

A Study on Satisfaction level of Recruitment Training and Development programmes ‘practiced among faculty members with special reference to T.john group of institutions, Bangalore

Saniya Bahar
Dept. of BBA
T. John Institute of
Management and Science
Bangalore,India

Associate Professor Dr.Soniya K
Dept. of MBA
T. John Institute of
Management and Science
Bangalore,India
soniyak@tjohnngroup.com

Abstract – The present study investigates that the Recruitment, Training and Development and its impact towards Job Satisfaction with special reference to T John Group of Institutions, Bangalore. The Recruitment, Training and Development are the elements of Human Resource Management which is predominantly worried about individuals at work and with their relationship inside the association. Enrollment is the way toward drawing in people on an auspicious premise, in adequate numbers and with fitting capabilities. Occupation fulfillment might be characterized as a pleasurable positive enthusiastic state coming about because of the evaluation of one's activity or employment encounters. It is in this manner vital to have a decent comprehension of a person's aggregate identity and esteem framework so as to comprehend and portray his/her activity fulfillment. The Training and Development programs insufficiencies in representatives. Preparing makes the representatives flexible. Preparing is the nerve that does the trick the nerve of familiar and smooth working of work which helps in improving the nature of work life of representatives and hierarchical improvement as well. Improvement is a procedure that prompts subjective and additionally quantitative headways in the association, particularly at the administrative level; it is less worried about physical aptitudes and is more worried about information, qualities, mentalities, and conduct notwithstanding particular abilities. Thus, improvement can be said as a ceaseless procedure while preparing has particular regions and goals. Along these lines, each association needs to examine the part, significance and focal points of Recruitment, Training and its positive effect on Development for the development of the association. Preparing suggests valuable advancement in the hierarchical intentions in ideal improvement of nature of work life of the representatives. These sorts of preparing and advancement programs help in enhancing the workers conduct and disposition towards the activity and furthermore inspire their resolve. Thus, the recruitment procedures practiced in the organization and the behaviour and attitude of the HR executive towards the applicants, the training and development programmes of the selected applicants/employees are important aspects which are needed to be studied and focused on from the organizational perspective. This paper focuses and analyses the literature findings on the job satisfaction of the faculties based on the HR Department's contact with them, the satisfaction level of attending the different training programmes held at T. John Group and the participation and its impact on the faculties for various development programmes.

Keywords – Programmers, ICSC, JNCASR, education, Supervisor etc.

I. INTRODUCTION

1. Recruitment-Recruitment (hiring) is a core function of human resource management. It is the first step of appointment. Enlistment alludes to the general procedure of drawing in, shortlisting, choosing and selecting appropriate possibility for occupations (either lasting or brief) inside an association.

Enlistment can likewise allude to forms associated with picking people for unpaid positions, for example, willful parts or unpaid learner parts.

Supervisors, human asset generalists and enlistment experts might be entrusted with doing enrollment, however at times open area work organizations,

business enrollment offices, or master seek consultancies are utilized to embrace parts of the procedure. Web based advancements to help all parts of enrollment have turned out to be across the board.

2. Importance of Recruitment-As a business owner, you want a team that you can count on to get the job done while you focus on other things. Management of any large corporation will tell you that finding good, loyal talent is hard. Take the time to develop a recruiting process that is constantly looking for people with the skills you need and the motivation to work for you. A decent procedure discovers awesome representatives as well as spares you time and cash on supplanting and preparing new individuals.

3. Finding Quality Candidates- Having great quality representatives is the main objective for any business. Building up a set of working responsibilities and promoting in places where you know you will have the capacity to draw in individuals with the correct arrangement of abilities is the initial step. It's imperative to recognize what errands you require the enlist to finish and regardless of whether you are fit for preparing them. For example, a plumber hiring a bookkeeper isn't going to want to train a book keeper on how to do his job.

Research how competitors pay for the same job and what benefits are offered. Many good employees will actually choose to work for an employer paying a little less if there are benefits such as health or retirement plans. Get a feel for the market, establish a budget and seek a candidate that meets the skill requirements for the job and pay them accordingly.

2. Educational industry in Bangalore

1. Education in Bangalore

Bangalore is home to many educational and research institutions and has played a significant role in the contribution towards skill development. Bangalore is thought to be one of the instructive center points in India.

