

A STUDY ON EMPLOYEE PERCEPTION TOWARDS EFFECTIVENESS OF INDUCTION PROGRAM IN SELECTIVE INDUSTRIES OF COIMBATORE

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Abstract: Induction is a well-structured and systematic orientation program. An informal orientation is given in small organizations by the supervisors. Induction is the process of welcoming, introducing and socializing the new entrants to the existing group of people. It is also called orientation program. It is done to make the new employees feel welcome at the new work place and with his senior employees. Induction program is very important for inculcating team work, team spirit, honest involvement in work and hard work, positive and co-operative attitude towards the work. Working as a responsible worker sense of oneness togetherness all such feeling help the new employee to adjust himself with the job and new working environment and can later on enjoy the job satisfaction and builds high morale. The objective of the study is to Find out the impact of induction program on the new joiners, to find out perception of employee towards induction program, to find out the satisfactory level of induction program of new joiners, to analyze the effectiveness of the induction program towards employee retention, to find out the challenges faced by the employee during induction program.

Key Words: Induction, Training, Team work, Team Spirit, attrition, Career, Knowledge Management

I. INTRODUCTION

The induction training is a process used by many businesses to welcome new employees to the company and prepare them for their new role. It helps to bring staff together into the organization. Induction Training is also called a management program, in which new employees are introduced to the rules and regulations of the organization with the intention of getting them used to the workplace, where they will work.

Induction is a technique by which a new employee is rehabilitated into his surroundings and introduced to the practices, policies and purposes of the organization. Large organizations do give formal orientation to its employees. It is a well-structured and systematic orientation program. An informal orientation is given in small organizations by the supervisors. Induction is the process of welcoming, introducing and socializing the new entrants to the existing group of people. It is also called orientation program. It is done to make the new employees feel welcome at the new workplace and with his senior employees.

Induction is a technique that facilitates rehabilitation of new employees into the new environment, and introduces them to the organizational objectives, policies and practices. Orientation may be formal or informal. Large organizations do give formal orientation to its employees. It is a well-structured and systematic orientation program. An informal orientation is given in small organizations by the supervisors. Orientation programs help the new employees to learn the organizational values, beliefs, norms and systems. Eventually, the new entrants fully integrate with the organization and attain job satisfaction, higher productivity and continue to serve the organization for a long time.

Due to the induction, the activities of the new employee would go in right direction. They will be positive towards the work and the company therefore they have decided to use his entire potential talent, creativity, quality, their expertise, their knowledge information etc. only for the company in which he is working. And the business organization is benefited by this can earn good profit.

Induction program is very important for inculcating team work, team spirit, honest involvement in work, hard work, positive and co-operative attitude towards the work. Working as a responsible worker sense of oneness togetherness all such feeling help the new employee to adjust himself with the job and new working environment and can later on enjoy the job satisfaction and builds high morale.

Employee induction is an effective and efficient way to define employment policies and procedures for beginners, by providing specific information to new employees who need to be able to do their job, and to set expectations within the core context of the company's goals, objectives and business operations as a whole. The admission process should include new employment training on how to do their job safely and what to do in an emergency.

