

Employee Training And Development At Ms Global India Automotive

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ABSTRACT;

The purpose of this project is to find the effectiveness soft training and development program at MS GLOBAL INDIA AUTOMOTIVE PVT LTD. Organization Find it difficult to financing large amount of employee training and development program . This study uses descriptive research design and convenience sample techniques the sample size of this project is 50. Percentage analysis and chi-square are use as tools for analyzing data

This study conclude that MS GLOBAL INDIA AUTOMOTIVE PVT LTD have to increase the time duration and frequency of training session for better performance of employee which in turn improve that productivity of the company.

Keywords: Project, Purpose, Chi-Square, Duration.

INTRODUCTION;

Training is one of the most significant constituents of Human Resource, employees at all levels need to be developed to perform their duties effectively and also to grow in action. Training & development is an ongoing process in any organization .The need for training and development is determined by employee's deficiency asunder

Training and development is vital part of the human resource development. It is assuming ever important role in wake of the advancement of technology which has resulted in ever increasing competition, rise in customer's expectation of quality and service and a subsequent need to lower costs. It is also become more important globally in order to prepare workers for new jobs. In the current write up, we will focus more on the emerging need of training and development, its implications upon individuals and the employers. Noted management author Peter Drucker said that the fastest growing industry would be training and development as a result of replacement of industrial workers with knowledge workers.

Nature of training and development;

1. Training is an act of increasing knowledge, skill and attitude of an employee for improving his/her performance on the job. It is concerned with imparting specific skill for doing particular job.
2. Training includes education which is concerned with increasing general Knowledge and understanding of an employee's total environment.
3. Training and learning which helps in modification of behavior as a result of some experience.
4. Development has a broader meaning. Its aim is to grow or improve the overall personality of an individual.
5. It is a continuous process and is on the initiative from individual to meet their future needs.
6. It enables the participants to gain skills, learn theoretical concept and help acquire vision to look in to the distant future.

OBJECTIVE OF THE STUDY PRIMARY OBJECTIVE:

To find the effectiveness of training and development program at **MS GLOBAL INDIA AUTOMOTIVE PVT LTD**

SECONDARY OBJECTIVE:

- To examine the effectiveness of training in overall development of skills of work force to examine the impact of training on workers.
- To study the changes in behavioral pattern due to training.
- To rate the satisfaction level of training programmer.
- To evaluate whether training program helps in increasing the productivity of the firm.

INDUSTRIAL PROFILE;

Traditionally, Tamil Nadu is known for automobile manufacturing. Since 1953, when Simpsons pioneered India's automobile industry in Chennai with the manufacture of motor cars, diesel engines and steam passenger buses, the industry has grown steadily. A number of automobile and auto components manufacturing plants have been established since then earning Chennai the sobriquet the "Detroit of India". During the 1990s and early 2000s, Tamil Nadu witnessed the second wave of the "automobile boom". Currently, there are 6 car manufacturers located around Chennai including Ford, Hyundai, Renault, Nissan, Mitsubishi and BMW. The total capacity of these 6 car projects is 13.80 lakhs units per year. Apart from this, two more commercial vehicles manufacturing plants are under construction with a total capacity of 3.71 lakhs per annum. During 2007-09, India's total export of automobile was Rs.8861.33 core, of which, Chennai alone exported Rs.4,733 core (53.41%). Chennai is now emerging as one of the Top 10 Global Automobile Manufacturing Centers. 3.2 Tamil Nadu has the largest auto components industry base and accounts for 35% of India's auto components production (US\$ 6.2 billion). The industry, over the years, developed the capability of manufacturing all the components required for manufacturing vehicles, which is evident from the high levels of indigenization achieved in the vehicle industry as well as the components developed for the completely Indian made vehicles. Three Chennai based industrial groups make more than 22% of India's auto components production. With an existing tire manufacturing facility and commissioning of production by 3 larger tire manufacturing projects, Tamil Nadu, and Chennai in particular, has become one of the largest hubs in the world for tire manufacturing.

COMPANY PROFILE;

MS GLOBAL INDIA AUTOMOTIVE PVT LTD;

MS GLOBAL INDIA AUTOMOTIVE PVT LTD COMPANY is an entity incorporated on 03 August 2011 under Ministry of Corporate Affairs (MCA). MS GLOBAL INDIA PVT LTD is a sole proprietorship entity listed under class's private organization having registration number for the company or limited liability partnership MS GLOBAL INDIA AUTOMOTIVE PVT LTD COMPANY is a non-govt company and further partnership MS GLOBAL INDIA AUTOMOTIVE PVT LTD COMPANY is classified as a company limited by shares. The concerned entity is incorporated and registered under its relevant statute by the registered office of company. Partnership MS GLOBAL INDIA AUTOMOTIVE PVT LTD COMPANY main objective is manufacturing and work to be done under the same is manufacture of furniture. The company limited share having authorized share capital and paid share capital of RS.70 core. The official address for the registered office of the organization: MS GLOBAL INDIA AUTOMOTIVE PVT LTD NO.133, 134, 135 parts, SIPCOT industrial park Orgadam village, matter post, Sriperumbudur taluk, Tamilnadu-602105

Manufacturing: Motor, generator and furniture manufacturing

REVIEW OF LITERATURE;

This chapter deals with the review of the previous studies relevant to the field of training and development.