2. History -Until the mid nineteenth century, training in Bangalore was for the most part kept running by religious pioneers and confined to understudies of that religion.[1] The western arrangement of instruction was presented amid the manager of Mummadi Krishnaraja Wodeyar . Along these lines, the British Wesleyan Mission set up the main English school in 1832 known as Wesleyan Canarese School.[2]

The Bangalore High School was begun by the Mysore Government in 1858, and Bishop Cotton Boys' School was started in 1865. In 1945 when World War II came to an end, King George Royal Indian Military Colleges was started at Bangalore by King George VI, the school is popularly known as Bangalore Military School. In post-Independent India, schools for young children (16 months–5 years) are called Nursery, kindergarten or

Play school which are broadly based on Montessori or Multiple intelligence methodology of education.

Primary and secondary education in Bangalore is offered by various schools which are affiliated to one of the boards of education, such as the Secondary School Leaving Certificate (SSLC), Indian Certificate of Secondary Education (ICSE), Central Board for Secondary Education (CBSE), International Baccalaureate (IB), International General Certificate of Secondary Education (IGCSE) and National Institute of Open Schooling (NIOS).[7] Schools in Bangalore are either government run or are private (both aided and un-aided by the government).

Bangalore has a significant number of International schools due to expats and IT crowd. After completing their secondary education, students either attend Pre University (PUC) or continue High School in one of three streams - Arts , Commerce or Science. Then again, understudies may likewise select in Diploma courses. After finishing the required coursework, understudies enlist as a rule or expert degrees in colleges through sidelong passage.

4. Institutions -The Bangalore University , built up in 1886, gives association to more than 500 schools, with an aggregate understudy enrolment surpassing 300,000.

The college has two grounds inside Bangalore - Jnanabharathi and Central College.[14] University Visvesvaraya College of Engineering was built up in the year 1917, by Bharat Ratna Sir M. Visvesvaraya, At display, the UVCE is the main designing school under the Bangalore University . Bangalore likewise has numerous private Engineering Colleges associated to Visvesvaraya Technological University .

Indian Institute of Science , which was set up in 1909 in Bangalore, National Center for Biological Sciences (NCBS), Jawaharlal Nehru Center for Advanced Scientific Research (JNCASR) and the Raman Research Institute are the head organizations for logical research and concentrate in India. Broadly prestigious expert organizations, for example, the University of Agricultural Sciences, Bangalore (UASB), National Institute of Design (NID), National Institute of Fashion Technology (NIFT), National Law School of India University (NLSIU), the Indian Institute of Management, Bangalore (IIM-B), the ICAR-National Institute of Animal Nutrition and Physiology (NIANP), the Indian Statistical Institute and International Institute of Information Technology, Bangalore (IIIT-B) are situated in Bangalore.

The city is additionally home to the chief psychological well-being organization in India National Institute of Mental Health and Neuro Sciences (NIMHANS).

Bangalore additionally has a portion of the best restorative schools in the nation, as St. John's Medical College (SJMC) and Bangalore Medical College and Research Institute (BMCRI). The M. P. Birla Institute of Fundamental Research has a branch situated in Bangalore.

5. Students contribution to the society-Understudies commitment to the general public: The best commitment that understudies should provide for society is that of thoughts. A nation can get by in the focused world through unique thoughts. Malta has no crude materials, so we need to utilize our brains to build up our islands and keep a satisfactory way of life. Understudies are youthful and new and their thoughts could push add to Malta's advancement. These thoughts should be refined and caught.

They require to be sorted out and examined as a research organization. At that point they require a marketable strategy and obviously a sticker price must be connected. Understudies additionally add to society through the association of weight bunches particularly in circumstances managing the poor and future ages, for example, the ecological issues. In a more substantial manner, a week ago, the Medical Students Association (MMSA), on the event of World AIDS Day, composed various exercises with the point of spreading education with entertainment in line with the day's aim to raise awareness, stimulate education and fight prejudice about the disease. MMSA has a standing board of trustees on Reproductive Health including AIDS (SCORA) and another council, the Sexually Transmitted Infection Prevention Committee (STIPC). These two understudy gatherings ought to absolutely fill in for instance of how understudies ought to contribute towards addressing the requirements of society. The therapeutic understudies prevailing to escape the University ivory tower condition and went straight to the boulevards. A fantastic commitment to society which can barely be beaten in some other way.

