A Study on Effectiveness of Training and Development With Reference to Kyros Technologies in Chennai

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Abstract

The effectiveness of training and development (T&D)-based activity in this paper is assessed within the context of Kyros Technologies, a mature IT services provider in Adyar, Chennai. Besides the provision of a wide scope of IT solutions, the firm also runs its educational wing, Kyros Academy, which specializes in the provision of specialized training. The academy is devoted to the delivery of technical and corporate training programs that can be adjusted to modern industry requirements and the workforce development needs. Cloud computing, mobile application development, data analytics, and DevOps are the major areas of training, and these are essential skills of the present digital age. The research question will measure the impact of such formal T&D programs on the level of skills of employees, organisational success and competitiveness of a given business in the long-term.

Keywords: *Kyros Technologies, Kyros Academy, IT services, Corporate training, Cloud computing, Mobile application development, Data analytics, DevOps, Employee skill enhancement, Organizational growth*

1. Introduction

Training may be defined as the impartation of information and capabilities about specific helpful competencies to individuals or to others. Training is the goal of improving one capacity, ability, productivity and performance. It forms the backbone of apprenticeships and primary teaching in technology institutes, or poly-techniques, as they are sometimes known. Labor market watchers are aware that to have a trade, occupation or profession, one requires basic training, but continuing to train is required to keep, upgrade and refresh skills during a working life. People refer to this type of training as professional development in many professions and occupations. This training may be classified into broad categories such as off the book and on the book training.

The on-the-job training approach is carried out in a normal work place using the same tools, equipment, paperwork, or materials that the students will utilize after their training. On-the-job training is generally believed most useful in the context of vocational labor. It involves job training employees as they are going about their duties.(1)

The off-the-job training occurs within non-standard working environments and therefore the employee is not regarded as doing productive work at such a time. Another element of the off-the-job training method is employee training in a place other than the workplace. It often utilizes lectures, case studies, role-playing, and simulation, and the advantage of it is that workers get to step out of their jobs and pay closer attention to the training itself.

Need for the study

- To help the new recruits learn about work.
- To allow current worker to refresh expertise and knowledge.
- Training is necessary to familiarize an employee who has been promoted with his duties.

2. Objectives of the study

Primary objective

- To research on effectiveness on training and development in kyros technologies.

Secondary objectives

- To research the various training and development approaches of kyros technologies.
- To research the efficacy or training and development within kyros technologies.

- To establish the level of satisfaction of the employees with training and development.

Scopeof the study

Any organization is based on the employee. Organizational productivity training and development is a very important assumption.(2)
The research is performed up to the level of knowledge and skills provided to the employees within the company.

Limitations of the study

These are the limits within which the researcher must collaborate. A researcher must understand his/her limits in order to make his/her research successful.

Employees are not interested in spending time to take part in survey.

3. Review of literature

PILAR PINEDAIN So that the author of this paper, THE YEAR (2015) might present to the world a tool to be used by organizations worldwide, he has conducted research on the subject of assessment of training in organizations: A proposal to develop an integrated model. The evaluation model successfully applied in the Spanish context combines all the training dimensions and impacts. It is a world model that looks at the role of training, profitability, transfer, pedagogical factors, learning, and satisfaction. The author states that training is an important strategy in developing human resources and achieving organizational objectives.

To be a global resource to the organizations, the researcher of this paper ANSAR IN THE YEAR (2013) has done researches on the issue of Evaluation of training in organizations: A proposal of an integrated model. The evaluation model that has been implemented successfully in the Spanish context incorporates all dimensions and effects of training. This model focuses on the impact of training, profitability, transfer, pedagogical aspects, learning, and satisfaction; hence, it is a global model. The author states that training is one of the most important strategies of human resource development and achievement of organizational objectives.(3)

4. Research methodology

In this case, a descriptive research design was applied because this type of research is aimed at describing the characteristics of a specific individual or population. Since the research is purely qualitative and quantitative, the research design generally entails factual accounts where certain forecasts are made about the group or situation under interest. The analysis has been developed both descriptively and analytically.

 Sample size

The number of people sampled in the study is 125.

Sampling method

Convenience sampling is a non-probability sampling method in which subjects are chosen due to their convenient accessibility as well as their proximity to the researcher.

Quiet often survey is regarded as the center of the survey activity. Therefore it must be constructed with great care. The questionnaire was designed as a synthesis of different types of questions concerning the sphere of study.

