

**A STUDY ON EMPLOYEES TRAINING AND DEVELOPMENT
WITH REFERENCE TO SAEHAN STAMPING LIMITED**

PROJECT REPORT

**(A Report Submitted in Partial Fulfilment of the Requirements for the Degree of
Master of Business Administration in Pondicherry University)**



Submitted by

NITESH GOUTHAM M

ENROLMENT NO: 2022395062

MBA: HUMAN RESOURCE MANAGEMENT

Project Supervisor

Dr.S. KARTHIKEYAN, MBA., Ph.D.,

DIRECTORATE OF DISTANCE EDUCATION

PONDICHERRY UNIVERSITY

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CERTIFICATE OF THE GUIDE

This is to certify that the Project Work titled “**A STUDY ON EMPLOYEES TRAINING AND DEVELOPMENT WITH REFERENCE TO SAEHAN STAMPING LIMITED**” is a Bonafide work done by **NITESH GOUTHAM M** (Enrolment No: **2022395062**) carried out in partial fulfilment for the award of degree of MBA: HUMAN RESOURCE MANAGEMENT of Pondicherry University under my guidance. This project work is original and not submitted by earlier for the award of any Degree/ Diploma or Associateship of any other University/Institution.

SIGNATURE

Place:

Date:

DECLARATION

I, Mr. **NITHESH GOUTHAM M (2022395062)** hereby declare that the Project Work titled “**A STUDY ON EMPLOYEES TRAINING AND DEVELOPMENT WITH REFERENCE TO SAEHAN STAMPING LIMITED**” is the original work done by me and submitted to the Pondicherry University in partial fulfilment of requirements for the award of Master of Business Administration in HUMAN RESOURCE MANAGEMENT is a record of original work done by me under the supervision of **Dr.S. KARTHIKEYAN, MBA., Ph.D.,** SKP ENGINEERING COLLEGE, TAMILNADU.

Enroll No: 2022395062

Date:

SIGNATURE

NITHESH GOUTHAM M

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ABSTRACT

Employee relationship management constitutes an emerging trend of managing human resource by building and maintaining individualized and mutually valuable relationship with employees based on information technology. Employees are the major assets of an organization. It is very essential that the employees perform together as a collective unit and contribute equally towards the realization of common goal. However, given the early and still emerging state, there is little knowledge and agreement regarding ERM. Hence here the paper attempts to clarify the concept and derive research implications. The technological and strategic of ERM are discussed based on the Customer Relationship Management. As a result, a first general outline of an interesting concept is presented. Based on outline, the major implications for further theoretical and empirical evaluation of ERM are derived to propose directions for future research. Employee relationship management has focused on enabling to collaborate on typical managerial tasks with their employers. By engaging inputs from both sides of the employment relationship, ERM platforms aim to align the interests of both parties, worker and employer, and inform day-to-day business functions under a streamlined workflow. The equation that we are considering has the elements of scientific management, industrial welfare, and human relations as the causative factors affecting good employment relation.

Key-words: Employee satisfaction, Employee relation, Employee benefits, Customer relationship, internal employee relationship management.

CHAPTER – I

1.1 INTRODUCTION

Training is concerned with imparting and developing specific skills for a particular purpose. Training is a process of learning a sequence of programmed behaviour. This behaviour is relevant to a specific phenomenon that is a job. Training programmes helps in improving the performance of the employees which in turn lead to better output. The term development refers to the nature and direction of change induced in employees, particularly managerial personnel, through the process of training and educative process. Thus, training and development plays an important role in organization and it is unavoidable. The study focus on To what extend training and development helpful in improving employee's performance in the firm.

Training intervention in human resources development is very crucial issue in an organization. To an organization, it is regarded as a means to achieve effective human resources development objectives. The effectiveness of HRD program depends on the degree of participation of employees' and hence, reflects in the intended business outcome. Unlike in adult education research, the employee participates in HRD has received little attention among the researchers. Presently, there is need for research on training participation because of the concern low participation and high drop-out rate of e-learning within the industry. AAVIN wording to a report cited by ASTD &The mashie centre (2001) only about 69 per cent of employees participated in mandatory e-learning while 32 per cent of employees participated in voluntary training. Another report confirms that more than 70 per cent of participants in the e-learning training program do not complete the online program schedule. This is referring to as an 'embarrassing secret corporate learning.