Another board which ought to be set up is to battle heftiness and advance the requirement for legitimate sustenance. Such an activity would lessen the scourge of coronary illness and tumor, so normal a reason for early passings in Malta. The Institute of Health Care should participate in such an activity. The dental understudies have sorted out a Help Albania gathering while drug store understudies have partaken in 'quit smoking' efforts and the setting up of affiliations, for example, the Hepatitis Association. One month from now we will see MKSU's Organ Donation Awareness and Blood Drive battles.

One slight squeeze on the ear of the law understudies' affiliation. They have an astounding system for the understudies including an awesome Christmas party. An

idea on the destitute would not be out of order. Some other all the more brave program, for example, helping legal counselors giving legitimate guide to poor people would be a reasonable commitment to society and a decent learning pragmatic exercise. The Chaplaincy additionally sorts out various network administrations. This Christmas season the chaplaincy are co-ordinating some willful work amid appearance on a week after week premise. At long last, in spite of the fact that understudies are now completing a huge add up to add to society greater responsibility is required from the college understudy body towards the necessities of the nation. **1**

3. About the Institution (T. John Group Of Institutions):

1. Founder- A man who strived eagerly to grant general and expert instruction to all segments of society. Out of this devotion and steadiness was conceived the Marougen Education Foundation fused as a Registered Society in 1988 by his child Dr. Thomas P John. Presently his vision has developed to include a school with changed courses, all composed along proficient lines, to give you the benefit of a sound instruction and a fine establishment for your future vocation. This has happened because of the liberal commitment from Sri. T. John who has given 20 Acres of land to the Marougen Education Foundation.

2. Objective-

- Provide worldwide point of view in each flood of learning.
- Growth with quality, development and constant thirst of information.
- Educate, prepare and shape the understudies into effective experts with adaptability to meet the prerequisites of the business.
- Keep pace with changing circumstances by giving quality instruction through esteem included courses, past the educational programs endorsed by the University.
- Character working in understudies, in order to empower them to end up mind ful residents and conferred experts. Provide continuing executive education to future managers, business leaders and entrepreneurs.
- Have continuous association, involvement and partnership with the corporate.

II. MISSION & VISION

1. Our Mission

- To create and nurture a learning and knowledge based environment, conducive to the pursuit of quality education which would transform a socially responsible generation o act on their professional values and beliefs.
- To bring about their overall personality development, fostering a caring and creative environment that emphasizes physical, social and intellectual development.

- To instil a sense of understanding, remarkable resilience and enduring adaption to a diverse, competitive and dynamic society.

2. Our Vision

- To achieve excellence in delivering quality education of global standards, coupled with innovative practices using advanced technology and expertise, transforming the student community into potential global leaders with accountability to meet the social, national and dynamic global challenges.
- The vision and mission statement complements the objectives of the institution which draw inspiration from the Higher Education policies of the Nation.

III. MAIN THEME OF THE STUDY

1. Statement of the Problem

- T John Institute has different level of cadres and also Job Satisfaction in varies at different levels. Job satisfaction of the employees/faculties depends on various factors. These factors have to be identified to make further conclusions.

- Recruitment, Training and Development are varies at different levels in T John Institute. These elements in the institute are not well functioned because of the high level of stress and different age factors, preference changes in the institute, so we need to further study in order to get a clear picture of the functioning of HR Department in the Institute.

2. Need-The teachers' satisfaction is very essential for any institute because they are the asset and backbones so the researcher wishes to know the satisfaction level of Recruitment, Training and Development among the faculty members at T John Institute.

3. Scope-The present research is confined to study the recruitment process followed at T John Institute, Bangalore. The scope of this study is to observe the Recruitment, Training and Development Techniques adopted by the company.

Apart from getting an idea of the techniques and methods in the recruitment procedures a close look will be taken at the insight of corporate culture prevailing in the organization. This would not only help to be familiar with the corporate environment but it would also enable to get a close look at the various levels authority responsibility relationship prevailing in the organisation.

