

# Training Need Analysis of Employees At Hedge Equities, Kochi

Ms. Nandhana.R<sup>1</sup>, Mr.Rajkumar Narayanan<sup>2</sup>

<sup>1</sup>Dept of MBA

<sup>2</sup>Assistant Professor, Dept of MBA

<sup>1,2</sup> Jawaharlal College of Engineering And Technology, Ottapalam.

**Abstract-** Hedge Equities, a leading financial services firm in Kochi, operates in a highly competitive and fast-evolving industry. To sustain growth and ensure optimal employee performance, it is essential to assess and enhance the skill levels of its workforce. A systematic Training Need Analysis at Hedge Equities helps in determining areas where employees require further development, whether in technical skills, regulatory compliance, customer relationship management, or financial advisory services.

*This Project titled "Training Need Analysis of Employees at Hedge Equities, Kochi" aims to examine the current training practices, identify skill gaps, and recommend strategies for enhancing employee competency. The study focuses on evaluating training effectiveness, aligning training initiatives with business goals, and understanding employee perspectives on learning and development opportunities.*

**Keywords-** Training Need Analysis, Training Programs, Skill Gaps, Financial Sector.

## I. INTRODUCTION

Training Need Analysis (TNA) is a methodical procedure that determines the employee training and development requirements in order to improve their performance and abilities. It makes sure staff members have the skills they need to successfully accomplish company objectives. Through an effective TNA, companies can bridge skill gaps, improve efficiency, and enhance overall productivity. Training needs assessment plays a crucial role in organizations like Hedge Equity, Kochi, where financial markets are highly competitive and dynamic. Continuous learning and skill development are essential for employees to adapt to market changes and provide better financial solutions to clients. An effective training strategy improves workforce competency and directly impacts the organization's success. The aim of conducting this study is to examine the current training need assessment methods and evaluate their effectiveness. By identifying gaps in training, organizations can design targeted programs that enhance employee skills, job satisfaction, and performance. Through this research,

Hedge Equities can develop a structured training framework that ensures sustainable growth, improved employee engagement, and long-term business success.

## II. REVIEW OF LITERATURE

- **Thomas & Jacob (2022)** found that industry trends significantly impact TNA, emphasizing the need for frequent updates to training programs. Companies investing in continuous learning gain a competitive edge, and aligning TNA with future strategies enhances workforce adaptability and long-term success.
- **Kaur & Malhotra (2021)** found that targeted training through effective TNA boosts employee satisfaction and motivation, while ineffective TNA leads to dissatisfaction and poor performance. Regular employee surveys were recommended to keep training needs updated, highlighting that a well-structured TNA strategy enhances job satisfaction and engagement.
- **Singh & Verma (2017)** found that periodic TNA in the retail industry enhances performance, motivation, customer satisfaction, and sales. A competency-based approach and employee involvement in identifying training needs were recommended to reduce costs by focusing on relevant skills.
- **Gupta & Agrawal (2015)** highlighted that systematic TNA in the banking sector improves employee efficiency and reduces skill gaps. They emphasized using competency mapping and noted challenges like employee resistance and lack of managerial support. Aligning TNA with business goals ensures long-term benefits.

## III. OBJECTIVES OF THE STUDY

### PRIMARY OBJECTIVE

Training Need Analysis of Employees at Hedge Equities, Kochi

### SECONDARY OBJECTIVES

- To identify skill gaps and training requirements

- To analyse employee perceptions and engagement with training programs
- To recommend a structured training framework

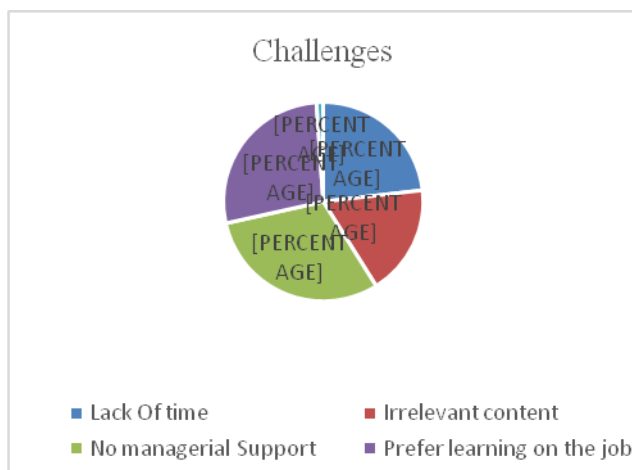
#### IV. RESEARCH METHODOLOGY

This study adopts a descriptive research design to analyze the training needs of employees, identify skill gaps, and recommend suitable improvements. The total population for the study consists of 125 employees from Hedge Equities Ltd., Kochi. A well-defined sample design has been implemented, which involves formulating a clear strategy before data collection to ensure that a representative sample is selected from the target group. For this purpose, a sample size of 95 employees has been chosen. The sampling method employed is stratified sampling, wherein the population is divided into different strata or segments based on specific characteristics, and random samples are then drawn from each stratum to ensure comprehensive and unbiased representation.

