INFLUENCE OF TRAINING AND DEVELOPMENT OF SHG MEMBERS’ PERFORMANCE- A PATH ANALYSIS APPROACH

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Abstract
This article tries to find out the influence of skill development initiatives on SHG members’ performance in Namakkal district. One of the objectives of this study is reached through proper methodology. Simple random sampling technique is used and the sample size was 100 in all obtained through in Namakkal district. The researcher constructed questionnaire with 5 point scale in the continuum of agreeing. Reliability of this tool is 0.88 and 0.94. It is found that leadership skills and technical skills influence on job performance. But, time management skills not influence on job performance. Time determinants the encroachment of work and family life. Hence, the trainings related to the time management can be imported. So, both the work and family life may be retained.

Keywords: SHGs performance; Namakkal District; Training and Development; Path Analysis.
Introduction

A SHG is a village-based intermediary committee, which usually composed of 10–20 local women or men. A mixed group is generally not preferred. Most of the self-help groups are located in India, though SHGs can be found in other countries, especially in South Asia and Southeast Asia. Members are also making the small regular savings contributions over a few months until there is enough money in the group to begin lending. Funds are lent back to the members or to others in the village for any purpose. In India, many SHGs are 'linked' to banks for the delivery of micro-credit.

The very existence of SHGs is highly relevant to make the people of Below Poverty Line hopeful and self-reliant. SHG is enabling them to increase their income, improve their standard of living and their status in society. It acts as a catalyst for bringing this section of society to the main stream. The government of India and various state governments have been implementing various programs for rural upliftment. However, the rural poverty and unemployment still persist in the country. This problem is becoming severe and acute. The available latest statistics relating to the Indian Economy indicates that about 26% of the total population in the country belongs to the rural poor.

Whatever is taught in the training sessions, man, machines, matters, mind and money are to be integrated, that focused and scientifically associated in the training processes. Awareness has to be generated in the minds of the employees regarding the vocation and the formal education. Skills development should be oriented towards artifacts, related crafts business management and entrepreneurship skills.

Trainers of members are regularly collegues in SHGs who were mere bookworms and they are not suit to this present scenario. At this moment almost all the trainers remain out dated. They should be made acquainted with the new inventions and innovations in the automobile industry. Differentiation of occupation in India which is one among the developing economies require employees with more vocational skills, which they had been betrayed during their time of educating themselves; it becomes inevitable for the managers of the industries to treat them with programs of skill development and processes of job enrichment.
Nowadays there is an antagonistic feeling between those with educational knowledge and the vocational knowledge. Educated refuse to carry out physical works and the vocation men refuse further education. This wide gap is to be narrowed down to a possible level through skills development and training programs. Proper articulation is not with the education system, market needs and demand of man power. However the business startup select the workers, but few workers can fit the actual demand of the organization. To bake the workers, properly designed training and skill development alone can save the organization from getting out dated in the market.

Review of Literature

Nidhi Pandey (2012) in his study entitled “Awareness of life skills for job property amongst management students “The objective of the study was to spot the necessary factors moving employability of Master in Business students. The sampling technique was used convenient sampling technique. The information was collected and therefore the study used was primary data. The findings discovered that the plan to verify the amount of awareness of life skills among skilled students, that square measure deemed necessary by associate degree leader from a worker. The study was finished that the life skills dealing to coach, to cope up the loss, stress and at a similar time develop essential thinking square measure needed among the youths.

Divya Shukla (2012) in her study entitled “Employability talent among professionals – chagrin of our executives in Indian labor market: A Study on Engineering Graduates of Bhopal” the target of the study was, to spot the amount of employability talent among students. Its variations supported the respondents’ sociology details and to facilitate suggestive live during this regard. The t-test used as a tool for this study. The study finished that, the redesigning of the university programme with a lot of position and live trade comes can facilitate the pre job coaching which is able to sure enough enhance the employability among graduates.

Varwandkar Ajit (2013) in his study entitled “Factors impacting employability skills of Engineers” The objectives of the study was, to spot the factors impacting the employability of engineering graduates within the state of Chattisgarh.
Tools like used multivariate analysis. The study suggests that of the variables domain information, empathy, communication skills; social control ability have important impact on the employability of engineering graduates. But the variable quantity ‘Motivation’ has not been discovered to possess created any important impact on the employability of engineering graduates.