II. REVIEW OF LITERATURE

- 1) **Mr. Manohar Karade*, Prof. Dr. Sayalee Gankar**, Ms. Salomi Sam*** (2015)** carried out study entitled on Impact of Induction Training on New Joiners: a Perception Analysis with respect to Age and Gender. The Objective of the study is to study induction training of new joiners, to find out the impact of induction training on the new joiners and to find out perception of new joiners towards induction training with respect to age, gender and their relationship. The Data collected from 30 employees. The population consists of new joiners, who joined the selected organization, in the month of June. For this research, the researchers have used non-probability sampling method, in which convenience sampling has been taken into account. The statistical tools used for analyzing data are, MS Excel and SPSS in which, One-way Anova and t-test have been utilized. It has been found that, there is no association of gender with perception of new joiners towards work life balance, Work life balance, is perceived in a similar manner by both the genders and therefore, customization is not possible on this front, There is a relationship between age and perception of attainment of professional goals of new joiners, In this case customization is possible, and the induction training will be more effective when the requirements of different age groups are specifically satisfied
- 2) **Dermot Byrne (2010)** carried out study entitled on An Exploration of the Relationship between Induction and Employee Commitment. The research for this dissertation seeks to identify the links between induction training and employee commitment. The Data collected from 30 employees. For this research, the researchers have used Random sampling method. The data was collated, presented and analyzed using a combination of Microsoft Access, Microsoft Excel and Microsoft Word. Theories used for the study involves Motivation Theory: Douglas McGregor's X and Y Theories, Frederick Herzberg's Two Factor Theory, Abraham Maslow's Hierarchy of Needs. Overall, the findings show that those who did not receive induction: Are less likely to be absolutely clear what is expected of them in their job., Are less likely to feel that their job fully utilizes their skills and qualifications, Are less likely to feel motivated to do their job well, Are less likely to feel that their job gives them a strong sense of personal satisfaction, Are less likely to feel loyal to their organization, Are less likely to be satisfied that they carry out their work to a high standard, Are less likely to feel that the work that their organization is involved in makes them feel that their job is important, Are less likely to recommend their organization as a good place to work. The study was undergone in National College of Ireland.
- 3) **Calvin Mzwenhlanhla Mabaso (2012)** carried out study entitled on The Effectiveness of an induction program for newly appointed staff at coastal KZN FET College. The Objective of the study is to investigate the value of an effective induction program at the Coastal KZN FET College, to investigate the implementation of an effective induction program on the performance of staff at Coastal KZN FET College, to determine the perception of the current induction program offered, to ascertain whether an effective induction program leads to high productivity from staff, to design guidelines that could help senior managers to implement lecturer induction programs effectively. The Data collected from 45 newly appointed lecturers. There is no justification to select a sample because of the small size. The data was analyzed by means of statistical software i.e. Statistical Package for the Social Sciences (SPSS) version 15 and the appropriate statistical tests were employed. The major findings of the study includes; Newly appointed lecturers find their beginning years at a new environment is very challenging, regardless of their qualifications, years and type of previous experience, New lecturers need guidance and support with regard to issues such as classroom management, curriculum interpretation and adaptation, If problems are not timeously addressed, it may lead to feelings of disillusionment, inadequacy and eventually it may lead to the lecturer leaving the field of education, An effective induction program can minimize feelings of anxiety and can lead to improved teaching performance by newly appointed lecturers.
- 4) **Vijayabanu Chidambaram, Amudha Ramachandran, Surulivel Sangeli Thevar (2013)** carried out study entitled A Study on the efficacy on induction training program in Indian Railways using Factor analysis. Objective of the study is to analyze the factors that influence the effectiveness of induction training program, to study the impact of induction training program towards middle and lower level employees using factor analysis. The sample size is 179 who recently attended the induction program at Southern Railways both at lower and middle level of management. The stratified random sampling method was used to choose the samples, after making different strata/classification/ division in the population. The statistical analysis used includes Reliability Analysis, Chi-square analyzes for contents of induction program Vs. Objectives, Factor analysis for the contents included in the induction program. Hypothesis

includes, There is no association between objectives of the induction program and the contents included in the Induction training program, There is no association between objectives of the induction program and Skills obtained after attending induction training. This study has analyzed the factors through which the effectiveness of induction training programs is accomplished in the organization. It is founded that by skills obtained by the new employees also determine the effectiveness of the program. It is found that Induction training is very important since it is the platform laid in advance for the future success of the organization by training the new recruits as required by the organization. The study undergone in Southern Railways, Tiruchirappalli division, India. Both at lower and middle level of management at Southern Railways.

