

# Study on Effectiveness of the Training Programmes on ISO14001 Certification among Employees

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**Abstract - ISO 14001 Environmental Management training gives the operational structure to really become an environmentally responsible organization. With an Environmental Management System in place show customers identifying, preventing and reducing environmental risks. And doing all that can to achieve sustainable development, like saving energy and making more efficient. The range of ISO 4001 Environmental Management training programmes to suit everyone from new starters to auditors. Global Environmental Management Training programs cover a number of environmental issues and topics faced in today's global business environment. Training programmes are designed to help attendees better understand, implement and auditing against industries most internationally recognized standards and environmental management system programs such as ISO 14001 and the new ISO 50001 Energy Management System.**

**Keywords: ISO 14001, Environmental Management System. Training Programmes.**

## I. INTRODUCTION

ISO 14001 is an Environmental Management System by which a company controls the activities, products and processes that cause or could cause environmental impacts and in doing so minimizes the environmental impacts of its operations. This approach is based on the management of “cause and effect”, where company’s activities, products and processes are the causes or “aspects” and their resulting effects, or potential effects, on the environment are “impacts”. Aspects would be things within company’s control that directly or indirectly cause those impacts. Environmental systems such as an internal waste minimization programme can be informal or can be formal and standardized, such as ISO 14001.

ISO 14000 is a series of international standards for environmental management. It is the first series of standards that allow organizations from around the world to pursue environmental efforts and measure performance according to internationally accepted criteria. ISO 14001 applies to any organization that wishes to improve and demonstrate its environmental performance to others through the presence of a certified EMS.

The component of “training, awareness, and competence” may be the single requirement of ISO 14001 that goes farthest in separating an ISO 14001 EMS from any generic form of environmental management. It is relatively straightforward for an organization to write an environmental policy, thereby having a document said to represent an EMS. However, meeting the requirement for training, awareness, and competence requires that an organization extend environmental awareness and responsibility beyond the management and staff of its environment department to all its employees. Such an extension of environmental awareness and responsibility can be accomplished by implementing training, awareness, and communication initiatives that relate to environmental management issues.

ISO 14001 is often seen as the main framework for an environmental management system. By having an organisation’s environmental management system independently assessed, organization will be making a powerful statement about the organisation’s environmental credentials.

The advantages of ISO 14001 are:

- ✓ Better management of environmental risks
- ✓ Increased access to new customers and business partners
- ✓ Demonstration of legal and regulatory compliance
- ✓ Overall cost savings in terms of consumption, waste and recycling

## II. DIFFERENT VIEWPOINT ON ISO 14001

Monika.M, Aswini P.M, Parthasarathy.K., (2016), studied that, the intention of this research work is to discover the effectiveness of in service training on ISO 18001 certification among industrial employees. The paper reviews the literature using an electronic search and focusing on the adoption of the in-service training on ISO 18001 certifications. The paper identifies more articles about ISO 18001. Although various differences can be pragmatic amid the benefits measured by effectiveness on in-service training. There is a great degree of coincidence in the benefits studied. Assessment of effectiveness, otherwise known as an evaluation of training can be carried out by two aspects. Good communication and exchanging of information between training organization and organization them self could be useful for both parties It is suggested that both standards have clear benefits on operational and employees results and that the effects on in service training. Limitation is that, works recognized are habituated by the explore strategy used. In addition, other key words could be included in future studies as training assessment. The main contribution is that the paper identifies the literature gap & prospect study proposals with regard to the benefits of the ISO 18001.

Monika.M, Parthasarathy.K., (2015), reported that, training means acquisition of knowledge, skills, and competencies as a result of the teaching of vocational or practical skills and knowledge that relate to specific useful competencies. Training and development aims at developing competencies such as technical, human, conceptual and managerial for the furtherance of individual and organizational growth. The present work deals with effectiveness of the training programmes on ISO Certifications of select employees in their workplace. The present study has been carried out on the effectiveness of the training programmes among the workers in Southern Railway Central Workshop, Golden Rock, Tiruchirappalli, TamilNadu. The major objectives of the study are to find out the personal profile (age, sex, marital status, religion, community, educational qualification, work experience, monthly income and type of family), to find out the effectiveness of training programmes on ISO (9001, 14001 and 18001) certification and to compare the overall effectiveness of the three different training programmes on ISO (9001: QMS, 14001: EMS and 18001: OHSAS) respectively among the select respondents in the study area.