Poornima (2013) in her study entitled “Globalization and developing employability skills: challenges and their solutions with regard to NPSD; Government’s action set up and role of womb-to-tomb learning and extension departments” the target of the study was, to review the background of ability development in India, to review the National Policy on ability Development and Government’s action set up on ability development, to review the challenges before the govt. in ending the APSD. To analyze the role of LLLE departments in determination the challenges in implementing the Policy of South Dakota and to counsel measures to enhance employability skills of the task seekers/employed persons. The study ended that, the pressing want of Partnership between the governments and University departments of Life Long Learning and Extension to realize the goal of National Policy of ability Development.

Joseph I. Uduji (2013) undertook a study on "Job Enrichment: A Curative to the matter of the Diamond State intended promoting Executives within the industry in African nation." A sample of a hundred and eighty promoting executives was firm. The result shows a calculated t-value of 13.98 that is larger than the important t-value of 2.92 and a p-value of 0.005 < 0.05, indicating that larger responsibility, authority, management and selection within the job connected tasks do give stimulation for a de-motivated promoting government within the industry in African nation. The study suggested that the managers ought to talk over with the de-motivated promoting government so as to spot wherever the matter lies, and tailor the remedy to the cause, as an example by composition help facilitate for the de-motivated United Nations agency is over worked. The de-motivated promoting executives within the banks United Nations agency have unbroken valuable suggestions quiet for years ought to be helped to open up.

Oladele, Subair and Sebina (2010) studied "Knowledge and utilization of Job Enrichment techniques among District Agricultural Officers in African nation." Employing a sampling technique, this study examined the data and utilization of job enrichment techniques among District Agricultural Officers (DAOs) in African nation.
The result shows that the data of job enrichment techniques was moderate among district officers. The employment of job enrichment techniques was expedited by the organization structure for extension delivery in African nation. Necessary predictors of job enrichment utilization area unit data sources on job enrichment \( (t = a pair of.79) \), instructional level \( (t = a pair of.07) \), age \( (t = - a pair of.86) \) and years of expertise \( (t = a pair of.89) \). The paper recommends that coaching ought to be provided to DAOs on job enrichment and different job connected ideas so as to enhance performance among extension agents.

Shilpa, et al. (2011) undertook "A Study on Impact of Job Enrichment Practices towards worker Satisfaction at HDFC normal life assurance." Straightforward sampling technique was adopted and therefore the sample size was a hundred and twenty respondents. They found that majority of the staff area unit aware and glad with the duty enrichment practices at HDFC normal life assurance. From then on top of study they conclude that job enrichment facilitates in increasing motivation and reducing turnover however doesn't help a lot of to scale back absence.

Sanda, et al. (2015) studied the "Effect of Job Enrichment on Worker Satisfaction in elite Non-Public Universities in South-West African country." There was 618 stuffed questionnaires were come however 547 were found useable. The finding reveals that there's a big positive relationship between job enrichment and worker satisfaction in elite non-public universities in Southwest African country. The regression results conjointly show that four hundred and forty yards of the variation in worker satisfaction may be explained by the changes within the follow of job enrichment. From the findings it's clear that workers area unit intended by various things, management shouldn't generalize the motivation strategies; rather people ought to be intended consequently, as what's going to encourage a specific worker might not encourage another. Conjointly what's going to satisfy a specific worker might not satisfy the opposite. So management ought to observe and understand what satisfies every worker. The management of elite non-public universities in South-West African country will increase the degree of worker satisfaction of their non-academic personnel by ensuring that operating conditions adjust to standardized geographical point styles. Unpleasant operating conditions end in worker discontentment.
Davoudi (2014) studied "The Impact of Reward Management and Job Enrichment on Job Satisfaction among staff within the Ogun State Polytechnics." The sample of 173 employees were elite random sampling technique. The responses were analyzed using the applied mathematics Package for SPSS version 15. The Pearson Product Moment correlation and descriptive statistics were used. The findings indicated that there's a major positive relationship between job enrichment and job satisfaction, however a negatively vital relationship between reward management and job satisfaction. An additional study on the connection between reward management and job satisfaction was counseled.

Steven, et al. (2011) undertook a study on “Applying the Work Characteristics Model to the School Education Expertise." In this very survey of 293 students, vital relationships emerged between the 5 core dimensions (i.e., talent selection, task identity, task significance, autonomy, and feedback) and varied emotive (e.g., satisfaction) and behavioral (e.g., absenteeism) outcomes. Dissatisfaction disposition was found to be considerably and negatively associated with course grade and measures of satisfaction. They conclude with suggestions for enriching the schoolroom expertise.