5) Prarthana Vigneshwari Reddy Anju Kamal (2018) carried out study entitled on Measuring the Efficiency of the Induction Program in Indian Oil and Gas Sectors Using Principal Component and Factor Analysis. Objective of the study is to identify the actual needs of the newly joined employees regarding the induction program they are attending, to find out the factors that influence the effectiveness of the existing induction program, to come up with suitable recommendations to improve the existing Induction program. Sample size contains 81 employees surveyed 41 are management staff and 40 are non-management staff. The statistical analysis include Univariate and bivariate analysis, Reliability analysis, Principal component analysis and factor analysis. Cronbach alpha analysis has been done to test the reliability and validity of data selected and to find out how well the questions asked are measuring the factors that it is supposed to measure. A cronbach alpha value of 0.78 is obtained which is higher than 0.6 that symbolizes considerable reliability. Findings of the study include the key factors impacting the induction program could be identified and could be implemented to motivate and engage the newly joined employees, focusing on improvement of the existing program and adding some of the proposed suggestions could positively impact the effectiveness of the training program, the survey conducted gave ideas on which areas of the induction program should be improvised, CSR generates enthusiasm and vigor among the employees and develops more dedication to the firm for which they work. The study was undergone in Indian Oil and Gas Sector, India. The target population involves the newly joined members who have undergone the induction program.

AIM:-

To Study the Employee perception towards the effectiveness of the induction program..

OBJECTIVES OF THE STUDY:-

- To find out the impact of induction program on the new joiners.
- To find out perception of employee towards induction program.
- To find out the satisfactory level of induction program of new joiners
- To analyze the effectiveness of the induction program towards employee retention.
- To find out the challenges faced by the employee during induction program.

RESEARCH DESIGN:-

The researcher has planned to use **Descriptive Research Design** in this research. Descriptive research is defined as a research method that describes the characteristics of the population or phenomenon that is being studied. This methodology focuses more on the “what” of the research subject rather than the “why” of the research subject.

UNIVERSE OF THE STUDY:-

The Target group for the study is employees who have undergone the induction training program in selective industries of Coimbatore.

SAMPLING:-

The research planned to use Non-Probability sampling whereas Purposive Random Sampling method to analysis the study with the selected samples in the company. In a purposive random sampling, the researcher will select the sample based on the study purpose

TOOLS FOR DATA COLLECTION:-

The researcher planned to use Self Structured Questionnaire tool, Google form.

A questionnaire is a set of questions typically used for research purposes which can be both qualitative as well as

quantitative in nature. A questionnaire may or may not be delivered in the form of a survey, but a survey always consists of questionnaire.

SOURCES FOR DATA COLLECTION:-

Primary data – Employees who have attended induction program in the company are the primary source of data for the data collection of the study. The researcher will use questionnaire with the samples for the data collection which is framed by the researcher.

Secondary data – Books, Articles & Journals and also Internet are the secondary source of data for the data collection of the study.

III. ANALYSIS AND INTERPRETATION

TABLE 1 – (Induction training is well planned)

S. NO	CATEGORY	FREQUENCY	VALID PERCENT
1	Strongly disagree	-	-
2	Disagree	1	1.6
3	Neutral	4	6.6
4	Agree	48	78.7
5	Strongly agree	8	13.1
	Total	61	100.0

From the above table it is inferred that 78.7% of the respondents are agree with the statement, 13.1% of the respondents are strongly agree with the statement, 6.6% of the respondents are neutral with the statement, 1.6% of the respondents are disagree with the statement and no respondents are strongly disagree with the statement.

It is concluded that majority (78.7%) of the respondents agree that Induction training is well planned.

TABLE-2 (Induction Training for New employees is very effective)

S NO	CATEGORY	FREQUENCY	VALID PERCENT
1	Strongly disagree	-	-
2	Disagree	3	4.9
3	Neutral	18	29.5
4	Agree	27	44.3
5	Strongly agree	13	21.3
	Total	61	100.0

From the above table it is inferred that 44.3% of the respondents are agree with the statement, 29.5% of the respondents are neutral with the statement, 21.3% of the respondents are strongly agree with the statement, 4.9% of the respondents are disagree with the statement and no respondents are strongly disagree with the statement .