There is a clear indication that technology enhancing e-learning training program are faced with some challenges in attracting participant to actively participate to completion. This challenge makes it necessary to conduct research in-depth research on this concept with the intention of finding the appropriate theory that will provide an insight for the practicing manager to deploy an effective strategy to improve employees' participation and preference for e learning intervention program.

DEFINITION

Training is a systematic process through which an organization's human resource gain knowledge and develop skills by instruction and practical activities that result in improved corporate performance.

TRAINING AND DEVELOPMENT

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.

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”

BENEFITS OF TRAINING

Training of employees is costly but the ultimate cost is much more if an organization ignores to train its employees. Hence investment in training is necessary since the training brings a number of benefits to the organization as well as to the employees. The benefits to the organizations are listed below.

- Faster learning of new skills
- Increased productivity
- Standardization of procedures
- Reduced need of supervision
- Increased motivation and morale of the employees
- Economy of operations
- Managerial development

The benefits to the employees are as follows.

- Increase of the confidence level
- Learning of new skills
- Helps in career advancement and higher earnings.
- Developing resilience to change
- Improving safety at the workplace
- Helping in teamwork and hence improving interpersonal relationship

1.2 INDUSTRY PROFILE

A home appliance, also referred to as a domestic appliance, an electric appliance or a household appliance, is a machine which assists in household functions such as cooking, cleaning and food preservation.

Indian Home Appliances Market has generated USD 75 Billion in the current year and is poised to achieve a CAGR of 5.5% for the forecast period. The home appliance industry is one of the fastest expanding in the Indian market. Home appliances in India have been expanding steadily, driven by both large and small appliances.

In 2022, most household appliance categories had growth in both retail volume and current value. The industry has a sizable untapped market for appliances such as air conditioners (AC), washing machines, and refrigerators.

The growing economy and changing lifestyles of Indian consumers have resulted in an increase in the number of working individuals, nuclear families, single-person homes, and job migration.

As a result, these emerging homes have a growing need for accessibility and are looking for items that provide convenience while significantly reducing the time and effort spent on daily activities. The emphasis on energy-efficient products, rising digital penetration, and rising aspirations are the key growth factors for this market.

The development of self-contained electric and gas-powered appliances, an American innovation, emerged in the early 20th century. This evolution is linked to the decline of full-time domestic servants and desire to reduce household chores, allowing for more leisure time.

Early appliances included washing machines, water heaters, refrigerators, and sewing machines. The industry saw significant growth post-World War II, with the introduction of dishwashers and clothes dryers.

By the 1980s, the appliance industry was booming, leading to mergers and antitrust legislation. The US National Appliance Energy Conservation Act of 1987 mandated a 25% reduction in energy consumption every five years. By the 1990s, five companies dominated over 90% of the market.

Recycling

Appliance recycling consists of dismantling waste home appliances and scrapping their parts for reuse. The main types of appliances that are recycled are T.V.s, refrigerators, air conditioners, washing machines, and computers. It involves disassembly, removal of hazardous components and destruction of the equipment to recover materials, generally by shredding, sorting and grading.

Household Appliances Market: Growth Factors

The household appliances market experiences growth with an increase in consumer spending power and rising disposable income for several reasons. Higher income levels allow consumers to afford larger purchases, such as major appliances like refrigerators, washing machines, and dishwashers, which they may have postponed due to financial constraints.

For instance, the survey found that 58% of families experienced increased household spending, signalling a trend towards luxury upgrades among Indian consumers. However, 79% have maintained their consumption levels, showing a cautious stance towards discretionary spending.

Appliances Market Opportunities

Shifting consumers toward eco-friendly & energy-efficient appliances

The shift towards eco-friendly and energy-efficient appliances is driving the household appliances market due to several key factors. Increased environmental awareness among consumers has led to a growing preference for products that minimize their carbon footprint and reduce energy consumption.

1.3 COMPANY PROIFLE

Trader of automobile parts, home appliances, kitchen ware, ac and refrigerator. **Basic Information**

Nature of Business	Exporter and Retailer
Additional Business	Trader
Company CEO	Sivam Jaisan
Legal Status of Firm	Limited Company (Ltd./Pvt.Ltd.)
Annual Turnover	Rs. 25 - 50 Crore
GST No.	33AAOCS6723M1ZU
CIN No.	U29268TN2007PTC062585

Customer Delightedness

With exemplary customer service we strive to deliver the best experience to our customers. We promise to you that our essential products will bring you happiness, and our customer service will delight you by providing you with exceptional service.

