

**“A STUDY OF TRAINING AND DEVELOPMENT IN KULKARNI POWER
TOOLS”**

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ABSTRACT

Every organization has its own culture and traditions in which the organization prevails. The organization is basically made by the people and for the people. In order to run the organization effectively the workers as well as workers play a lead role. In fact, the goals of the organization can be achieved with the help of the workers not only effectively but also efficiently. Training and development is a helping Hand for all the people working in an organization to perform the task effectively. Training defined as the process of refining & increasing the skills & abilities of an individual towards the best performance of a particular job. “Training is the act of increasing the knowledge & skills of a worker for doing a particular job”. This research would help the organization to know importance of training and development and its impact on efficiency.

KEYWORDS: Training and Development, Organization, Methods and Efficiency.

Introduction:-

Human Resource Management defined as the people who staff and manage organization. It comprises of the functions and principles that applied to retaining, training, developing, and

compensating the workers in organization. It is also applicable to non- business organizations, such as education, healthcare, etc. Human Resource Management defined as the set of activities, programs, and functions that designed to maximize both organizational as well as worker effectiveness. Scope of HRM without a doubt is vast. Human resources can be effectively managed with the help of proper training and development.

Objectives Of Study

- To study the different aspects used for training and development in the organization.
- To take feedback from workers with respect to training and development programs
- To analyze the effectiveness or need of these programs
- To give suitable suggestions from the findings.

Importance Of The Study

Today many organizations have realized the importance of the training and there by the development of its human resource. In spite of the fact that organization are spending enormous amount in the training, still there are doubts about the training as a tool to increase efficiency, motivation and morale. This study will help to know the workers views about training and development program conducted in organization.

Research and Methodology

Sources of data collection:-

Researcher has used Primary as well as Secondary data for research purpose.

Primary data:-

The primary data has been collected through Questionnaire, Discussion with respondents and personal observation.

Secondary data:-

For secondary data researcher has used textbook of the respected topics, companies published and unpublished records, internet etc.

Tools of Data Collection:

Questionnaire Method:

This method consist of various question printed or typed in a definite order or set of form. It is free from bias, the answers are in respondent's own words, and adequate time is given to give the answer.

Sample Unit: Kulkarni Power Tools
Jaysingpur, Maharashtra 416101

Sample Size: 50

As considering, the coverage of research researcher takes the sample size as about 50 workers in the organization.

Educational Qualification Of Respondents

Educational Qualification	No. of Responses	Percentage
Under S.S.C.	7	14%
S.S.C.	3	6%
H.C.S.	5	10%
Graduate	35	70%
Total	50	100

It has been seen that 70% of workers are graduate, 14% are under S.S.C, 10% have completed their HSC and 6% have completed their S.S.C.

Working Experience Of The Workers.

Sr. No.	Work experience	No. of workers	Percentages (%)
1	0 to 1 years	5	10%
2	1 to 2 years	13	26%
3	3 to 4 years	10	20%

4	Above 5 years	22	44%
	Total	50	100

Most of the workers that are 44% have above 5 years of experience, 26% have 1 to 2 years, and 20% have in between 3 to 4 years and on 10% of less than a year.

Awareness About Training Program

Awareness	No. of Responses	Percentage
Yes	43	86%
No	7	14%
Total	50	100

Nearly 86% of workers are aware about the training program and only 7% are not aware.

Methods Of Training Programs

Method of Training	No. of Responses	Percentage
On the job	40	80%
Off the job	10	20%
Other	Nil	Nil
Total	50	100%

It has been seen that 80% On the Job training is given and 20% Off the job training is given.

Methods Of Training Programs Used In On The Job Training

Method of Training	No. of Responses	Percentage
Coaching	30	75%
Job Rotation	5	12.5%
Under Study	2	5%
Multiple Management	3	7.5%
Total	40	100%

As far as On the Job training is concerned 75% are trained by coaching method, 12.5% by Job Rotation Method, 7.5% by Multiple Management and only 5% by under study Method.

Workers' Satisfaction Towards The Training Program

Satisfaction	No. of responses	Percentage
Yes	38	95%
No	2	5%
Total	40	100%

It is seen that 95% are satisfied with training program and 5% are not.

Training Program Enhance

Worker opinion	No. of Responses	Percentage
Organizational goal	32	80%
Individual development	4	10%
Increase productivity	2	5%
All above	2	5%
Total	40	100%

80% of Organizational goal, 10% of individual goals, 5% of increase in productivity and 5% all above is possible to enhance with training program.