Fahmi Dereinda and Lisa Greenwood., (2015), pointed that, the different options of implementing the ISO 14001 would benefit the organization by considering the context of the organization through looking at environmental conditions and issues, and the needs and expectations of interested parties. The organization will then use this information along with legal and other requirements in setting up criteria to identify their significant environmental aspects and actions needed to place in their EMS to address these aspects.

Luis Miguel Ciravegna Martins da Fonseca., (2015), observed that, accordingly to the review made, the future ISO 14001:2015 will try to respond to the following main issues identified also as relevant by scholars:

- ✓ Latest trends of an increasingly complex, demanding and dynamic environment and remains stable for the future.
- ✓ Outputs of the 2013 ISO/TC 207/SC 1 ([www.iso.org](http://www.iso.org)) on ISO 14001 covering a range of potential areas for continual improvement, including concerns and questions from the academic world.
- ✓ Ensure it is compatible with other management system standards such as ISO 9001.
- ✓ Major changes should include understanding of the organization's context in order to better manage risk, emphasis on relevant stakeholders, leadership to promote environmental management and a shift towards improving environmental performance.
- ✓ This should help organizations adapt the best approaches for its particular case aiming for improved environmental and organizational results.
- ✓ Links with both supporting and open scientific literature review relevant issues has been made, leading to some additional research suggestions.

Since ISO 14001:2015 International Standard version is not yet approved, organizations should stay tuned to what's happening with the revision of ISO 14001 (some changes might still occur) and become familiar with concepts like "Risk-based Thinking", "Relevant Interested Parties" & Life Cycle Assessment, study ISO 14001 DIS version and start working on understanding and incorporating the changes. And in the end "Output Does Matters", environmental results should improve and positive contributions to a better world environment should happen.

Siti Norhafizan Hibadullah et, al., (2013), studied that, the implementation of an EMS specified by this ISO 14001 is intended to result in improved environmental performance. Therefore this ISO 14001 is based on the premise that the organisation will periodically review and evaluate its EMS to identify opportunities for improvement and their implementation. The most important element of ISO 14001 is that the EMS must continually improve. Where, the rate, extent and timescale of this continual improvement process are determined by the organisation in the light of economic and other circumstances. Improvement in its EMS is intended to result in further improvements in environmental performance.

Eli Kofi Aba and M. Affan Badar., (2013), said that, ISO 14001 programs have shown well-established net advantages that were described under their impacts in this article. Additional benefits can be derived from their integration. However, most of the current studies are limited to qualitative findings and a short time frame. Therefore, more quantitative studies with longer time frames are needed to substantiate the benefits of both stand-alone certifications and the integration of the two certifications. Also, ISO certified companies must be compared with noncertified companies to determine if the benefits in financial performance indicators are the result of only ISO certifications or other political and economic factors. In the future, the authors plan to conduct research to address these issues.

Tari et al., (2012), ISO 14001 is an International Standard of worldwide acceptance aiming for better environmental performance and sustainability. There is an increased adoption of International Standard EMS worldwide, being ISO 14001 the more relevant one and academics generally agree that its implementation may lead to several benefits like improved environmental performance, efficiency and profitability. Other benefits which have also merited great attention are improved image, improvement in customer satisfaction, improved staff results, improved competitive edge and improved relations with stakeholders.

### III. OBJECTIVES OF THE STUDY

- To find out the personal profile (age, sex, marital status, religion, community, educational qualification, work experience, monthly income and type of family) of the respondents in the chosen study area.
- To assess the effectiveness of training programmes on ISO (14001) certification among the respondents in the study area.
- To find out the associations between monthly income and work experience and effectiveness of the post training programmes on ISO (14001) certification among the respondents in the study area.

### IV. METHODOLOGY

The analysis of the present study deals with survey method and design used is descriptive in nature. Both dependent and independent variables are involved in the present study. The research tool used for collecting primary data is made through structured questionnaire, specially developed by the authors, which would exactly measure the Training Programmes on ISO 14001 Certification of the study area. The study was done in Southern Railway Central Workshop, with a sample of 224 respondents in order to test and modify the research tool. The finalized research tool divided into 2 parts. Part - 1 deals with Personal Profile of the Employees and Part - 2 deals with Dimensions of ISO 14001 Certification, in Southern Railway, Central Workshop, Tiruchirappalli, TamilNadu. Three point scaling technique was used for getting responses from the respondents in the study area with appropriate scoring pattern. The raw data collected was systematically coded, scored and tabulated by using statistical techniques with the support of SPSS package.

