	1	0.05	2.698	3.841	Accepted

Since the calculated value of χ^2 is less than the Table value, it is significant. Hence the null hypothesis is accepted at 5% level of significance and we may conclude that there is no significant relationship between Gender and effectiveness of programmes attended by the respondents.

Result of Chi-Square test

Test statistics	Degree of Freedom	Level of Significance	Computed Value of χ^2	Table value	H0 Accepted or Rejected
Chi Square	4	0.05	3.698	9.468	Accepted

Since the calculated value of χ^2 is less than the Table value, it is not significant. Hence the null hypothesis may be accepted at 5% level of significance and we may conclude that there is no significant relationship between marital status and type of programmes attended by the respondents.

5. Conclusion

This study concludes that Training programs are assisting the labor force in both organized and unorganized sectors, leading to an improvement in their knowledge and abilities. Training Programs has improved the engagement of female workers in economic and social welfare, fostered a sense of patriotism and national cohesion, and contributed to the growth of responsible trade unionism. Employee performance has changed as a result of training, and employees are feeling more empowered to advance their own and society's interests. Employee empowerment through training in advancing social and individual interests. It increased employees' self-esteem and drive for success while also enhancing their quality of work life. It is made possible to accomplish its objectives by the different training programs conducted in different companies for organized and unorganized sectors facilities, excellent training content, excellent training methodology, and excellent trainer attitudes.

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