Choose Products Based on Expertise

As a leading retailer we supply a wide range of branded electronic products which include mobiles, TVs, refrigerators, air conditioners, microwaves, washing machines, laptops & desktops, cameras & security systems, network accessories & many more. In addition to our traditional home appliances, we make sure that all of our products enhance the unique way we live in our homes in India.

Offers the Best International and Exclusive Brands

Our stores have an unmatched selection of the world's most outstanding home appliances, often exclusive to our stores.

Knowledge of Products That Is Unrivalled

Besides offering top brands, our expert knowledge and store experience can assist you in selecting products that are best suited to your specific needs.

Services Are of the Highest Quality

Our goal is to serve our customers with world-class customer service and provide trustworthy recommendations to choose the best home appliances for their homes.

Vision

To build brand and drive sale through innovative technologies

Mission

To enhance the business growth of our customers through creative solutions

Quality

Providing exceptionally qualified services that are in line with the latest technology

PRODUCTS & SERVICE

Leading Retailer of Air Conditioner, Automobile Parts, Home Appliances, Kitchenware, Refrigerator and LG Refrigerator from Chennai.





1.4 STATEMENT OF PROBLEM

This study was focused on analysing the effectiveness of the training and development programme at to Saehan stamping at Chennai. Feedback on the training programme conducted and their effect of the programme on employee performance was the main source of data for the study. As the organisation needs to improve its performance through personnel training and development, this study would help the organisation to understand the real importance of training programme on the personnel performance. This study also provides an opportunity to understand the key aspects of training programme and to have insights into effectiveness of training sessions

1.5 OBJECTIVES OF THE STUDY

Primary objective

A study on training & development towards Saehan stamping Limited With special reference to Chennai.

Secondary objective

1. To know whether the training programme helps in increasing the quality of service.
2. To give recommendation to improve the training effectiveness
3. To study existing status of training and development programmes for their employees.
4. To examine the effectiveness of training and development programmes for employees in fulfilment of their duties.
5. To evaluate the effectiveness of training to employees with special reference to Stafford control limited at Chennai.
6. To assess the training facility provided by the firm.

1.6 SCOPE FOR FUTURE STUDY

The study includes evaluation of effectiveness of training programs of employees in Saehan stamping Ltd at Chennai. It also covers the training facilities provided by the organization and the quality service included in the training. There is a great scope to extent the study to whole milk field for better inferences and this study can be used as a primary data work and impact of training to the employees. It can be used as a base study for further research on growth, expansion and modernization.

1.7 LIMITATION OF THE STUDY

The present study is limited to many aspects. Providing information about Training and Development is the outcome of various variables. It is not possible to take in to consideration each and every criterion in this study.

1. Some of the information given by the respondents may be bias.
2. Could not able to collect the information from all the employees of organization because of busy schedule of employees.
3. Analysis is done on the assumption that respondents have given correct information through the Questionnaires.
4. Due to the limitation of the time the research could not be made more detailed.

CHAPTER – II

2.1 REVIEW OF LITERATURE

Nelissen et al. (2017) stated that there is a danger for employers that may arise because of training. Training not only enhances performance and builds competitive advantage but also helps the employee to find any job in the competitive organizations which may be considered as a trigger for turnover employees become more prepared and more employable.

Odhiambo (2018) further indicated that these distinctive employee dimensions that provide distinctive character to an organization which if well utilized could lead to achievement of sustainable competitive advantage.

M.W. Timmins (2018) This chapter describes the main elements of the development of a common language within the disparate mix of disciplines that make up the product development team for smart clothes and wearable technologies. It looks at the importance of introducing a design-led approach to visual communication to enhance accurate communication amongst a group of endusers, industrial stakeholders, and a cross-disciplinary academic research team.

E.E. Peacock (2019) Modern undid natural Fiber paper fabrics were experimentally biodegraded for use in archaeological paper conservation research. Specimens were exposed to soil burial in sandy loam, soil burial in peat, and prolonged soaking in unchanged distilled water for periods of 0.5–32 weeks. The degraded fabrics were evaluated by microscopic examination, chemical analysis, and physical methods of testing.

K.Rajeswari (2019) has studied the conventional theoretical approaches which emphasize economic growth through allocation of substantial resources to Home appliances manufacturing production. An extension of these approaches is proposed to account for the increasingly important role of the sector in innovation and diffusion of technology. In addition, it is argued that the global diffusion of key value-added core components and the imperatives of dynamic, information related economies of scale tend to erode comparative advantages from low labour costs in developing countries.