#### *DEVELOPING RESEARCH TOOLS FOR DATA COLLECTION*

The primary data for the present study was collected using **Questionnaire** type of research tools. Questionnaire is a document that contains a set of questions, the answers to which are to be provided personally by the respondents. The data was collected from 224 respondents (workers) to measure the effectiveness of the training programmes from the benefiting. For the efficiency of the data, the questionnaire was translated into the regional language (Tamil) which is specially designed for the purpose of the study.

To evaluate the feasibility of the study developing a research tools, the researcher made a few visits to the organization “Southern Railway Central Workshop, Golden Rock, Tiruchirappalli”. The areas of the study and their relevance were also discussed with the Personnel Managers. The authors also interacted with a few workmen and collected data regarding the company. Through those visits, the authors were able to make out that in the organization problems exists, and on the basis of the visits, the draft questionnaire was developed which would

exactly measure the Training Programmes on ISO 14001 Certification of the study area. The questionnaire also was referred by Personnel Managers and some of the subject experts of the study. This was done with a view to ascertain the relevance and applicability of the questions.

The research tools divided into 2 Parts. Part - 1 deals with Personal Profile of the Employees and Part - 2 deals with Dimension of ISO 14001 Certification of the study.

#### VARIABLES OF THE STUDY

Primarily the authors studied & reviewed the literatures from various books, journals, research reports, periodicals and some of the conference papers, as secondary sources of data. Primary data were collected from 224 employees on using standard questionnaire, specially designed for the purpose in the study area.

#### SAMPLE AND PROCEDURE

A sample of public sector organization. i.e., Southern Railway, Tiruchirappalli was used in this study. The Southern Railway is one of the most important organizations which employs a highly skilled work force includes technical and management personnel in public circle of Indian organizations. Primary data was collected via random sampling technique from sample size of 224 employees who are working in Southern Railway through standard questionnaire as survey instruments. Standard multiple regressions model was used to test the proposed hypotheses. The data was analyzed via SPSS 16 statistical software.

#### PERSONAL PROFILE

S.No	Variable	No. of Respondents	Percentage	
1	Age Group	Upto 30 Yrs.	52	23.2
		31-45 Yrs.	116	51.8
		46 Yrs. Above	56	25.0
2	Sex	Male	193	86.2
		Female	31	13.8
3	Marital Status	Married	148	66.1
		Un Married	37	16.5
		Divorced/Separated	39	17.4
4	Religion	Hindu	174	77.7
		Christian	28	12.5
		Islam	22	9.8
5	Community	Other Caste	12	5.4
		Backward Class	93	41.5
		Most Backward Class	56	25.0
		Scheduled Caste	31	13.8
		Scheduled Tribe	32	14.3
6	Educational Qualification	Upto 11th including ITI Completed	125	55.8
		12th Pass & Diploma Holder	59	26.3
		UG Degree & Above	40	17.9
7	Job Category	Executive	11	4.9
		Supervisor	31	13.8
		Worker	182	81.3
8	Nature of Work	Skilled	109	48.7
		Semi – Skilled	89	39.7
		Un – Skilled	26	11.6
9	Work Experience	Upto 10 Yrs.	128	57.1
		11-20 Yrs.	65	29.0
		21 Yrs. & Above	31	13.8
S.No	Variable	No. of Respondents	Percentage	
10	Monthly Income	Rs.10,000 - 25,000/-	96	42.9
		Rs.25,001 - 40,000/-	90	40.2

		Rs.40,001/-& Above	38	17.0
11	Nature of Living	Rural	57	25.4
		Urban	113	50.4
		Semi-Urban	54	24.1
12	Family Type	Joint Family	75	33.5
		Nuclear Family	149	66.5
13	Family Size	1-3 Members	50	22.3
		4-6 Members	138	61.6
		7 Members & Above	36	16.1