Karthick (2012) training objective still the trainee that what is expected out of

Him at the end of the training program. Training objectives are of great significance from a number of stakeholder perspective; trainer, trainee, designer, evaluator. ISSN2231-4172.

Kalaiselvan and Nachi Muthu (2011) training cost and business benefits are drawn on x and y axis respectively. Four quadrants were identified to highlight. ISSN2231-4172.

(1). Strategic (lower training cost and higher business benefits). (2). Payback (higher training cost and higher business benefits).

(3). Think (lower training cost and lower business benefits).

Drop (high training cost and higher business benefits).

Bates and Davis (2010) usefulness of training programmer is possible only when the trainee is able to practice the theoretical aspects learned in training programming actual work environment. ISSN2231-4172.

Gianfranco, Sebastian and Peccei (2009) the key determinant so over all satisfaction with training (OST), perceived training efficiency (PTE) and perceived usefulness of training (PUT). ISSN2231-4172.

Chi, Li and Lee (2008) training programmer is dependent on the following parameters for its success. ISSN2231-4172.

- Perceived value of learning programmer
- Attitude to teacher
- Response to learning conditions.

RESEARCH METHODOLOGY;

RESEARCH:

Research is a process in which the researchers wish to find out the end result for a given problem and thus the solution helps in future course of action. Their search has been defined as "A careful investigation or enquiry especially through search for new facts in branch of knowledge". It is an academic activity and as such the term should be used in technical sense. According to Cliff for wooded search comprises defining and redefining the problems formulating the hypothesis or suggested solutions collecting organizing and evaluating data; making education and researching conclusions at last carefully testing the conclusion to determine whether they fit the formulating hypothesis.

RESEARCH DESIGN:

The research design for my study is primarily descriptive in nature. It involves survey and fact finding enquire of different kinds of major purpose of descriptive research is description of state of affairs, as it exists up to present. The main characteristics of this method are researcher has no control over the variable. Questionnaire type is used for this research. The methods of researches utilized in descriptive research are survey methods of all kinds, including comparative and correlation methods.

DESCRIPTIVE RESEARCH DESIGN:

It also known as statistical research, describes the data and characteristics about the population being studied. Descriptive research answers the questions who, what, when, where and how. The research design must contain a clear statement of the research problem, the procedures and techniques to be used for gathering information, the population to study and the methods to be used in processing and analyzing data.

POPULATION:

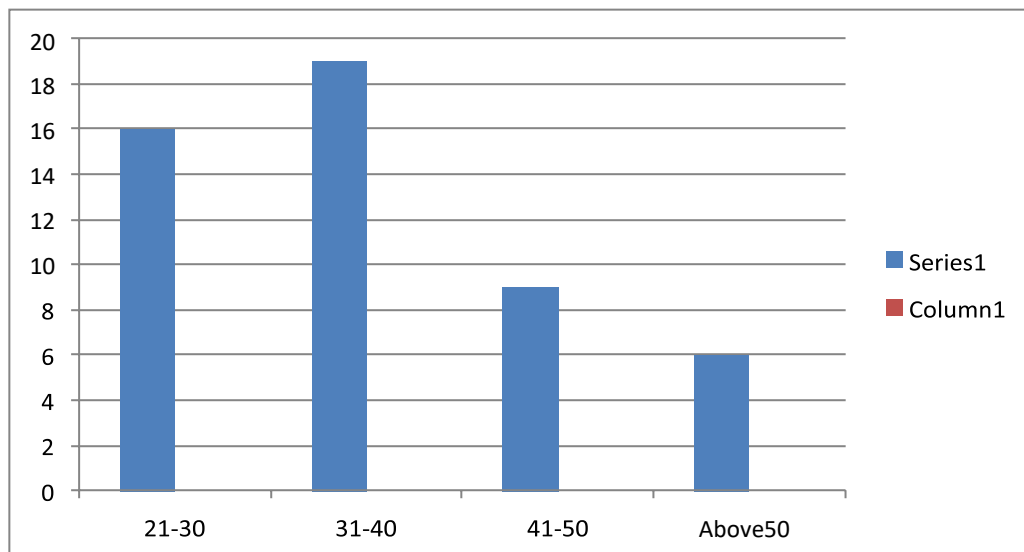
Population of the study is 800

DATA ANALYSIS AND INTER PRETATION;

TABLE-4.1

AGE

S.NO	PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
1	21-30	16	32%
2	31-40	19	38%
3	41-50	9	18%
4	ABOVE50	6	12%
	TOTAL	50	100%