Tools for data analysis

Data obtained were analysed using different methods. The varieties of the methods employed in the analysis of the data are:

- Percentage analysis.
- Chi square test.

Percentage analysis

Percentage analysis is the process of representing raw streams of data as a percentage (a fraction in 100 - percent) to more easily understand the data collected.

Chi- square method

Chi-square is a statistical test that is often applied to compare observed data with data that we would expect to receive based on a certain hypothesis. Chi-square test is always testing what scientists refer to as the null

hypothesis- which is that there is no significant difference between the expected and the observed result. chi-square(2) = formula to determine chi-square (2) = □(O-E) 2/E.

Where, O – Observed frequency

E – Expected frequency

Table: training methods does the organization provide to train the employees

Particulars	No Of Respondents	Percentage
On the job training methods	65	47
Off the job training methods	40	44
All the above	25	9
Total	125	100
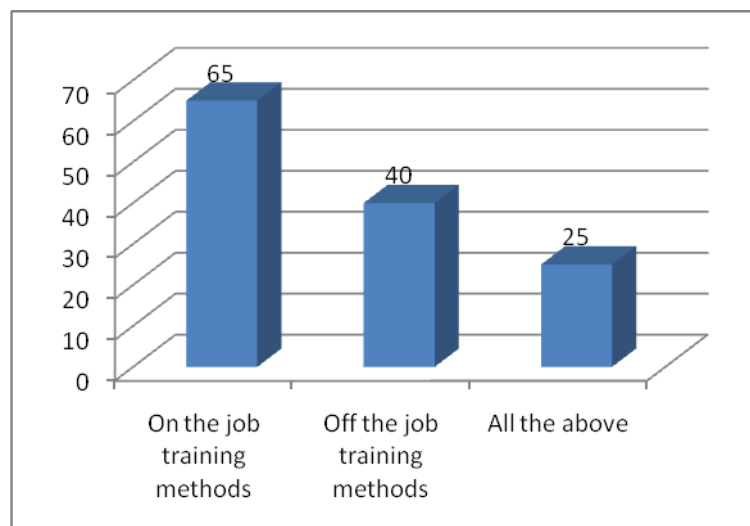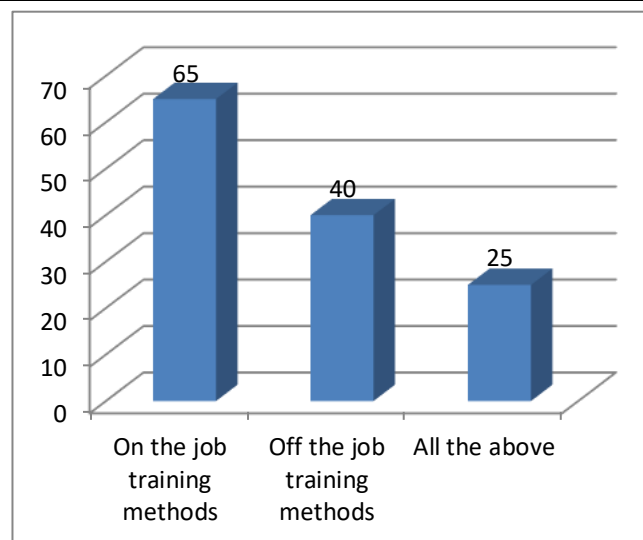
A Study on Effectiveness of Training and Development With Reference to Kyros Technologies in Chennai
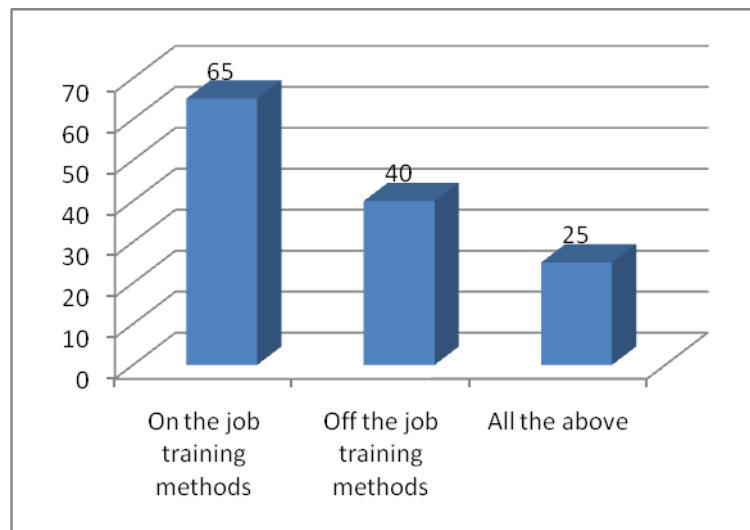
Inference

Based on that number, 47 percent of the training methods employed by the company to train its employees include on-the-job trainings. According to 44 percent of the respondents, the firm provides off-the-book training options to its employees. Consequently, most respondents inquired on the training approaches that the firm employs to train its employees.