The table -1 presents the respondent's socio-economic aspects like their age group, gender, marital status, religion, community, educational qualification, work experience, monthly income and family type. Further it is revealed that 51.8% of the respondents belongs to the age group of 31-45 years, 86.2% are male, 66.1% are married, 77.7% belongs to the Hindu religion, 28% belongs to SC & ST community, only 17.9% have studied UG Degree and above, 81.3% are workers, 48.7% are skilled workers, 57.1% of the respondents having 10years work experience, 42.9% are getting monthly income of Rs. 10,000 to Rs. 25,000, 50.4% are living in urban area, 66.5% belongs to nuclear family, and 61.6% of the respondents are having 4-6 members

## V. HYPOTHESES, TEST AND RESULTS

### 5.1 Hypothesis

There will be no significant association between monthly income and effectiveness of the training programme on general requirement under ISO-14001 certification of the respondents in the study area.

#### Chi-Square Test

	Value	df	Table Value	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.990(a)	2	5.991	.136
Likelihood Ratio	4.004	2		.135
Linear-by-Linear Association	3.779	1		.052
N of Valid Cases	224			

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 15.44.

Table 1: Chi-Square Test between Monthly Income and Effectiveness of the Training Programme on General Requirement under ISO-14001 Certification of the Respondents

Table-1 infers that, the chi-square value of 3.990 is less than the table value of 5.991, which states that there is no significant association between monthly income and effectiveness of the training programme on general requirement of ISO-14001 certification of the respondents in the study area. Further, it implies that respondents of the study are not well aware the following aspects on general requirement though a good training underwent under ISO-14001 certification.

- \* Assessment of environmental management in an organization and also training helps on ISO 14001 in evaluating environmental management of a company
- \* A company's EMS will succeed only if the work place is sufficiently lighted and ventilated

Hence, the Hypothesis 1 "There will be no significant association between monthly income and effectiveness of the training programme on general requirement under ISO-14001 certification of the respondents in the study area" is accepted and concluded as **"there is no significant association between the monthly income and general requirement under ISO 14001 Certification of the respondents in the study area"**.

### 5.2 Hypothesis

There will be no significant association between monthly income and effectiveness of the training programme on environmental policy under ISO-14001 certification of the respondents in the study area.

*Chi-Square Test*

	Value	df	Table value	Asymp. Sig. (2-sided)
Pearson Chi-Square	.891(a)	2	5.991	.641
Likelihood Ratio	.891	2		.640
Linear-by-Linear Association	.377	1		.539
N of Valid Cases	224			

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 13.91.

Table 2: Chi-Square Test between Monthly Income and Effectiveness of the Training Programme on Environmental Policy under ISO-14001 Certification of the Respondents

Table-2 infers that, the chi-square value of .891 is less than the table value of 5.991, which states that there is a no significant association between monthly income and effectiveness of the training programme on environmental policy of ISO certification of the respondents in the study area. Further, it implies that respondents of the study are well understood the following aspects on environmental policy though a good training underwent under ISO-14001 certification.

- \* A good environmental management in a company, there should be a proper system of disposing off, factory waste at regular intervals
- \* Sufficient natural resources and man power in organization

Hence, the Hypothesis 2 i.e., “There will be no significant association between monthly income and effectiveness of the training programme on environmental policy under ISO-14001 certification of the respondents in the study area” is accepted and concluded as **“there is no significant association between the monthly income and environmental policy under ISO 14001 Certification of the respondents in the study area”**.

*5.3 Hypothesis*

There will be no significant association between monthly income and effectiveness of the training programme on planning under ISO-14001 certification of the respondents in the study area.

*Chi-Square Test*

	Value	df	Table value	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.603(a)	2	5.991	.449
Likelihood Ratio	1.605	2		.448
Linear-by-Linear Association	.647	1		.421
N of Valid Cases	224			

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 15.95.

Table 3: Chi-Square Test between Monthly Income and Effectiveness of the Training Programme on Planning under ISO-14001 Certification of the Respondents

Table 3 infers that, the chi-square value of 1.603 is less than the table value of 5.991, which states that there is no significant association between monthly income and effectiveness of the training programme on planning of ISO-14001 certification of the respondents in the study area. Further, it implies that respondents of the study are well understood the following aspects on planning though a good training underwent under ISO-14001 certification.