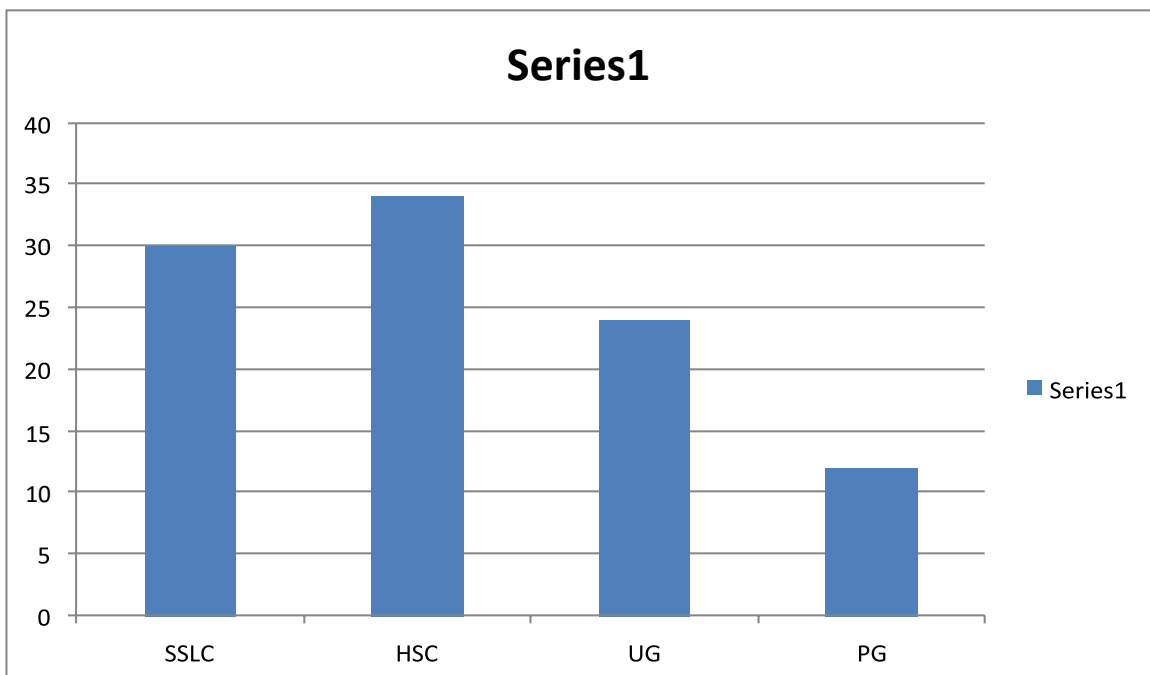
INFERENCE:

From the above table it is seen that 38% of the respondents are in the category of 31-40 years and 32% of respondents are in the category of 21-30 years, 18% of the respondents are in the category of 41-50 years and 12% of the respondents are in the category of above 50 years.

EDUCATIONAL QUALIFICATIONS;

S.NO	PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
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1	SSLC	15	30%
2	HSC	17	34%
3	UG	12	24%
4	PG	6	12%
	TOTAL	50	100%



INFERENCE:

From the above table it is seen that 34% of the respondents are in the category of HSC, 30 of respondents are in the category of SSLC, 24% of the respondents are in the category of UG and 12% of the respondents are in the category of PG.

FINDINGS;

- 26% of employee agree the organization consider trainings their strategy
- 34% of respondent said that training is given more to new staffing the organization thus it can be concluded that organization gives more important for training newly recruited staff.
- 34% of employee believes that the retraining barrier.
- 28% of their respondents said that organization uses internship training
- 28% of employees strongly agree that training session conducted in organization is useful
- 44% of employee strongly agree that training increase their productivity
- 52% of the employee agree that training improve the knowledge in the organization
- 56% of employees are willingness to attend the training in the organization

- 46% of employee completely agree that training perform the productivity.
- 54% of employee have large extent to work bettering the organization
- 46% of employee have some extent to work well in the organization.
- 44% of employee agree for their effectiveness training program in the organization
- 54% of employee agree the technical skill give information in the organization
- 26% of employee agree the management skill give information in the organization
- 20% of the presentation employee agree skill give information in the organization

SUGGESTIONS;

- Employee feel that time is not enough for their training programmer so the company can increase the time duration of the training programmer
- The most of the employee have neutral opinion training session and training program can be incorporate new techniques to the attention involvement of employees
- The employee expect more training session to improve their performance, so the company can arrange extra training session which in turn improves productivity of the organization
- More training session which gives emphasis to technical skills can be arrange The company has to take necessary measures to improve team work among employees for better performance

CONCLUSION;

On the basis of the study, the success of any organization lies in the effective of the manpower. The behavior and motivation to work in a key aspect which builds the company image in the eyes of the people. It might not be easy touch and culture thatched taken years to develop. To have an effective training and development oriented company, the management needs a complete focus and right implementation method on employee skills

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