4. The scope of the project includes

- Study of importance of Recruitment, Training and Development process for an Institute.
- Study of Recruitment, Training and Development practices at T John Institute, Bangalore.
- Faculties are satisfied/dissatisfied with the recruitment, Training and Development Processes.

III. REVIEW OF LITERATURE

This section manages the survey of the past investigations pertinent to the field of enrollment, preparing and improvement.

Kuldeep Sing (2000) has chose 84 association from business speaking to all the real local ventures poll has created by Huselid (1993) are utilized to ponder preparing. The targets of the examination are to look at the connection amongst preparing and hierarchical execution which demonstrates that Indian associations are as yet not persuaded of the way that interests in HR can bring about higher execution.

Alphonsa V.K. (2000) has conducted training climate survey in a large private Hospital in Hyderabad. 50 bosses from various bureaus of the healing facilities arbitrarily chose for the examination. The analyst utilized preparing - atmosphere review poll (Rao-1989). The investigation of preparing atmosphere as seen by the supervisors Covered different viewpoints, for example, corporate rationality strategies unrivaled, subordinate connections, The outcomes demonstrated that sensibly great preparing atmosphere is winning in this association however the bosses' discernment about preparing atmosphere contrasts as indicated by their particular divisions.

Shiv Kumar Singh and Subhash Banerjee (2000) Trainer parts in Cement industry, says that, today the Indian Cement Industry is the second biggest on the planet. There has been enormous development of exercises in the Indian Cement Industry regarding modernization, so as to keep pace with such modernization/extension because of mechanical improvement, a solid labor base outfitted with most recent advancement must be worked with in Cement Industry, New Training 35initiative must be taken at all levels. A Trainer's fundamental goal is to exchange his insight and aptitudes to the Trainees. fitting Training strategies, assessment of Training exercises, and helping the Trainer to convey great Training to the Cement Industry.

Singh, S. K. furthermore, Banerjee, S. (2000)-A investigation on HRD systems at different levels in development organisations uncovers that development is the second biggest financial action in India, and records for half of the country's speculation or improvement. In this article the writers quickly talk about the HRD systems at different levels in development associations.

Numerous areas of the development business are in earnest need of innovative up degree. A push to create labor by the associations will specifically demonstrate brings about the primary concern. Since there are very few experts conferring preparing in development - related perspectives, boosts preparing is basic and some solid endeavors in bestowing efficient specialized preparing is essential.

Radhakrishna, Plank, and Mitchell (2001) contemplated utilizing a learning style instrument (LSI) and statistic profile notwithstanding response measures and learning measures. The three preparing goals were to evaluate information increased through a Web-based preparing, to decide member response to Web-based material and Lester discourse, and to depict both the statistic profile and the learning style of the members.

The assessment of the preparation started with an on-line pre-test and an on-lines. The pre-test included seven statistic questions. The LSI, pre-test and post-test, and LSI poll were matched by the specialist's government managed savings numbers. Fifty-fiveagents of the available (106) agents completed all four instruments and were included in this study.

Natarajan and Deepasree (2002) made a study on "Training climate in the burn standard company limited, Salem", a Public sector undertaking. A prepared questionnaire was distributed to 145 employees at random. This result shows that training climate in the organization appears to be at an average level of (50%). There is good deal of scope for improvement.

FerikaOzer Sari (2009) observed that human resource is the key factor of Organizational success. The organisation power comes from the physical and mental strength of their workers. Therefore, sustainability of being powerful for an organizations tied to the physical and psychological health of its employees, and their knowledge and skills, as well Since the significance of HR on the authoritative achievement has been acknowledged, duty and specialist of Human Resources Departments are expanded, particularly in the convenience division.

Sorting out Employee Trainings and keeping up Occupational Safety and Health are among the primary elements of Human Resources administration offices. These two capacities interface and they both serve the point of ensuring representatives physical, mental and social wellbeing.

Inside this paper Effects of the Employees' Training on the Occupational Safety and Health has been considered by a connected examination keeping in mind the end goal to see the approach and practices of settlement division. Subsequently, it's been understood that worker trainings have an extremely constructive outcome on the word related security and wellbeing. Besides it's been comprehended that a portion of the potential preparing projects, for example, mishap dangers and word related sicknesses are inescapable.