It is concluded that majority (44.3%) of the respondents agree that the Induction Training for New employees is very effective

TABLE-3 (Induction Training Encouraged to Build Your Career Path)

S NO	CATEGORY	FREQUENCY	VALID PERCENT
1	Strongly disagree	-	-
2	Disagree	2	3.3
3	Neutral	26	42.6
4	Agree	23	37.7
5	Strongly agree	10	16.4
	Total	61	100.0

From the above table it is inferred that 42.6% of the respondents are neutral with the statement, 37.7% of the respondents are agree with the statement , 16.4% of the respondents are strongly agree with the statement , 3.3% of the respondents are disagree with the statement and no respondents are strongly disagree with the statement.

It is concluded that the majority (42.6%) of respondents agree that the Induction Training Encouraged to build their Career Path.

TABLE-4 (Induction training helped to reduce your fear and insecurity)

S NO	CATEGORY	FREQUENCY	VALID PERCENT
1	Strongly disagree	-	-
2	Disagree	2	3.3
3	Neutral	10	16.4
4	Agree	20	32.8
5	Strongly agree	29	47.5
	Total	61	100.0

From the above table it is inferred that 47.5% of the respondents are strongly agree with the statement, 32.8% of the respondents are agree with the statement ,16.4% of the respondents are neutral with the statement ,3.3% of the respondents are disagree with the statement and no respondents are strongly disagree with the statement.

It is concluded that the majority (47.5%) of the respondents strongly agree that the Induction training helped to reduce their fear and insecurity.

TABLE-5 (The Company’s induction training increases employee retention)

S NO	CATEGORY	FREQUENCY	VALID PERCENT
1	Strongly disagree	-	-
2	Disagree	1	1.6
3	Neutral	15	24.6
4	Agree	37	60.7
5	Strongly agree	8	13.1
	Total	61	100.0

From the above table it is inferred that 60.7% of the respondents are agree with the statement,24.6% of the respondents are neutral with the statement, 13.1% of the respondents are strongly Agree with the statement, 1.6% of the respondents are disagree with the statement and norespondents are strongly disagree with the statement.

It is concluded that the majority (60.7%) of respondents agree that the company’s inductiontraining increases employee retention.

FINDINGS

- ✓ About 78.7% of the respondents agree that Induction training is well planned.
- ✓ About 42.6% of respondents agree that the Induction Training Encouraged to Buildtheir Career Path.
- ✓ About 44.3% of the respondents agree that the Induction Training for New employeesis very effective.
- ✓ About 47.5% of the respondents strongly agree that the Induction training helped toreduce their fear and insecurity.
- ✓ About 60.7% of respondents agree that the company’s induction training increasesemployee retention.
- ✓ About 49.2% of the respondents agree that all parts of the induction program weretaught without any shortcomings.

SUGGESTIONS

- The induction process should be well-structured and organized but allow flexibility ifsomething has to change at the last moment.

- If possible send the induction plan to the new employee before they start so they know what to expect from their first week.
- The information should be made available as a resource for the employee to access whenever they need it, to read at their own speed.
- A one-to-one meeting with a contact point in other departments will help them to get to know people faster and give them a direct source to ask for information or help
- The information used should be regularly reviewed so it's up to date and relevant for the specific employee
- Employer should not overload the employee in their first day experience will be one of confusion and stress.

IV. CONCLUSION

Induction training, is a great way to train staff, visitors and contractors on their roles in a company. It increases employee retention, overall performance and job satisfaction, benefiting both the business and inductee. Revolutionizing the way you conduct your inductions will significantly improve staff and visitors initial thoughts about your business, their expectations and give them the tools to make a great start at your company.

Employee advantages to Induction-training can include increased morale due to a deeper understanding of how the business works, the aforementioned possibility for promotion and respect for those in other positions. Since employees will be involved in the cross-training of others, this can result in an enhanced sense of job ownership and an increase in appreciation for their own position.

Thus, an effective induction program is part of an organization's knowledge management and transfer process intended to set up the new hire for success. During this phase, you can get your new hire up to speed, prepared, culture acclimatized, and trained for the new role. In the absence of an onboarding program, you risk them being a misfit, and without clarity on their

Role and how it fits in with the team in the company framework. Poor culture fit doesn't necessarily mean that they don't possess the skill set needed to perform the job but that their methods and expectations don't align with the values and norms of the organization or management expectations.

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