Bediako (2019) in his study on the effects of training on employee retention in a hospital, found that the skills, and team working skills. Therefore, it is recommended for managers to use measures to make sure that conduct a suitable training system according to employee needs, therefore productivity will increase, turnover will decrease, loyalty and morale of employees will increase, and cost will be decreased. The employee needs analysis should be performed to know the employee motivators which have a positive impact on employee retention and focus on training needs every year in continuous search and improvement. Following training skills have a positive effect on employee retention, these are leadership skills, communication skills, problem-solving skills, interpersonal skills, customer service.

Jaseel (2019) in his investigation stated that training of employees affects their wages and makes them happy with their current job which enhances employee retention and therefore enhances the performance of the firm and profitability then the employee will be part of the company's competitive advantage.

Robert Palmer (2020) has asserted that in the developing countries, and training development has been neglected. Skills development does not appear in the Millennium Development Goals (MDGs) or in much poverty reduction strategies and has been side-lined in Favor of investment in primary education involve in home appliances. However, it is hoped that discussion of skills development in the 2005 Global Monitoring Report and the World Summit in September 2005, will refocus attention on skills.

Sara Marcketti (2020) has concluded that in-depth interviews, has analysed the fashion industry professionals' viewpoints, on creativity, focusing on traits of creative people and how creativity can be developed. Four creative, traits were identified, including different thought processes, determination, having an open mind, and, risk taking. The remaining fashion, professional's distinguished artistic creativity from creative problem solving. Suggested strategies for, creativity enhancement and development included (1) practicing creative thinking strategies, (2), formal training, (3) diverse experiences and exposure to the world; and (4) creating a safe, yet, challenging environment.

Akther and Tariq (2020) considered that the ability to keep employees is influenced by many factors, the most influential are seven factors which are performance appraisal and future growth,

leadership support with the work environment, training and development, recruitment policy, employee benefits, management support to employees, and job security. Besides, training provided by the organization benefits employee knowledge and skills as a retention tool, and this diminishes the gap between standard and desired performance which increases the rate of employee retention.

Koteswari et al. (2020) conducts a study using a structured questionnaire to collect data from a random sample of various employees working in startups from India. The sample size was 270 respondents. The study found job satisfaction influences employee retention, besides that, the study stated that training affected job satisfaction, job satisfaction is a mediating factor in the relation between training and job retention (Koteswari et al., 2020). Training does not have a direct impact on employee retention but training and other factors such as a healthy work environment influence job satisfaction which leads to an increase in retention rate in the organization (Koteswari et al., 2020).

World Economic Forum, 2020. The strategic importance of upskilling is further emphasized by the global talent shortage in the IT sector. Reports by leading institutions have highlighted the growing disparity between the supply of skilled professionals and the demand for expertise in emerging technologies.

Keith E. Maskus (2021) provides a perspective on labour skill, training development and trade in a North Indian context by calculating the factor contents of global Home appliances and bilateral import and export with Asian countries. The factors include natural resources, capital, and 73 distinct and highly detailed occupational categories. The results demonstrate clearly that both intergroup and intragroup specialization of skills is significant determinants of trade. For example, several categories of skilled manual workers are highly ranked sources.

(Abe, Abe, and Adisa, 2021). As new technologies emerge, they often render existing skills less relevant, creating a gap between the capabilities of the workforce and the needs of the industry. This gap poses a significant challenge for companies striving to maintain a competitive edge in the digital economy. Therefore, upskilling initiatives are critical for bridging this divide, ensuring that employees possess the skills necessary to deploy and manage new technologies effectively. Such initiatives are integral to fostering a culture of continuous learning and adaptability, which are key attributes for success in the IT field.

Yaakov Weber (2021) The importance of development and training during post-merger integration process are neglected. In this paper, the role of the individual in corporate culture clash situations, during post-merger integration, is presented. The effects of culture clash in mergers and acquisitions (M&A) on acquired management attitudes and behaviour are discussed. It is proposed that these effects influence post-merger turnover and integration success. Therefore, development and training during post-merger integration, to deal with the effects of culture clash situations in M&A, are pivotal for success. The implications of these ideas for research and practice are discussed.