#### V. DATA ANALYSIS

##### CHALLENGES IN ATTENDING TRAINING PROGRAM

PARTICULARS	NO OF EMPLOYEES	PERCENTAGE
Lack of time	22	23.2
Irrelevant content	17	17.9
No managerial Support	29	30.5
Prefer learning on the job	26	27.4
Other	1	1.1
Total	95	100



#### INTERPRETATION

From the above chart, it shows that the biggest challenge employees face is lack of managerial support (30.5%), indicating the need for better encouragement from management. Preference for on-the-job learning (27.4%) and lack of time (23.2%) also hinder participation. Additionally, irrelevant content (17.9%) suggests that training programs may not always align with job roles. A small 1.1% cited other reasons. To improve participation, organizations should provide relevant content, managerial support, and flexible training schedules.

#### TEST OF RELATIONSHIP BETWEEN GENDER AND EDUCATIONAL QUALIFICATION

**H0**-There is no relationship between gender and educational qualification

**H1**- There is a relationship between gender and educational qualification

##### OBSERVED FREQUENCY TABLE

Gender	Master's Degree	Bachelor's Degree	Professional Certification	Other	Total
Female	28	13	23	6	70
Male	11	2	11	1	25
Total	39	15	34	7	95

##### EXPECTED FREQUENCY TABLE

Gender	Master's Degree	Bachelor's Degree	Professional Certification	Other	Total
Female	28.7368	11.0526	25.0526	5.15789	70
Male	10.2631	3.94736	8.94736	1.84210	25
Total					

## CHI-SQUARE CALCULATION

Gender	Master's Degree	Bachelor's Degree	Professional Certification	Other	Total
Female	0.018893	0.343108	0.168178	0.137487	0.667666
Male	0.052901	0.960702	0.470898	0.384962	1.869463
Total					$\Sigma=2.537130$

Degree of freedom = 5

Chi Square Value = **2.537130**

Critical value at 0.05 significance level = 7.815

## INTERPRATATION

The null hypothesis cannot be rejected because the Chi Square value of 2.537130 is less than 7. This indicates that at the 5% significance level, there is no meaningful relationship between gender and educational level.

## TEST OF RELATIONSHIP BETWEEN PROFICIENCY LEVELS ACROSS DIFFERENT SKILLS REQUIRED FOR THE ROLE (ANOVA)

**PURPOSE-** To state the relationship between proficiency levels across different skills required for the role

**TRYING TO FIND OUT** - whether employees exhibit similar proficiency levels across different skills required for the role or if there are significant differences.

**H<sub>0</sub>:** There is no difference in the proficiency levels across different skills required for the role

**H<sub>1</sub>:** There is at least one difference in the proficiency levels across the different skills.

PARTICULARS	NO KNOWNLEDGE	BASIC	INTERMEDIATE	ADVANCED	EXPERT
Financial Analysis	4	19	40	24	8
Risk Management	4	18	35	32	6
Customer	5	15	38	32	5

Handling					
Data Analytics	7	15	34	34	5
Communication	5	12	26	39	13

## ANOVA -SINGLE FACTOR

SUMMARY				
Groups	Count	Sum	Average	Variance
Column 1	5	95	19	203
Column 2	5	95	19	205
Column 3	5	95	19	234.5
Column 4	5	95	19	201.5
Column 5	5	95	19	182.5

## ANOVA

Source of Variation	SS	df	MS	F	P-Value	F crit
Between Groups	0	4	0	0	1	2.866081
Within Groups	4106	20	205.3			
Total	4106	24				

## INTERPRATATION

- P-value = 1.000 → This is greater than 0.05, meaning no significant difference exists between groups.
- F-value = 0.0 → Since F is smaller than the F critical value, we fail to reject the null hypothesis.

The test shows no significant differences between Finance Analysis, Risk Management, Customer handling, Data Analytics, and Communication skill levels.

## VI. CONCLUSION

In conclusion, the study on Training Need Analysis at Hedge Equity, Kochi, highlights the significance of identifying and addressing employee training requirements to enhance overall performance and organizational efficiency. The findings emphasize the pivotal role of structured training

programs in improving employee skills, boosting productivity, and ensuring long-term business growth.

Insights from employees and management reveal the importance of assessing training needs accurately to develop tailored training programs that align with both individual and organizational objectives. By actively involving employees in the training process and prioritizing skill enhancement, Hedge Equity can foster a culture of continuous learning and professional development.

The project report, "A Study on Training Need Analysis of Employees at Hedge Equity, Kochi," indicates that the majority of employees recognize the value of training programs currently offered by the company. The positive perception of Hedge Equity's training initiatives compared to industry standards is encouraging. However, there is scope for improvement in areas such as training content customization, advanced learning opportunities, and evaluation methods. While a significant portion of employees find the current training strategies effective, addressing the concerns of those seeking more specialized and practical training sessions remains crucial.

## REFERENCES

- [1] Thomas, L., & Jacob, R. (2022). Industry trends and training need analysis: Aligning training with market changes. *Strategic HR Journal*, 30(4), 89-105.
- [2] Singh, R., & Verma, K. (2017). The impact of training need analysis on employee motivation in the retail sector. *Retail Workforce Development Journal*, 13(4), 56-72.
- [3] Gupta, A., & Agrawal, S. (2015). Training need analysis in the banking sector: A systematic approach. *Banking HRM Research*, 10(1), 23-39.