

“A Study Report on Importance and Impact of Training and Placement Activities on Students”

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ABSTRACT

Generating fresh jobs in the market is a prominent task and has an important role to play in the economy. Our country has the largest population of youth in the world with around 66% of the population below the age of 35. Although the level of education in the recent years has augmented sufficiently, but still skill development is a major issue in India. Apart from that, poverty, restrained access to skill based education, work experience are some other factors that result in unemployment or underemployment. In such a scenario, training and placement departments in colleges have a crucial responsibility to shoulder on and a prominent role to play in order to provide employment to maximum number of students. This study was carried out to identify the role of training and placement activities and its impact on students. A research design was applied using a questionnaire as the key instrument for collecting data. The population comprised of 100 students of final year programs from different colleges. The major findings of this study reveal that training and placement activities are helpful in making students job-fit/ job-ready by providing them industry/market exposure, imparting them additional knowledge and new skills and building self-confidence and dynamism among students.

Keywords: Training and placement activities, final year students, skill based education, employment.

INTRODUCTION

Training is a learning procedure whereby people learn concepts, skills, attitudes and knowledge to help in the achievement of goals. Training and Development is a process of any organization which evinces on the improvement of the performance of individual and groups by enhancing their knowledge, skills, concepts and modifying their attitude. It is a conscious realization of where a person is, at present and where does he want to scale out in the future by cannibalizing his /her skills and abilities. It gives people an opportunity to trip up new information and refresh their acquired knowledge and skills. A good training program breeds an impact that persists beyond the duration of the training throughout the lifetime of a person. It can be offered as skill development to individual and groups.

On the other hand, Placement is a resolute aspect which involves discernment of a job which is to be assigned to the right candidate for the job. The purpose of placement is to align the requirement of the job with the skills of the candidate. There needs to be a perfect fit / match between the candidate and the job offered. Every educational institution, these days, has a separate and dedicated training and placement department to cater the development and employment needs of the student. In the present competitive scenario, it is very crucial for the educational institutions to develop individuals who are not just degree-holders, but also capable of doing the task assigned to them. Training and placement departments focus on a host of activities which include:

- Communication skill development
- Personality development & Behavior Modification programs
- Summer/Vocational/Project Trainings
- Industrial Visits

- In Campus & Off Campus Training
- Mathematical Aptitude & Reasoning Classes
- Guest Lectures & workshops
- Psychometric Analysis
- Career Mapping

MEANING OF TRAINING AND DEVELOPMENT ACTIVITIES

Training is about acquiring the skills needed for a job. These can be mastered at the workplace (on-the-job) or at bay from work (off-the-job). Generally off-the-job training is conducted by professional trainers away from the intrusions of work. Training ends to have very precise and significant objectives such as understanding a process or performing particular procedures.

Development is quite person-specific, i.e. making a person more efficient at work or competent enough to encounter diverse responsibilities and challenges. It focuses on the comprehensive skills that can be applied to a wider variety of situations such as innovative thinking, managing and decision making.

OBJECTIVES OF TRAINING AND PLACEMENT ACTIVITIES

The objective of training is to recognize the required training needs of an organization and fill the gap with a host of training methods for the welfare of the organization and its people on a whole. he training and development has a simple target. It has to make sure that people know the basics required to perform the job efficiently and smoothly.

The main objective of campus placement activities is to recognize the adroit and skilled professionals in the tenure of their education. This minimizes the time for businesses to pick the right candidate as per their skill set requirement. It is a complex process and most of the times; it becomes difficult for companies to spot the right talent.

LITERATURE REVIEW

K. Shashikanth and G. Pranay (2016) have mentioned that a study on prevailing unemployment problem refers to a crisis which is unchanged. The measures taken up to overcome this issue have always led to controversies. In our country, India where millions of graduates & post graduates pass our every academic year and still falling into the category of unemployment yielding a very thin percentage of placements. If the problem prevails there needs to be a solution derived, the trend emerged in this process of time has made campus placement as a soon to the student segment.

Iuliana Parvu et al (2014) has mentioned that the purpose of the study was, to identify the set of skills, knowledge and competencies expected from the graduates in financial accounting and management. The findings reveal that the significant proportion is held by policies that are related to involvement of higher education institutions in increasing the employability of the future graduates by developing academic programs based on the development of competencies and skills necessary for the labour market. The study suggests that, te Global and National studies on transversal skills expected by employers of university graduates in economics too.

Jayshree Sapra and Dr. S.P. Maheshwari (2013) have mentioned that Economic and demographic trends continue to affect the job market and how employers develop and manage their campus recruitment programs. In a competitive environment, maintaining campus relations is crucial to the success of campus recruiting. To do this, companies must build relationships with faculty, administrators, career center staff, and students.