Raja Suzana (2022) The recognition of training as an important development of human resource in implementing the quality of its human capital needs is no longer a new issue. However, despite several attempts trying to improve the success of training transfer onto the job, majority of the employees attending training had indicated that they had less successfully transferred the knowledge, skills and attitudes they have learnt and even further minimal change in behaviour in their job-related performance. In this paper, the qualitative and quantitative investigation was conducted to examine the extent of training transfer knowledge activities (in compiling, gathering, collating and synthesising the employees experience, knowledge, skills and abilities) among executives at selected agribusiness and agro-technology based organizations. Final knowledge on training transfer performance and program were further formulated with feedback from training transfer expert

David Romero (2022) Paper manufacturing industry is facing important challenges in terms of sustainability, flexibility, ramp-up and time-to-market shortening. This is pushing RTD towards digital tools and methods to simulate and test production processes beforehand and thus bridging the gaps between manufacturing engineering and production. For example, virtual training offers a huge potential to reduce the time and effort of traditional hardware training and thus leading to shorter production ramp-up time.

K. Rajeshram (2023) The simulated operations take place at a welding workstation for truck chassis parts, where automation and manual tasks are combined. The case study aims then to evaluate the impact of gaming-experience and the general usability of the Home Appliances system. This information was analysed and compared. Results showed that: (1) users without gaming experience took considerably more time to complete the sequences than users with gaming

experience, (2) the same amount of mistakes were made by gamers and by no-gamers, and (3) 50% of the mistakes were made during a particular scene. The study thus found that gaming experience influences positively on training completion time using the Home Appliances system.

Dominic (2023) The objective of this article is to analyse and present current Human Resource Management (HRM) practices in Chinese paper manufacturing companies. This work is an initial study of research focused on comparison of Human Resource Management in Chinese and Czech manufacturing companies. A questionnaire consisting of 58 questions devoted to specific aspects of HRM such as recruitment, performance evaluation and remuneration, training and development, was designed to acquire necessary data. Data acquired from 67 Chinese companies were analysed; descriptive statistics and analysis of variation were applied in order to yield the most beneficial outcomes. Results show significant differences in various aspects of HRM depending on the size and the ownership of monitored companies. Results followed with discussion and implications emphasize the importance of proper practices implementing all aspects of HRM in one functional complex.

Alves & Thiebaut (2024) examined how both individuals and organizations contribute to the creation of a learning culture. In other words, the question was how organizations can create an environment that fosters employees' willingness to learn, share knowledge and maintain a positive attitude toward learning. In other words, the problem is how organizations can truly make learning a core corporate value that is visible not only in their mission statements but also in their daily work. Every learning organization is based on the individual desire to learn, the general curiosity, the thirst for knowledge and the fact that every situation is used as an opportunity to learn something new, however the opportunity presents itself. In other words, in addition to the learning opportunities offered or prescribed by the organization, they learn themselves out of intrinsic motivation.

CHAPTER-III

3.1 RESEARCH METHODOLOGY

Research methodology is a way to systematically solve research problem. Research methodology is understood as a source of the study how to research is done scientifically. The various steps adopted by a researcher in studying the research problem along with the logic. The project work entitled “A study on Training & Development towards Saehan stamping Ltd with special reference to at Chennai.

Research Design

The research design constitutes the blue print for the collection, measurement and analysis of data. There are types of research design; they are exploratory research design, experimental research design and describe and diagnostic research design. The research had adopted descriptive research design for the study.

Sample Design

A sample is a subset from the total population. A sample is a subset from the total population. It refers to the techniques or the procedure to the research would adopt in selecting items for the sample (i.e.) the size of the sample.

DETAILS OF POPULATION

The study was conducted on the employees of home appliances Products.

POPULATION FRAME

The data was collected from the company manpower portfolio.

This includes the list of 120 respondents (refer to the analysis of data).

SAMPLING METHOD

Sampling method utilized was convenient sampling was adopted.

Methodology of the data collection

Descriptive research was undertaken to the study of the problem. The study is descriptive in nature. Descriptive research is those which are concerned with describing the characteristics of a particular individual of a group. The descriptive research describes the demographic the characteristic of the respondents and is typical concern with determining frequency with something occurs how the variables vary together.

Sources of data

Primary Data

It was collected through questionnaire further this data, are processed and tabulated using graphs the tables were analysed and the finding has been drawn manufacturing ordinal.

Secondary Data

It refers to a special kind of ratio, it is used to make comparison between two or more series of data, since the percentage reduce everything to a common base and there by allow meaningful comparison be made.