Research Methodology
Research Design

To obtain better answer to the research question, a proper research design is to be framed (Cooper & Schindler 2001; Davis & Cosenza 1988). Descriptive research design has been adopted for the present study. Descriptive study is a fact-finding investigation with adequate interpretation. It focuses on particular aspects or dimensions of the problem studied. It is designed to get the descriptive information and provided information and formulation of more sophisticated studies.

Research Gap

Leadership skills, technical skills, time management, job performance and SHG members’ performance, which are studied alone but combined research is not found in previous studies. This study is unique in introducing the dependent variable SHG members’ performance, mediator variable job performance and independent variables leadership skills, technical skills and time management. The title is “Influence of Training and Development of SHG Members’ Performance- A Path Analysis Approach”.
Framework of the Study

This framework of the study is unique in introducing the dependent variable SHGs performance, mediator variable job performance and independent variables leadership skills, technical skills and time management.

![Conceptual framework](image)

Figure 1: Conceptual framework

Objective of the Study

➢ To study the influence of skill development initiatives on SHGs performance.

Hypothesis of the Study

➢ There is no influence of Leadership Skills on job performance.
➢ There is no influence of Technical Skills on job performance.
➢ There is no influence of Time management on job performance.
➢ There is no influence of job performance on rural SHGs performance.

Population of the Study

Table 1: SHGs in Namakkal District

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>District</th>
<th>No. of New Groups to be formed</th>
<th>No. of New Groups formed</th>
<th>% of Achievement</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Namakkal</td>
<td>475</td>
<td>585</td>
<td>123%</td>
</tr>
</tbody>
</table>

Source: http://www.tn.gov.in
Table 2: Training For Self Help Groups & Individual SWAROZGARIS

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of District</th>
<th>No. of SHGs</th>
<th>No. of persons Trained</th>
<th>Nature of Training</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Total</td>
<td>SC</td>
<td>ST</td>
</tr>
<tr>
<td>1</td>
<td>Namakkal</td>
<td>62</td>
<td>135</td>
<td></td>
</tr>
</tbody>
</table>

Source: http://www.tn.gov.in

Sampling Technique

Simple random sampling technique was adopted for the study. Srivastava (2008) there is only a less effort need to collect the data. Actually no pre plan of executing is there.

Data Collection

The sample size of the study is 100 in all. The study was conducted in Namakkal district, Tamil Nadu. Questionnaire with 5 point scale is used.

Reliability

For all the items in the questionnaire design the alpha was 0.88 to 94. This indicates high reliability of the items in the questionnaire. With these results the consistency, dependability and adoptability are confirmed.

Statistical Tool Used

Path analysis was adopted in this study. It is used to know the correlation and regression of independent variables with respect to SHGs performance. Similarly the independent variables are leadership skills, technical skills and time management. The variable job performance is considered as mediator variable. SHGs performance is considered as an outcome variable.

Analysis and Interpretation

Table 3: Model Fit Indication

<table>
<thead>
<tr>
<th>Chi-Square</th>
<th>p</th>
<th>GFI</th>
<th>AGFI</th>
<th>CFI</th>
<th>NFI</th>
<th>RMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.145</td>
<td>0.076</td>
<td>0.980</td>
<td>0.912</td>
<td>0.990</td>
<td>0.985</td>
<td>0.006</td>
</tr>
</tbody>
</table>

Source: primary data

From the above table it is found that the calculated chi-square value is 5.145, p value is 0.076 which is greater than 0.05,
which indicates that perfectly fit. Here GFI (Goodness of Fit Index) value and AGFI (Adjusted Goodness of Fit Index) values are greater than 0.90 which represent it is a good fit. The calculated CFI (Comparative Fit Index) value and NFI (Normed Fit Index) values are greater than 0.90 which means that it is a perfectly fit. It is found that RMS (Root Mean Square) value is 0.000 and 0.006 which are less than 0.08, which indicates that it is perfectly fit.

