



Cover Page



## A STUDY ON EMPLOYEES WELFARE IN INDUSTRIES

<sup>1</sup>Dr. N. Kiran Chandra and <sup>2</sup>Dr. G. Sunitha

<sup>1</sup>Assistant Professor, Department of Social Work, Adikavi Nannaya University

<sup>2</sup>Assistant Professor in Physical Education, Sri Vishnu Engineering College for Women, Bhimavaram

Now a days in the global environment training and development is become very important as compare to the earlier time. The term training is become popular in several organization. Training and development agrees the employees to obtain new skills and knowledge and become more effective and productive for the organization. Training plays a positive role for the success of the organization. (Management, 2002) It this rapid changing work the need of training and development is become very essential for the effectiveness and efficiency of both workplace and the employee. Training become the opportunity to all the employees for increase the knowledge. The main drive of training is to enhancement the organization to attain its short and long term aims by adding worth to its human capital. Training shows a significant part in the growth of employee's performance. Training is important for staffs because organizational success base on the good presentation of employees. Employees with access to training and development plans have the improvement over staffs in other businesses who are left to pursue training chances on their own. The training makes a helpful office. Employees who feel valued and defied through training opportunities may feel additional fulfilment to their careers. The organization that spend more in training and development mostly tends to have satisfied staffs.

Employee training and development is essential for every organization's success as it ensure that skills, abilities and knowledge levels of the employee are being According to Blain (2009), research shows that 44% of employees receive job-related technical skills training and 33% receive information technology (IT) skills training. 18% of employees have undertaken sales related training in the past year, while 25% have undertaken personnel development skills training, 21% management skills training and 15% leadership skills development. Training and development activities in which employees had participated bring new potentials of employees in performing task and resulted in employee effectiveness.

**Training:** The aim of any training programme is to provide instruction and experience to new employees to help them reach the required level of performance in their jobs quickly and economically. For the existing staff, training will help develop capabilities to improve their performance in their present jobs, to learn new technologies or procedures, and to prepare them to take on increased and higher responsibilities in the future.

**Development:** Employee Development Programs are designed to meet specific objectives, which contribute to both employee and organizational effectiveness. There are several steps in the process of management development. These includes reviewing organizational objectives, evaluating the organization's current management resources, determining individual needs, designing and implementing development programs and evaluating the effectiveness of these programs and measuring the impact of training on participants quality of work life.

### Rationale for Training and Development

Staff training is an element in raising morale because it sounds out people for possible future promotions. It is important to train and develop each employee so far as possible even if that means running the risk of losing them to other organizations. This growing awareness of the importance of training and development over the past decades is also supported by reports that employees were spending more in aggregate terms on these activities.

Technological developments and organizational change have gradually caused some employers to realize that success lie in the skills and abilities of their employees thus this means considerable and continuous investment in training and development. This has been brought to light by the rise in human resources management, with its emphasis on the importance of people and the skills they possess in enhancing organizational efficiency. Such human resource management concepts such as commitment to the company and the growth in the quality movement have promoted senior management



Cover Page



teams to realize the increased importance of training, employee development and long term education intended to mean basic instruction in knowledge and skills designed to enable people to make the most of life in general. There has also been increased recognition of the need to complement the qualities of employees with the needs of the organization. Such concepts require not only careful planning but also greater emphasis on employee development.

## Definitions of Training and Development

According to the Michel Armstrong, "Training is systematic development of the knowledge, skills and attitudes required by an individual to perform adequately a given task or job".

According to the Edwin B Flippo, "Training is the act of increasing knowledge and skills of an employee for doing a particular job."

Dale S Beach defined "Training is usually considered as the organized procedure by which people gain knowledge and increase skill for a definite purpose

## NEED FOR THE STUDY

Every organization needs to have experienced and well trained employees to perform the activities assigned to them. Hence training and development greatly effects motivational level of the individual to perform more skillfully. Rapid development in technology and changing goals of organization has made Training & Development of employees in Sri Aishwarya Food Industries Pvt Ltd, Narendrapuram, Rajanagaram Mandal, East Godavari District inequitable. Therefore the training and development has been selected as the theme of the project by me.

## SCOPE OF THE STUDY

- (1) To examine the effectiveness of training in overall development of skills of workforce.
- (2) To examine the impact of training on the employees.
- (3) To know the expectations of the employees towards Training and Development program.
- (4) The organizations can achieve the efficiency also to develop a good organizational culture.

## OBJECTIVES OF THE STUDY

The following objectives have been carried out on my project work:

- To study the needs of Training & Development at Sri Aishwarya Food Industries Pvt Ltd, Narendrapuram, Rajanagaram Mandal, East Godavari District
- To know the various training methods adopted by the organization to train the employees.
- To identify the level of satisfaction of the employees with the present training methods adopted in select organization
- To make suggestions for further improvement of Training and Development activities at Sri Aishwarya Food Industries Pvt Ltd, Narendrapuram, Rajanagaram Mandal, East Godavari District.