Arora and Suman (2011) uncovers that preparation decides the competency level of workers which helps in choosing the eventual fate of any association. Developing wearing down, requests and goals of representatives all prompt an extreme test for setting up

the workforce for accomplishing future parts. Subsequently the part of preparing ends up basic. The motivation behind this examination is to center around factors influencing the preparation choice in the car business with reference to chosen vehicle units in Faridabad and Gurgaon. It attempts to cover areas covered under training for different levels, most preferred method for training, preference of trainees for type of training and also areas suggested by trainees for bringing improvement in training programs.

Also an effort is made to understand the role of trainer and other factors that affect good learning. The data was collected through random sampling. The findings will help in providing inputs to automobile and other industries in bringing improvements in designing training programs, like effective setting of training objectives, identifying training needs, and selecting training methods and other inputs, so that the resulting training will help in developing a trained workforce.

IV.OBJECTIVES OF THE STUDY

1.Primary Objectives

- A Study the satisfaction level of recruitment, training and development process among faculty members at T.john Group of Institutions, Bangalore.

2. Secondary Objective

- To identify the factors that influences the faculty members to prefer T John.
- To identify the effectiveness level of recruitment, training and development processes practiced in T.John Group of Institutions.
- To make suitable suggestions to bridge the gap between the actual and the expected working conditions or processes being held in the institute for the welfare and the interest of the faculty members.

3. Limitations of the Study

- The study is limited to T John Institute, Bangalore so the study is subject to the limitation of area.
- Biased -A tendency for the procedures and practices of particular institutions to operate in ways which result in certain social groups being advantaged or favoured and others being disadvantaged or devalued. This need not be the result of any conscious prejudice or discrimination but rather of the majority simply following existing rules or norms. Institutional racism and institutional sexism are the most common examples.
- Sample size is limited – only 30 sample size was available as only these many showed interest in filling the questionnaire and submitted the questionnaire on time.
- The study is based only on secondary and primary data so lack of keen observations and interactions

were also the limiting factors in the proper conclusion of the study.

V. RESEARCH METHODOLOGY

1. Methodology of Research Procedure of Research Methodology is the orderly, hypothetical examination of the strategies connected to a field of study. It contains the hypothetical investigation of the assemblage of techniques and standards related with a branch of information. Commonly, it envelops ideas, for example, strutting hypothetical model, stages and quantitative or subjective methods.

2. Research Design -An examination configuration is the arrangement of strategies and techniques utilized as a part of gathering and dissecting measures of the factors determined in the exploration issue inquire about. The outline of an investigation characterizes the examination write (unmistakable, connection, semi-exploratory, trial, survey, meta-explanatory) and sub-type(e.g.) expressive longitudinal contextual investigation), explore issue, speculations, free and ward factors, exploratory outline, and, if material, information accumulation techniques and a factual examination design. Research configuration is the system that has been made to discover answers to inquire about inquiries.

3. Descriptive research design Descriptive research is utilized to depict attributes of a populace or wonder being considered. It doesn't answer inquiries regarding how/when/why the qualities happened.

Or maybe it addresses the "what" question (what are the qualities of Minnesota state populace or circumstance being considered?) The attributes used to depict the circumstance or populace are generally some sort of straight out plan otherwise called spellbinding classifications.

4. Testing-The strategies utilized as a part of illustration tests from a populace generally in such a way, to the point that the example will encourage assurance of some theory concerning the populace.

5. Probability sampling-Probability testing depends on the way that each individual from a populace has a known and equivalent possibility of being chosen.

An example of a simple random sample would be the names of 25 employees being chosen out Of a hat from a company of 250 employees. In this case, the population is all 250 Employees, and the sample is random because each employee has an equal chance of being chosen.

VI. DATA COLLECTION METHOD

1. Data Research data and the various modes of representing, organizing, and disseminating are

discussed here. Use our quick reference guide on the right to look up the definition of a data-related term.

2. Types of data collection method

- Primary data collection.
- Secondary data collection.

2.1 Primary data collection Data observed or collected directly from first-hand experience. When the data Are collected directly by the researcher for the first time is called as Primary Data.

It is original in nature and is specific to a research problem under study.

