

A STUDY ON TRAINING AND DEVELOPMENT IN ASIAN WIRES INDUSTRIES PRIVATE LIMITED

AT VEDAYAPELAM [AP]

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ABSTRACT

This essay aims to give a conceptual research on the advantages of staff training and development programmes. This study outlines the advantages for both people and organizations. In the modern global economy, it is challenging for organizations to remain competitive. Employee development programmes are becoming increasingly important for businesses looking to get an edge over rivals. The success or failure of a corporation depends on the performance of its valued resource: its personnel. As a result, businesses spend a lot of money on training and development initiatives for their employees. Additionally, organizations should emphasize their employees' knowledge, skill, and competence in training programmes. The impact that development programmes have on both employees and organizations is a topic of intense debate among experts and scholars.

INTRODUCTION

HRD must include training as a crucial element. After employees have been selected for various positions within a company, it is crucial to train them for the specific tasks that they have been given. In many businesses, proper training is given prior to placing a person in a cordial working environment with other employees. Skills, knowledge, and attitudes are the three main areas concerned, all with a particular objective in mind. It seeks to enhance workers' current job performance or to get them ready for a future job. To survive and accomplish shared objectives, organizations and individuals must both change and advance. Every manager in the present era needs to develop the human resources of the company. The most important aspect of human resource development is employee training. One of the most crucial operational duties in human resource management is training, a specialty service.

REVIEW OF LITERATURE

Learning new concepts and skills is essentially what training and development is all about. One of the pillars of HRM is training and development since it can boost productivity at the individual, group, and organisational levels, which in turn promotes collective growth. To quote Bhanu Chopra Training and development is an essential function in today's fast-paced, constantly changing corporate environment. One of the lowest priorities for most businesses is training and development. When it is organised, it is frequently due to the department of human resources' persistence. However, setting up appropriate training and development opportunities for staff has great value. Employees can polish and learn new abilities through training. Because it helps individuals execute their current jobs and prepare for future jobs, training and development is crucial for any organisation.

To succeed in the market today, any firm must now focus on closing the skills gap. Even while training is always outlined in a manual of knowledge, it cannot be totally protected against demands from ideologies. Most of the time, it is affected by a set of norms and values that serve as the society's guiding principles, aims, and strategies for advancing its social and economic development.

RESEARCH METHODOLOGY AND DESIGN

NEED OF THE STUDY:

- ✓ They improve worker performance.
- ✓ Increase personnel output.
- ✓ Reduce the number of staff turnovers.
- ✓ Increase training quality.

SCOPE OF THE STUDY:

To better understand the many types of training and development programmes, this research is being conducted. Employee perceptions of the efficacy and worth of training programmes are revealed by the examination into assessing the training courses offered to research workers. Additionally, it would help the business create a better training session.

OBJECTIVES OF THE STUDY:

- ✓ To learn what the staff thinks about training and development
- ✓ To learn how satisfied the staff members were with the training and development programmes they took part in.
- ✓ To determine the organization's training needs.
- ✓ To constructively make recommendations for executive training and development programmes.

LIMITATIONS OF THE STUDY:

- ✓ Employees work a variety of shifts, making it challenging to acquire information.
- ✓ It was challenging to gather the specific data due to the organization's executives' busy schedules.
- ✓ The main limitation was time because the time allotted for data collection was insufficient.

DATA SOURCES:

Primary Data and Secondary Data are the sources used to gather the data.

Primary Data: Primary data have an original character because they are being gathered for the first time. The primary data was gathered using the questionnaire approach.

Secondary Data: Secondary data are information acquired from secondary sources like company websites and previous financial information.

SAMPLE SIZE:

- 102 respondents are used as the survey's sample size.

STATISTICAL TECHNIQUES\METHODS:

- Random Sampling Method.

STATISTICAL TOOLS:

- Percentage Method.