Padmini.I (2012) in her study has mentioned that Education and training create assets in the form of

knowledge and skills which increases everyone productive capacity of manpower and this is referred to a human capital. The purpose of the study was to throw light on the employability skills required for technology and management graduates, to discuss the initiatives taken by the State Government towards skill building of technical students, to explore how soft skills can be integrated with curriculum thereby grooming the professional students for employment the author used secondary data that soft skill are identified to be the most critical skill and the current job market especially in the area of technology. It' concluded that the HR in term of quality and quantity are India' biggest assets, to gear up education system through various innovative and initiatives.

Divya Shukla (2012) has mentioned that the objective of the study was, to identify the level of employability skill among students. Its differences based on the respondents' demography details and to facilitate suggestive measure in this regard. Tools such as used t-test. The study concluded that, the redesigning of the university curriculum with more apprenticeship and live industry projects will facilitate the pre job training which will surely enhance the employability among graduates.

Raja Abdul Ghafoor Khan, Furqan Ahmad Khan and Dr. Muhammad Aslam Khan (2011) have mentioned that it is very necessary for the organization to design the training very carefully. The design of the training should be according to the needs of the employees. Those organizations which develop a good training design according to the ned of the employees as well as to the organization always get good results.. It seems that Training design plays a very vital role in the employee as well as organizational performance. a bad training design is nothing but the loss of time and money.

Sripala and Praveen (2011) have mentioned the importance of the technical institutions to enhance the capabilities of engineering graduates by developing talent, creating knowledge through institutional solutions such as creating digital resources and creative technology solutions for class room learning.

OBJECTIVE OF THE STUDY

The main objectives of the study are:

1. To understand the importance of training and placement activities for students.
2. To analyze the impact of training and placement activities on the students.
3. To find out the ways in which training and placement activities can be improved from the student' perspective.

METHODOLOGY

The study carried out was descriptive in nature with primary data collected from final year students of different colleges in Indore through the survey method. The survey was conducted through a set of structured questionnaire. The sample consisted of 100 tudents of final year programs of different colleges. The secondary data was collected from reference books, journals, research papers and internet. The study was conducted to understand the present working status and functioning of the Training and Placement Cells and in what ways are the students getting benefitted from it.

HYPOTHESIS DEVELOPMENT

Hypothesis development is very important because the acceptance or rejection of hypothesis shows the significance of the study. On the basis of literature review and above theoretical framework we came to develop following hypothesis:

H0: here is no significant impact of training and placement activities on performance of students.

H1: There is a significant impact of training and placement activities on performance of students.

ANALYSIS & RESULT**T-Test**

<u>One-Sample Statistics</u>				
<u>Std. Error Mean</u>	<u>Std. Deviation</u>	<u>Mean</u>	<u>N</u>	
<u>.58302</u>	<u>5.83024</u>	<u>13.2380</u>	<u>100</u>	<u>VAR00003</u>

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INTERPRETATION

Since the p-value < 0.05 (Obtained as p= 0.000) therefore H₀ is rejected, i.e., there is a significant impact of training and placement activities on performance of students.

FINDINGS

The major findings of this study are:

- Training and placement activities are actually helpful in making students job-fit/ job-ready.
- From training and placement programs, students get exposure to new technology, beyond syllabus.
- These activities help the students in building self- confidence and dynamism among students.
- These activities help the students in gaining and learning additional knowledge and new skills.
- These activities prepare the students to compete in the present market scenario.

RECOMMENDATIONS

Based on the findings, the following recommendations were made:

- ❖ Institutes should provide short term vocational program on specialized skills such as book-keeping, auditing, computer support, social assistance etc.
- ❖ Faculty interaction with students should be encouraged.
- ❖ Practical exposure to real work situations (through more and more internship/training opportunities) should be provided.

CONCLUSION

For training and placement activities to be effective, it needs to be a well organized activity conducted after a thorough industry and market need analysis aiming at certain proficiencies and prominently, performed in a learning atmosphere. While designin the curriculum for such programs, it should be kept in mind that there is a sync between the individual goals and organizational goals so that there is a win-win situation for both the students and the companies offering them jobs.

Not all the students understand the importance of training and placement activities being conducted for them, be it the aptitude training, group discussions, technical training or soft skill training. They show reluctance for such activities due to various reasons. The responsibility thrives on the training and placement department to well equip the students with all the aspects of career development and growth. So that they realize the worth and importance of such activities which will help them get placed in their dream companies.

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