2.2 Secondary data collection

Secondary data refers to data that was collected by someone other than the user command sources of secondary data for social science include censuses, information collected by government departments, organizational records and data that was originally collected for other research purposes.

2.3 Data collection tool Refers to the device used to collect data, such as a paper questionnaire or compute.

2.4 Questionnaire method List of a research or survey questions asked to respondents, and designed to extract specific information. It serves four basic purposes: to

- Collect the appropriate data,
- make data comparable and amenable to analysis,
- Minimize bias in formulating and asking question, and To make questions engaging and varied.

2.5 Sampling unit / population size

2.5.1 Population -The population to be studied/ to which the investigator wants to generalize his results.

2.5.2 Sampling size

2.5.2.1 Finite Population- A population is called finite if it is possible to count its individuals. It may also be called a countable population. here for the above study population is finite. Population referred to employers of 'T john group of institutions 'Bangalore.

2.5.2.2 Formula for finite population-

Sample Size - Finite Population (where the population is less than 50,000)

$$\text{New SS} = \frac{SS}{\left(1 + \frac{SS-1}{\text{Pop}}\right)}$$

Pop = Population (e.g., 4,300)

Note: Calculate the sample size using the infinite population formula first. Then use the sample size derived from that calculation to calculate a sample size for a finite population.

Example:

$$\text{New SS} = \frac{600}{\left(1 + \frac{600-1}{4300}\right)} \quad \text{New SS} = 527$$

Sample size for this particular research is 30 samples.

3. Statistical Tools used

1.Simplepercentage method In mathematics % is a number or ratio expressed as a fraction of 100. It is often denoted using the percent sign, "%", or the abbreviations "pct.", "pct."; sometimes the abbreviation "pc" is also used. Percentage is a dimensionless number (pure number)

4. Actual number of respondents-Percentage = Total number of sample size \times 100

1. Pie chart- A pie chart (or a circle chart) is a circular statistical graphic which is divided into slices to illustrate numerical proportion. In a pie chart, the arc length of each slice (and consequently its central angle and area), is proportional to the quantity it represents. While it is named for its resemblance to a pie which has been sliced, there are variations on the way it can be presented. The earliest known pie chart is generally credited to William Playfair's Statistical Breviary of 1801.

VII.FINDINGS, SUGGESTIONS AND CONCLUSIONS

1. Findings

- 60% of the respondents are female.
- 47% of the respondents are aged between 31-35 years.
- 80% of the respondents are married
- 93% of the respondents have an educational qualification of Post Graduate (PG).
- 50% of the respondents have been working as a teacher/professor in T John institute for a period of 1-2 years.
- 85% of the respondents are assistant professors in T John institute.
- 26% of the respondents are from T John College department.
- 67% respondents felt that the friendliness of the HR Executive on their arrival at T John institute was friendly.
- 60% of the respondents joined T John as the factor of opportunity for professional growth influenced them.
- 100% of the respondents are satisfied of working as a teacher/professor with their current academic qualification.
- 73% of the respondents are satisfied with the information they received about the recruitment process during their initial contact with the Recruiting Department.
- 77% of the respondents are satisfied with the response time from Recruiting Department in processing applications/resumes.
- 66% of the respondents are satisfied regarding assistance they received by the Recruiting Department throughout the hiring process.