## METHODOLOGY OF THE STUDY

### SOURCES OF STUDY

- **Sample Size and Design:** Out of total 623 employees, a sample size of 150 employees is studied which includes the workers, non executives and executives. The studies applicable to the entire workforce as training are being



Cover Page



imparted to one and all periodically; however care has been taken to cover all the departments like HR department, Finance department and Paddy department etc.

## LIMITATIONS OF THE STUDY

1. Interaction with the company executive was limited due to their busy schedule.
2. The information collected is mainly primary data and the accuracy is subject to the responses received.
3. The primary collection of data was time consuming i.e., 45 days only, as the employees were busy.

## Analysis

### Level of the Training Programmes

The level of training programs meant that the number of training programs conducted by Organization.

**Table 1 Level of the Training Programmes**

Level of Training Programmes	No of Respondents	Percentage
More than adequate	21	14.00
Adequate	39	26.00
Inadequate	81	54.00
Not Respond	9	6.00
<b>Total</b>	<b>150</b>	<b>100.00</b>

The above table represents that 54 percent of the respondents are opined that the level is Inadequate, 26 percent of the respondents opined that the level is Adequate. & 14 percent are expressed as the level of training program is More than adequate, 6 percent are not respondents on the level of training. It may clear that more than half of the respondents opinion is training programs are not adequate to fulfill their needs.

### Gap Between the Training Programmes

Training programs are generally conducted Frequently, Rarely, now and then based on organizational convenience.

**Table 2 Gap between the Training Programmes**

Dimension	No of Respondents	Percentage
Frequently	27	18.00
Now and then	48	32.00
Rarely	75	50.00
<b>Total</b>	<b>150</b>	<b>100.00</b>



Cover Page



The above table represents half of the percent of the respondents are opined that the training programs are rarely conducted by the organization 32 percent of the respondents opined that the programs are conducted now and then. 18 percent are expressed training programs conducted frequently. It may clear that the training programs conducted by the organization are very least in number.

### Opinion on Training Environment

The training environment shows much impact on the employees who takes training.

**Table: 3 Opinion on Training Environment**

Dimension	No of Respondents	Percentage
Very good	33	22.00
Good	72	48.00
Average	27	18.00
Poor	18	12.00
<b>Total</b>	<b>150</b>	<b>100.00</b>

The above table indicates that 22 percent of the respondents told that training environment is very good, 48 percent of the respondents said that it is good, 18 percent of them felt that it is average, 18 percent of them said that it is poor. With this it is clear that majority of the respondents opinion is training environment is satisfactory.

### Efficiency of Training Programmes to Perform Job Well

Any employee doesn't have the appropriate efficiency to perform the job well, because of this reason organization give training to improve their efficiency.

**Table 4 Efficiency of Training Programmes to Perform Job Well**

Dimensions	No of Respondents	Percentage
Yes	96	64.00
No	48	32.00
Not Responding	6	4.00
<b>Total</b>	<b>150</b>	<b>100.00</b>

The above table shows that majority of the respondents agree that training program is suitable to overcome their deficiencies, followed by 32 percent of them disagree with the above, remaining 4 percent are not responding on efficiency on training programmes in the organization.



**Table 5 Satisfaction level of training program in reaching future needs**

Dimension	No of Respondents	Percentage
To large extent	45	30.00
To some extent	84	56.00
Very little	21	14.00
<b>Total</b>	<b>150</b>	<b>100.00</b>

The above table shows that the satisfaction level of 56 percent of the respondents said that towards future needs is to some extent and 30 percent of the respondents felt that is to large extent, the remaining 14 percent of the respondents told that it is very little extent. With this it is very clear that the satisfaction level of training programs is satisfactory to some extent.

#### **The improvement level of efficiency to perform the job after Training**

The purpose of training is to increase the efficiency that's why there should be improvement in their skills, knowledge, after training.

**Table 4.16 The improvement level of efficiency to perform the job after training**

Dimension	No of Respondents	Percentage
High	75	70.00
Medium	36	24.00
Low	9	6.00
<b>Total</b>	<b>150</b>	<b>100.00</b>

The above table indicates that 70 percent of the respondent felt that they improve their efficiency level in high and 24 percent of the respondents opined that to the medium level, remaining 6 percent of the respondents opined that they got low level efficiency after training. It may confirm that majority of the respondents to improve their efficiency after training.

#### **Co-operation of superiors at the time of training:**

At the time of training superiors can coordinate & cooperate to the trainees in all aspects, then only they show much interest to take training.

**Table 7 Co-operation of superiors at the time of Training**

Dimension	No of Respondents	Percentage
Good	36	24.00
Satisfactory	39	26.00



Cover Page



Bad	75	50.00
<b>Total</b>	<b>150</b>	<b>100.00</b>

The above table indicates that 24 percent of the respondents told that the cooperation of superiors is good, 26 percent of the respondents felt that it is satisfactory, and 50 percent felt that it is bad. It may be conclude that majority of the respondents opined that cooperation is not good.

### Other Facilities & Allowances Provide at the time of Training

It is responsibility to provide the other facilities & allowances to the trainees on the part of management & it is also a technique to attract the employees towards the training.