Methods Of Training Programs Used In Off The Job Training

Method of Training	No. of Responses	Percentage
Case Method	2	20%
Role Playing	Nil	Nil
Lecture	3	30%
Incident Method	4	40%

Any Other	1	10%
Total	10	100%

As far as Off the Job training is concerned 20% are trained by Case Study method, 30% by Lecture method, 40% by Incident method and only 10% by other Method.

Workers' Satisfaction Towards The Training Program

Satisfaction	No. of responses	Percentage
Yes	8	80%
No	2	20%
Total	10	100%

It is seen that 80% are satisfied with training program and 20% are not.

Training Program Enhance

Worker opinion	No. of Responses	Percentage
Organizational goal	6	60%
Individual development	2	20%
Increase productivity	1	10%
All above	1	10%
Total	10	100%

70% of Organizational goal, 20% of individual goals, 10% of increase in productivity and 10% all above is possible to enhance with training program.

Various Fields Where Training Is Provided In The Organization

Fields of Training	No. of Responses	Percentage
Technical	22	44%
Process	10	20%
Product	11	22%
All above	7	14%
Total	50	100%

In technical filed 44% training is provided, Process 20%, 22% in Product area and for all above it is 14%.

Area Where Training Is Required

Opinion in which area training is required	No of responses	Percentage
Behavioral	8	16%
Skill	17	34%
Technical	25	50%
Total	50	100%

Most of the workers that are 50% require the training in technical area, 34% for skill improvement and 16% for behavioral improvement.

Types Of Trainers

Option	No of responses	Percentage
Internal	40	80%
External	10	20%
Total	50	100%

80% of workers are given training through internal trainers and only 20% By external trainers.

Get Opportunity To Develop Their Skills Further To Do Their Jobs

Option	No of responses	Percentage
Strongly Agree	25	50%
Agree	15	30%
Partly Agree	7	14%
Disagree	3	6%
Total	50	100%

Nearly 50% of workers agree that they get opportunity to develop their skills further to do their jobs, 30% only Agree, 14% partly agree and 6% disagree.

Helps In Decision Making

Option	No of responses	Percentage
Strongly Agree	20	40%
Agree	15	30%
Partly Agree	10	20%
Disagree	5	10%
Total	50	100%

Nearly 40% of workers agree that training helps for further decision making, 30% only Agree, 20% partly agree and 10% disagree.

Motivates For Working

Option	No of responses	Percentage
Strongly Agree	25	50%
Agree	15	30%
Partly Agree	7	14%
Disagree	3	6%
Total	50	100%

Nearly 50% of workers agree that training motivates for working, 30% only Agree, 14% partly agree and 6% disagree.

Finding

Form the comprehensive data analysis; it is found that organization has found that

- ❖ It has been observed that there is different opinion of the workers regarding organization adopted on the job training method as well as off the job training.
- ❖ It has been observed that majority of the workers are satisfied with present training program. In addition, organization provides the technical training to their workers. In terms of On the Job and Off the job training.

- ❖ Most of the workers have the view that it not only motivates for working but also helps for further decision making which ultimately helps for further improvement.

Suggestions

- ❖ The company should recruit more experienced workers to have competent and efficient labour force. I.e. the candidate / workers more than 6 to 7 years of work experience. It is very much beneficial for company's future. In addition, it is easier to work with experienced workers.
- ❖ The company has quite qualified staff and should continue with same. In addition, the company should look for some technical graduates/ diploma holders to have a technical work force.
- ❖ From discussion it has been suggested that the company should arrange regularly/ periodically refresher training programme for the existing workers. In this type of training the company should focus on the enhancing the knowledge and skills of the workers [regarding new technology, academic, increasing efficiencies and proper behavior] which will be beneficial for both, also the company can generate potential workers who will be considered for promotion in the future.
- ❖ The company should adopt external trainers for providing training to their workers to improve their area of technical as well as other skills.
- ❖ The company should take performance appraisal training session. As it will help us to know, the effectiveness does training programme.

Conclusion

According to the study conducted, researcher can conclude that overall satisfaction level of workers in relation to the training programs is moderate; the workers agree that the training programs helps to increase productivity and achieve the organizational goal.

The worker said that the training programs in the organization well planned but they are not satisfied with the duration of the training program and they are also not satisfied with the evaluation process of training program.

Therefore we can conclude that the training programs in the organisation are excellent but they have been not utilized properly by the employees as the training programs are not made

compulsory to all the departments. There is a broader scope to develop and improve its training programs in future in order to meet the requirements of the global market.

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