Chi square test

It is generally useful to analyse the training method that is used in your organization and to observe training sessions in your organization.

Null hypothesis:

H0: Training method is normally used in your organization and training sessions conducted in your organization is useful have nothing to do with each other.(4)

Alternate hypothesis:

H1: Training method is normally used in your organization and training sessions conducted in your organization is useful are associated.

Training method is normally used in your organization and training sessions conducted in your organization is useful

Training method is normally used in your organization and training sessions conducted in your organization is useful	Strongly agree	Agree	Somewhat agree	Disagree	Total
Job rotation	8	7	5	3	23
External training	6	8	4	3	21
Conference/discussion	6	3	4	2	15
Programmed instruction	7	4	3	2	16

Total	27	22	16	10	75

Tabulation

O	E	(O-E)	(O-E)(O-E)	(O-E)^2/E
8	8.28	-0.28	0.07	0.0084
7	6.75	0.25	0.06	0.0088
5	4.91	0.09	0.0081	0.0016
3	3.06	-0.06	0.0036	0.0011
6	7.56	-1.56	2.43	0.3214
8	6.16	1.84	3.38	0.5487
4	4.48	-0.48	0.23	0.0513
3	2.8	0.2	0.04	0.0142
6	5.4	0.6	0.36	0.0666
3	4.4	-1.4	1.96	0.4454
4	3.2	0.8	0.64	0.2
2	2	0	0	0
7	5.76	1.24	1.53	0.2656
4	4.69	-0.69	0.47	0.1002
3	3.41	-0.41	0.16	0.0469
2	2.13	-0.13	0.01	0.0046
Total				2.08482

Level of significance =5%   X =0.05
Degrees of freedom   =(C-1)(R-1)=9
Tabulated value X^2 =16.92
Calculated value   =2.0848

The computed statistic is smaller than null hypothesis Is accepted.

Inferences:

The training method is normally used in your organization and training sessions conducted in your organization is useful are not associated.

Expected Outcomes:

The research also expects that the performance of the individual and the organization can be positively affected by structured, project-based training that includes content that is relevant to work in the industry (as provided by Kyros through practical laboratory work, simulation, revision, and mentorship) and thus some gaps in the system (e.g., resource constraints, discrepancy between the training and the work-related tasks) will be revealed to suggest an improvement.

Findings:

Most of the responders indicated that the company provides training to its staff on the job.

Most respondents strongly agree that majority of their training programme is related to work development and training methods.

Suggestions

The working relationship of the employees and the Reporting officer can be further enhanced.

The organization will be able to offer their employees training programs to bridge the communication gap between them and their peers.

5. Conclusion

It has been often said that the success of any firm, big or small, depends on the efficient management of people, products, and processes. The most important of the three is the Human Resources department. The specialized employee training is in high demand by employers. Human capital is the most valuable asset to a company. These employees perform various tasks and also play a role in the choice of the people that will end up ensuring that high quality goods and services are delivered. Thus, training and development helps in the growth of a company.

Acknowledgement: Nil

Conflicts of interest

The authors have no conflicts of interest to declare

Reference

1. Kyros Technologies is an IT services and digital transformation provider based in Chennai, specializing in cloud, DevOps, full-stack development, and AI/ML. The company emphasizes supporting clients through training and the adoption of new technologies.

2. Kyros Academy is a strategic unit of Kyros Technologies, offering training in technologies such as Android, Angular, AWS, Azure, blockchain, DevOps, data science, and testing. It provides structured durations and coaching features like mock tests and interactive sessions.

3. Local listings highlight that Kyros Academy offers both classroom and online training options, featuring experienced faculty, performance dashboards, and catering to both students and corporates.

4. According to Sulekha, Kyros Technologies offers "job training centers, HR training, placement training" in Adyar, focusing on technologies such as IoT, cloud, AR/VR, AWS, and Azure, using methodologies like Agile or Scrum.