DATA ANALYSIS & INTERPRETATION

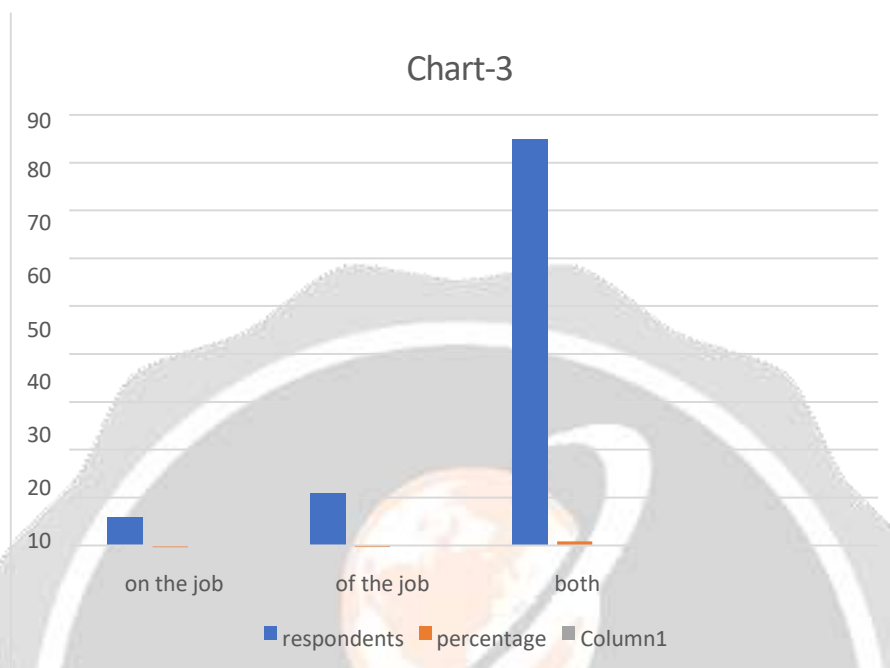
1. What kind of training method do you prefer?

TABLE- 1: Distribution of sample respondents with respect to opinion What kind of training method do you prefer?

S.no	Respondents	Percentage
On the job	71	69.60%
Of the job	11	10.78%

Both	10	9.80%
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CHART- 1: Graphical Representation Distribution of sample respondents with respect to opinion What kind of training method do you prefer?



INTERPRETATION.

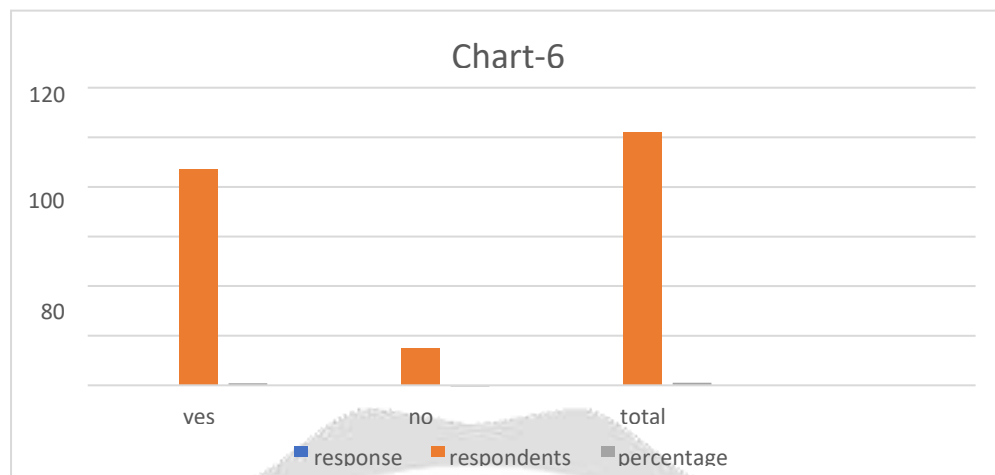
Above graph shows the 69.60 of the employees are prefer the on the job,10.78% of the employees prefer to of the job,9.80% of the employees prefer the both.

2. The company is providing well experienced trainers for the training program?

TABLE- 2: Distribution of sample respondents with respect to opinion the company is providing well experienced trainers for the training program?

Response	Respondents	Percentage
Yes	85	83.33%
No	7	6.86%

CHART- 2: Graphical Representation Distribution of sample respondents with respect to opinion the company is providing well experienced training for the training program?



INTERPRATATION.

In the table above, 83.33% of the employees state that the company offers a good training programme. 6.86% of the staff replies negatively. The majority of the staff respond favourably.

FINDINGS

- 83.33% of the employees says on the job & of the job is important for trainingprogram.
- 85.29% of the employees says company providing good experience training foremployees.

CONCLUSION

The reputable business is ASIAN WIRE INDUSTRIES. Year after year, production volume climbed. Every organisation views training and development as a growth strategy. The firm has adopted it in order to close the skills gap and prepare employees for the future. These training programmes unquestionably boost skills, effectiveness, productivity, and employee growth chances.

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