- \* Work place is rightly protected from toxicity in the air
- \* The training given in the organization has helped to clarify the doubts in environmental development group

Hence, the Hypothesis 3 i.e., “There will be no significant association between monthly income and effectiveness of the training programme on planning under ISO-14001 certification of the respondents in the study area” is accepted and concluded as **“there is no significant association between the monthly income and planning under ISO 14001 Certification of the respondents in the study area”**.

*5.4 Hypothesis*

There will be no significant association between monthly income and effectiveness of the training programme on implementation & operation under ISO-14001 certification of the respondents in the study area.

#### Chi-Square Test

	Value	df	Table Value	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.511(a)	2	5.991	.470
Likelihood Ratio	1.514	2		.469
Linear-by-Linear Association	1.465	1		.226
N of Valid Cases	224			

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 17.30.

Table 4 Chi-Square Test between Monthly Income and Effectiveness of the Training Programme on Implementation and Operation under ISO-14001 Certification of the Respondents

Table 4 infers that, the chi-square value of 1.511 is less than the table value of 5.991, which states that there is no significant association between monthly income and effectiveness of the training programme on implementation and operation of ISO certification of the respondents in the study area. Further, it implies that respondents of the study are well understood the following aspects on implementation and operation though a good training underwent under ISO-14001 certification.

- \* The environmental hazards in your daily work routine have substantially decreased, due to this training
- \* Congenial atmosphere prevails in the factory for working and training

Hence, the Hypothesis 4 i.e., “There will be no significant association between monthly income and effectiveness of the training programme on implementation and operation under ISO-14001 certification of the respondents in the study area” is accepted and concluded as **“there is no significant association between the monthly income and implementation and operation under ISO 14001 Certification of the respondents in the study area”**.

#### 5.5 Hypothesis

There will be no significant association between monthly income and effectiveness of the training programme on checking under ISO-14001 certification of the respondents in the study area.

#### Chi-Square Test

	Value	df	Table value	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.529(a)	2	5.991	.282
Likelihood Ratio	2.544	2		.280
Linear-by-Linear Association	.032	1		.858
N of Valid Cases	224			

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 15.10.

Table 5 Chi-Square Test between Monthly Income and Effectiveness of the Training Programme on Checking under ISO-14001 Certification of the Respondents

Table 5 infers that, the chi-square value of 2.529 is less than the table value of 5.991, which states that there is no significant association between monthly income and effectiveness of the training programme on checking of ISO-14001 certification of the respondents in the study area. Further, it implies that respondents of the study are well understood the following aspects on checking though a good training underwent under ISO-14001 certification.

- \* Training has been given on the importance and uses of acid recycling unit setup in the organization
- \* Experiments were educated on method of preventing hazards from chemical waste and they are guarded – by way of training

Hence, the Hypothesis 5 i.e., “There will be no significant association between monthly income and effectiveness of the training programme on checking under ISO-14001 certification of the respondents in the study

area” is accepted and concluded as **“there is no significant association between the monthly income and checking under ISO 14001 Certification of the respondents in the study area”**.

### 5.6 Hypothesis

There will be no significant association between monthly income and effectiveness of the training programme on management review under ISO-14001 certification of the respondents in the study area.

### Chi-Square Test

	Value	df	Table value	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.135(a)	2	5.991	.344
Likelihood Ratio	2.137	2		.344
Linear-by-Linear Association	1.943	1		.163
N of Valid Cases	224			

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 17.30.

Table 6: Chi-Square Test between Monthly Income and Effectiveness of the Training Programme on Management Review under ISO-14001 Certification of the Respondents

Table 6 infers that, the chi-square value of 2.135 is less than the table value of 5.991, which states that there is no significant association between monthly income and effectiveness of the training programme on management review of ISO-14001 certification of the respondents in the study area. Further, it implies that respondents of the study are well understood the following aspects on management review though a good training underwent under ISO-14001 certification.

- \* Sufficient room has been provided for the efficient functioning of environmental management in the organization
- \* The factory management has to take prior necessary steps for the smooth existence of environmental management wing

Hence, the Hypothesis 6 ie., “There will be no significant association between monthly income and effectiveness of the training programme on management review under ISO-14001 certification of the respondents in the study area” is accepted and concluded as **“there is no significant association between the monthly income and management review under ISO 14001 Certification of the respondents in the study area”**.