**Table 4.19 Other Facilities & Allowances Provide at the Time of Training**

Dimension	No of Respondents	Percentage
Yes	45	30.00
No	90	60.00
Not Responding	15	10.00
<b>Total</b>	<b>150</b>	<b>100.00</b>

The above table express that 30 percent of the respondents opined that they are satisfied to some extent with the facilities provided in the training .60 percent of the respondents felt that they are not at all satisfied with the allowances and facilities, 10 percent are not respondents. It may conclude that majority of the respondents are not satisfied with the facilities & allowances provided by the management.

### Pressure from the Management to take the Training

Any organization to achieve the objectives and goals through the employees' performance on their works so training can be increased the efficiency of employee.

**Table 4.20 Pressure from the Management to take the Training**

Dimension	No of Respondents	Percentage
Yes	99	66.00
No	36	24.00
Not Respondents	15	10.00
<b>Total</b>	<b>150</b>	<b>100.00</b>





Cover Page



The above table express that 66 percent of the respondents opined that there is pressure from the management to attend the training programs .24 percent of the respondents felt that there is no pressure from the management to attend the training programs.10 percent are not respondents. It may conclude that majority of the respondents felt that the pressure from the management to attend the training program.

## FINDINGS

- ✓ 90 percent of the respondents opined on training are compulsory for the development of individual efficiency.
- ✓ Three fifth of the respondents said that they don't get appropriate information about the training and 30 percent of them only said that they get appropriate information.
- ✓ Three fifth of the respondents said that they are given by one training program.
- ✓ Half of the respondents are interest to take on the job type of training, 30 percent only towards of the job training.
- ✓ Majority of the respondents agree that the organization conduct the training program to achieve the targets through improving the skills and technology.
- ✓ Total 100 percent of the respondents opined that the training should beneficial in all aspects of the employee point of view.
- ✓ Based on job requirements all of the employees get the training program in related aspects.
- ✓ Recently technological took place in organization said by 66 percent of respondents.
- ✓ Major technological changes took place in organization are computerization and mechanization majority of the respondents 46 percent shows much interest to take the one week length of training program.
- ✓ Majority of the respondents are not satisfied with the present level of training program.
- ✓ Half of the employees said that the organization conduct the training program rarely.
- ✓ 48 percent of the respondents' opinion on good environment created by Navayuga Engineering Company Limited.
- ✓ Majority of the respondents 70 percent said that they increase their performance in high after training.
- ✓ Half of the respondents said that the cooperation of superior is bad.
- ✓ 60 percent of employees opined that there is no chance to express their opinion frankly.
- ✓ 60 percent of employees opined that they are not satisfy with facilities and allowances provided at the time of training.
- ✓ Majority of the employees 66 percent opined that they feel pressure to attend the training program from the management.



Cover Page



## SUGGESTIONS

Training is the basic requirement needed for every employee after they are been joined into the organization and to get adjusted with the work as well as to improve the skills and techniques to do the assigned job. Here, it is the responsibility of the company to provide training for the employees.

- The employees learn on the actual requirements in use and in the true environment of his job and get a feel of the actual production and requirements.
- The employee learns the rules, regulation procedure by observing their day-to-day applications.
- The organization fails to communicate the information of training program to the employees, that way it is better to improve the communication channels.
- It is more help full to the organization to increase the number of training programmes
- It is better to conduct the training program for one week.
- The co-operation of superiors should play dynamic role in training program and they should continuously asses the impact of training and help the trainees in practicing whatever they learnt.
- Feed back helps trainer to understand the extent to which objectives are being met and the effectiveness of particular learning activities as on aid to continuous improvement.
- Different encouraging facilities and allowances are provided to attract the towards training like.

## CONCLUSION

The number of training programs offered by a company reflects the importance it places on employee development, effective performance, and fostering committed relationships. Therefore, the role of training and development can no longer be overemphasized. Organizations increasingly recognize the need for managerial development programs, as their absence often leads to issues of incompetence, inefficiency, and ineffectiveness. Thus, training is crucial for the overall growth of both employees and the organization, especially in the manufacturing sector.

Top management plays a key role in creating a social environment where employees can integrate training knowledge into their everyday work activities. To be effective, training strategies must align with the organization's overall goals. Information technology can further enhance training effectiveness and accessibility.

## BIBLIOGRAPHY

1. C.B .Memoria., "Personal Management", Himalaya Publishing House, New Delhi, 2000.
2. P. Subba Rao., "Essentials of Human Resource Management and Industrial Relations", Himalaya Publishing House, New Delhi, 2010.
3. P.C. Thripathi., "Human Resource Development", Himalaya Publishing House, New Delhi, New Delhi, 2006.
4. C.R. Kothari., "Research Methodology", M/S New Age International Private Limited, New Delhi, 2004.
5. T.V. Rao., "Training and Development", Tata McGraw Hill Publishing Company Limited, New Delhi, 2003.
6. Jyothi.P and D.Venkatesh., "Human Resource Management" Oxford University Press, New Delhi, 2006.