![Path diagram](image)

**Figure 2**: Path analysis of influence of skill development initiatives on SHGs performance

**Table 4**: Regression Weights Rural Women Empowerment

<table>
<thead>
<tr>
<th>DV</th>
<th>IV</th>
<th>Estimate</th>
<th>S.E.</th>
<th>C.R.</th>
<th>B</th>
<th>p</th>
</tr>
</thead>
<tbody>
<tr>
<td>job performance</td>
<td>leadership skills</td>
<td>.677</td>
<td>.083</td>
<td>8.120</td>
<td>.588</td>
<td>***</td>
</tr>
<tr>
<td>job performance</td>
<td>technical skills</td>
<td>.331</td>
<td>.058</td>
<td>5.689</td>
<td>.372</td>
<td>***</td>
</tr>
<tr>
<td>job performance</td>
<td>time management</td>
<td>-.010</td>
<td>.059</td>
<td>-.163</td>
<td>-.011</td>
<td>.870</td>
</tr>
<tr>
<td>SHGs performance</td>
<td>technical skills</td>
<td>.680</td>
<td>.052</td>
<td>12.994</td>
<td>.653</td>
<td>***</td>
</tr>
<tr>
<td>SHGs performance</td>
<td>job performance</td>
<td>.334</td>
<td>.047</td>
<td>7.159</td>
<td>.360</td>
<td>***</td>
</tr>
</tbody>
</table>

Source: primary data

- $H_0$: Leadership skills do not influence by job performance.
- $H_A$: Leadership skills influence by job performance.
Through the path analysis, regression weight as the value of CR is 8.120. The Beta value is 0.588 which indicates that 58.8% of influence is through leadership skills towards job performance. The p value is 0.01; here the p value is less than 1% and the hypothesis is rejected; hence it can be concluded that the leadership skills positively influences job performance.

\( H_0: \) Technical skills do not influence by job performance.
\( H_A: \) Technical skills influence by job performance.

Through the path analysis, regression weight as the value of CR is 5.689. The Beta value is 0.372 which indicates that 37.2% of influence is through technical skills towards job performance. The p value is 0.01; here the p value is less than 1% and the hypothesis is rejected; hence it can be concluded that the technical skills positively influences job performance.

\( H_0: \) Time management do not influence by job performance.
\( H_A: \) Time management influence by job performance.

Through the path analysis, regression weight as the value of CR is -0.163. The Beta value is -0.011 which indicates that 1.1% of influence is through time management towards job performance. The p value is 0.870; here the p value is greater than 5% and the hypothesis is accepted; hence, it can be concluded that the time management does not influence job performance.

\( H_0: \) Technical skills do not influence by SHGs performance.
\( H_A: \) Technical skills influence by SHGs performance.

Through the path analysis, regression weight as the value of CR is 12.994. The Beta value is 0.653 which indicates that 65.3% of influence is through technical skills towards SHGs performance. The p value is 0.01; here, the p value is less than 1% and the hypothesis is rejected; hence, it can be concluded that the technical skills positively influence SHGs performance.

\( H_0: \) Job performance do not influence by SHGs performance.
\( H_A: \) Job performance influence by SHGs performance.

Through the path analysis, regression weight as the value of CR is 7.159. The Beta value is 0.360 which indicates that 36% of influence is through job performance towards SHGs performance. The p value is 0.01; here, the p value is less than 1% and the hypothesis is rejected; hence it can be concluded that the job performance positively influence SHGs performance.
Findings of the Study

- The analysis found that there is influence of leadership skills on the job performance.
- It is identified that there is influence of technical skills on the job performance.
- Path analysis identified that there is no influence of time management on the job performance.
- It is found that there is influence of technical skills on the SHG members’ performance.
- It is found that there is influence of job performance on the SHG members’ performance.

Recommendations

- It is found that leadership skills and technical skills influence on job performance. But, time management skills not influence on the job performance. Time determinants the encroachment of work and family life. Hence, trainings related to the time management can be import. So both the work and family life may be retained.
- A time management skill is indirectly related to the organization in fixing an individual to a job. Proper abilities both in physical and psychological aspects are to be lifted up.

Conclusion

Thus the article attempted to find out the influence of skill development initiatives on SHG members’ performance, Namakkal district. One of the objectives of this study is reached through proper methodology. The sample size was 100 in all obtained through simple random sampling technique in Namakkal district. Researcher designed questionnaire with 5 point scale in the continuum of agreeing. Reliability of this tool is 0.88 and 0.94. It is found that leadership skills and technical skills influences on the job performance. But, time management skills not influence on job performance. Time determinants the infringement of work and family life. Hence, trainings related to the time management can be imported. So both the work and family life may be retained.

References