## VI. FINDINGS OF THE STUDY

### 6.1 GENERAL FINDINGS

- ✓ **Age Group:** Majority of the respondents (51.8 percent) of the present study are in the age group of 31 - 45 years, twenty five percent of the respondents are in the age of 46 years above and only 23.2 percent of the respondents are in the age of upto 30 years old.
- ✓ **Sex:** Majority of the respondents (86.2 percent) of the present study are males and only 31 of the respondents are female.
- ✓ **Marital Status:** Majority of the respondents (66.1 percent) of the present study is married, 17.4 percent are divorced/ separated and 16.5 percent are unmarried.
- ✓ **Religion:** 77.7 percent of the respondents belong to Hindu religion, 12.5 percent of the respondents are Christian and 9.8 percent of the respondents are Islam.
- ✓ **Community:** Most of the respondents (41.5 percent) belongs to Backward Class Community, 25.0 percent belong to Most Backward Class Community, 14.3 percent belongs to Scheduled Tribe Community, 13.8 percent are of Scheduled Caste Community and 5.4 percent of the respondents of the present study belongs to Other Caste like Upper Caste and Forward Community.
- ✓ **Educational Qualification:** Most of the respondents (55.8 percent) are studied upto 11<sup>th</sup> standard including ITI completed, 26.3 percent are 12<sup>th</sup> passed & Diploma Holders and remaining 17.9 percent are holding any UG Degree & Above.
- ✓ **Job Category:** most of the respondents (81.3 percent) are workers, 13.8 percent are supervisors and 4.9 percent are executives.



- ✓ **Nature of Work:** majority of the respondents (48.7 percent) are skilled workers, 39.7 percent are semi-skilled workers and only 11.6 percent are unskilled workers serving in the Central Railway Workshop, Golden Rock, Tiruchirappalli.
- ✓ **Work Experience:** 57.1 percent of the respondents are having upto 10 years of work experience, 29.0 percent are having 11-20 years of work experience and 13.8 percent of the respondents are having 21 & above years of work experience in their respective field.
- ✓ **Monthly Income:** 42.9 percent of the respondents are earning between Rs.10,000 - 25,000/- per month, 40.2 percent are earning Rs.25,001 - 40,000/- per month and only 17.0 percent of the respondents are earning Rs.40,001 & above per month.
- ✓ **Nature of Living:** majority of the respondents (50.4 percent) are living in urban area, 25.4 percent of the respondents are living in rural area and rest of the 24.1 percent of the respondents are leading semi-urban life in the study area.
- ✓ **Family Type:** majority of the respondents (66.5 percent) belongs to nuclear family and only 33.5 percent of the respondents are living in joint family system.
- ✓ **Family Size:** 16.1 percent of the respondents are having 7 members & above in their family. It is found that 61.6 percent of the respondents are having 4-6 members and 22.3 percent of the respondents are having 1-3 members in their family.

## 6.2 HYPOTHESES RELATED FINDINGS

- ❖ There is no significant association between the monthly income and general requirement under ISO 14001 Certification of the respondents in the study area.
- ❖ There is no significant association between the monthly income and environmental policy under ISO 14001 Certification of the respondents in the study area.
- ❖ There is no significant association between the monthly income and planning under ISO 14001 Certification of the respondents in the study area.
- ❖ There is no significant association between the monthly income and implementation and operation under ISO 14001 Certification of the respondents in the study area.
- ❖ There is no significant association between the monthly income and checking under ISO 14001 Certification of the respondents in the study area.
- ❖ There is no significant association between the monthly income and management review under ISO 14001 Certification of the respondents in the study area.

## VII. CONCLUSION

The researchers comes to conclusion about training programmes on ISO 14001 (Environment Management System). It shows about finding a meaningful relationship between Environment management system and the effectiveness of Training programme. The simple message embedded in all of the above is that people need to be kept satisfied in order to perform well in a workplace. Managers should try to treat all workers correctly and never make the mistake of playing workers against each other; while, at the same time, they should also be aware that the ways in which workers get motivated vary richly. Thus, concluding that the overall ISO 14001 Certification practices in southern railway, this is an appreciable factor in private sector. It is satisfactory and good to hear that they were properly motivated and trained on ISO 14001 Certification.

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