- 40% of the respondents are satisfied with the overall satisfaction/dissatisfaction with the recruiting process in T John institute.
- 43% of the teachers feel that there is low level of need in the area of contents and performance standards in their main subject field(s).
- 43% of the teachers feel that there is moderate level of need in the area of students' assessment practices at T John.
- 43% of the teachers have an opinion that there is low level of need in the area of classroom management at T John.
- 43% of the teachers have an opinion that there is low level of need in the area of knowledge and understanding in their main subject field(s).
- 53% of the teachers hold an opinion that there is low level of need in the area of knowledge and understanding of instructional practices (knowledge mediation) in their main subject field(s).
- 50% of the teachers hold a view that there is moderate level of need in the area of ICT skills for teaching.
- 40% of the teachers hold a view that there is low level of need in the area of teaching students with special learning needs and 40% of the teachers also hold a view that there is moderate level of need in the area of teaching students with special learning needs.
- 37% of the teachers feel that there is moderate level of need in the area of students' discipline and behaviour problems.
- 37% of the teachers hold an opinion that there is no need at all in the area of the institute's management and administration whereas 37% of the teachers also hold an opinion that there is low level of need in the area of the Institute's management and administration.
- 40% of the teachers have concern that there is moderate level of need in the area of teaching students in multicultural settings.
- 53% of the teachers hold concern that there is high level of need in the area of students' counselling at T John Institute.
- 40% of the respondents are satisfied with the existing development programmes in T John institute.
- 100% of the respondents feel that training programme is mandatory for the faculty members.
- 40% of the respondents are overall satisfied with the induction programme held at T John.
- 40% of the respondents are overall satisfied and 40% of the respondents are overall neutral with the zero level training programmes held at T John.
- 57% of the respondents are overall highly satisfied with the level one training programme held at T John.
- 43% of the respondents are overall satisfied with the PeopleSoft manuals training practiced at T John.

- 43% of the respondents are neutral with the training in Rockefeller Habits held at T John.
- 43% of the respondents are neutral and also 43% of the respondents are satisfied overall with the ISO training held at T John.
- 53% of the respondents are neutral with the NAAC training practiced at T John.
- 43% of the respondents agree that training session increased the knowledge in their particular area.
- 47% of the respondents feel that the effectiveness of training programmes in T John institute is good.

2. Suggestions

- I would suggest that to make the hiring process more efficient and effective the recruiting department of T John can make sure that there is more coordination with individual colleagues/faculties in the campus to ensure 360 degree staff satisfaction.
- The appointment order process may be speeded by the Recruitment Department.
- There could be more transparency in the information provided to the candidates/faculties by the Recruiting Department.
- The HR Executive could be given an advice to be friendlier with the respondents on their arrival at T John as first impression is the last impression. The friendliness of the HR Executive can have a great impact on the respondents.
- My suggestion to the Recruiting Department at T John institute would be that they could speed up the response time in processing the applications/resumes.
- The Recruiting Department could satisfy the candidates at a higher level by providing them with effective assistance throughout the hiring process.
- T John institute could have implemented a few more training and development programmes for the faculty members in order to increase and enhance their knowledge and understanding towards their particular area so that in return the students are benefitted too.
- In order to make the training programmes more effective to the faculties the institute may focus more on the practical based knowledge than theory based knowledge.
- On the job training and off the job training is equally important. Provide both the training continuously to the employees.
- Ensure that there is a proper linkage among organisational, Operational, and individual training needs.
- The evaluation procedure must be implemented concerning trainer, trainee and subject. Besides questionnaires other methods of post training evaluation should also be used like interviews , self-diaries , Observations, and supplement test

- The maximum emphasis is to be given to the various existing training programmes where the trainees are made to understand their job thoroughly and the role they are going to play in performing their job.

VIII. CONCLUSION

Professional competence describes the state of the art, Area – knowledge, expertise and skill relevant for performing excellently within a specific functional department. This competence insures that technical knowledge is both presently used within a firm for the welfare of its stake holders. To develop this competence regular Training and Development is required. Therefore, Training initiates and programs have become priority for Human Resources Department. As educational institutions change due to an increase in technological initiatives, institutions need to spend more time and money on training employees.

Training evaluation is the important part of training process. It provides feedback and helps the sponsors and the resource persons for improvement at the level of individual performance and in the strategy formulation for training and development. Post training evaluation can be used to identify the effectiveness and evaluation of training programme, to identify the ROI (Return on Investment), to identify the need of retraining and to provide to improve the training.

In today's educational industry, employee/faculty training and development is very essential in order to increase the quality of education in an institution for both the employees/faculties as well as the students.

This study was a learning experience for me and I came to know the recruitment, training and development programs in T John Group Of Institutions, Bangalore, was positive in response but still more advanced recruitment, training and development is needed in T John Group Of Institutions, Bangalore so that the employees are motivated by time and they should know their strength & weakness so that they can work on it & improve their knowledge & skills for the betterment of their organization.

In the last but not the least I conclude that all the recruitment, training and development programs of company are highly effective & beneficial to the employees in giving their best contribution to their personal growth & development as well as to meet the organizational objective

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