



A Study on Training and Development in Electrosteel Castings Limited, Srikalahasti.

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ABSTRACT:

Training is important for every employee in industries. As such, metallic industries also are providing schooling to their workers. Systematic schooling begins with the evaluation of anticipated abilities on the paintings and process, present skills a few of the employees, choice of right technique of training, period of schooling, and so forth. In the recognize, the present observe cantered specific components of training and improvement activities of Pig Iron industries positioned in Srikalahasti via surveying six hundred employees through interview time table. The paper defined the effects of the look at.

Key words: - Training, development, Employees.

Introduction: -

Man brought surprise creation of considerable shifts in our day-to-day existence. Indian software program professional made massive strides inside the records era enterprise of Indian. Thus, the humans make or manipulate business enterprise.

The strategy to this question cantered on the subsequent areas.

- Getting the individuals who should make an enterprise organisation.
- Enabling those people to acquired talents to make a successful company.

Training: -

Training is a short-time period academic method and making use of a scientific and organized process via which employees analyse technical information and abilities for definite reason. Training is a planned manner to alter attitude, knowledge or skilled behaviour via gaining knowledge of revel in to achieve overall performance in any sports.

Development:

Management improvement is all those sports and application whilst identified and controlled have massive affect in converting the potential of the person to perform his mission higher and in going so all likely to increase his capability for destiny challenge. Training is a funding, more we do, higher we perform.

Need for the study: -

Employees play a massive role in an organization. Among all of the four sources land exertions, capital and machinery, personnel are taken into consideration as essential and powerful resource. Employees are the key for the achievement of any business. The motive of my examine is to study and examine education and improvement in Electro metal Castings Limited to the employees working in exceptional cadre corporations in every of the department within the company.

Scope of the study: -

The study is conducted to know the various types of training programmed in Electrosteel Castings Limited. The study is including managers and workers of all departments. Training reduces supervision. Complaints and absenteeism in the organization. As workers acquire new knowledge and job skills to increase their market value and earning power. This study would to bridge up the gap between relationship of employer and employee if any.

Objectives of the study: -

- To know training and development process in Electro steel Castings Limited.
- To study the opinions of the employees regarding training programs.
- To analysis the effectiveness of training in overall development of skills of work force.

Data sources & collection method: -

- **Data source:** Primary and secondary
- **Sampling technique:** Simple random sampling
- **Research instrument:** Survey conducted through Questionnaire
- **Sample unit:** Electrosteel Casting Ltd
- **Sample size:** 100

Limitations of the study: -

- The study was limited in Electrosteel Castings Limited.
- Few employees were hesitant in responding to certain questions.
- The sample size for survey is limited.

DATA ANALYSIS AND INTERPRETATION: -

Is the Training and Development Programs followed by the company?

Opinion	No. of respondents	Percentage
Yes	100	100
No	0	0
Total	100	100

Interpretation:

From the above Table, it indicates that all the Employees said that their company is following Training and Development Program.

2. Are you satisfied with Training and Development Program?

Dimensions	No. of Respondents	Percentage
Highly satisfied	48	48
Satisfied	32	32
Dissatisfied	16	16
Highly dis-satisfied	4	4
Total	100	100

INTERPRETATION:

From the above Table, it indicates that the 48% of respondents said that they are highly satisfied 32% of respondents said that they are satisfied 16% of respondents said that they are dis-satisfied and 4% of respondents said that they are highly dis-satisfied with the Training and Development Program.

3. Do you agree that the Training & Development programs are effective in Electrosteel Casting Ltd?

Dimensions	No. of respondents	Percentage
Strongly agree	68	68
Agree	12	12
Un decided	12	12
Disagree	8	8
Strongly disagree	0	0
Total	100	100

Interpretation:

From the above Table, it shows that the 68% of the respondents strongly agree that the Training & Development programs are effective in the Electrosteel Casting Ltd, 12% of the respondents Agree that there is an effective in Esc 12% of the respondents was Undecided, 8% of the respondents disagree the T&D is effective in Esc and 0% of respondents were strongly disagree.

Findings: -

1. All the employees said that the company is following training and development program.
2. 48% of the employees are highly satisfied in the training and development program.
3. 94% of the employees participated in training and development program up to now.
4. 48% of the respondents opined that training and development is help to at the time of job rotation.
5. 48% of the employees were highly satisfied with the Training and Development Program in the Electrosteel Casting Ltd.

Suggestions: -

1. Company has followed the training and development program.
2. Company has to provide better training and development program to the employees whether employees are not satisfied with present training and development program.
3. Some employees are not satisfied with the training and development program by providing the electrosteel castings Ltd. The management has to improve the training methods for effective results.
4. Some of the employees are feeling that the trainer is not performing up to the mark better to change the trainer or give counseling to the present trainer.
5. Some of the employees are not able to catch the speed of the trainer, management has to tell the trainer to train the employees in normal way.

Conclusion: -

The Survey was under taken to study the satisfaction of employee through the Training and development. The study focused on the Employee opinions and feedback of Training and Development program conducted by Electrosteel Casting Ltd. From the study, I can conclude that some of the workers are not fully satisfied with their training and development programmed.

Management needs to moderate change maintains some factors which are dissatisfied by workers. If the management wants to increase the productivity of the company, they should concentrate on Training and Development programs conducted for Employees.

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