STATISTICAL TOOLS USED

The commonly used statistical tools for analysis of collected data are:

1. Simple Percentage analysis
2. Chi-square Analysis
3. Correlation Analysis

SIMPLE PERCENTAGE ANALYSIS

This method is used to compare two or more series of data, to describe the relationship or the distribution of two or more series of data. Percentage analysis test is done to find out the percentage of the response of the response of the respondent. In this tool various percentage are identified in the analysis and they are presented by the way of Bar Diagrams in order to have better understanding of the analysis.

$$\text{Simple percentage} = \frac{\text{No. of respondents}}{\text{Total No. of respondents}} \times 100$$

CHI- SQUARE ANALYSIS

Chi-square was done to find out one way analysis between socio demographic variable and various dimensions of the program

$$\chi^2 = \frac{(O - E)^2}{E}$$

O – Observed value, E – Expected value

In general, the expected frequency for any cell can be calculated from the following equation.

$$E = RT \times CT / N$$

CORRELATION

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 to +1. Perfect positive correlation (a correlation coefficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction.

$$r = \frac{\sum XY}{\sqrt{(\sum X^2)(\sum Y^2)}}$$

CHAPTER – IV DATA ANALYSIS AND INTERPRETATION

TABLE – 4.1

GENDER OF THE RESPONDENTS

GENDER	RESPONDENTS	PERCENTAGE
Male	71	59.2%
Female	49	40.8%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 59.2% of the respondents are male and remaining 40.8% of the respondents are female respondents.

It is Majority 59.2% of the respondents are male category.

CHART- 4.1
GENDER OF THE RESPONDENTS

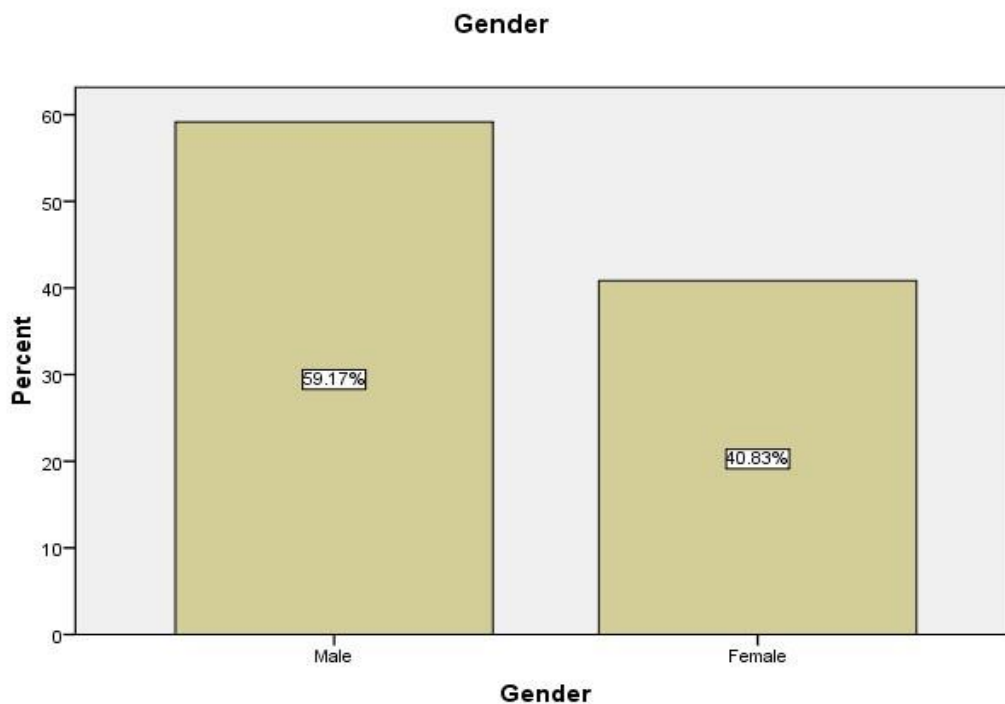


TABLE – 4.2
AGE GROUP OF THE RESPONDENTS

AGE	RESPONDENTS	PERCENTAGE
Below 30 years	27	22.5%
31-35 years	31	25.8%
36-40 years	29	24.2%
41-45 years	21	17.5%
Above 45 years	12	10.0%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 25.8% of the respondents are age group Between 31-35 years, 24.2% of the respondents are age group between 36-40 years, 22.5% of the respondents are age group of Below 30 years, 17.5% of the respondents are age group between 41-45 years and remaining 10% of the respondents are age group of above 45 years.

It is Majority 25.8% of the respondents are age group between 31-35 years.

CHART- 4.2
AGE GROUP OF THE RESPONDENTS

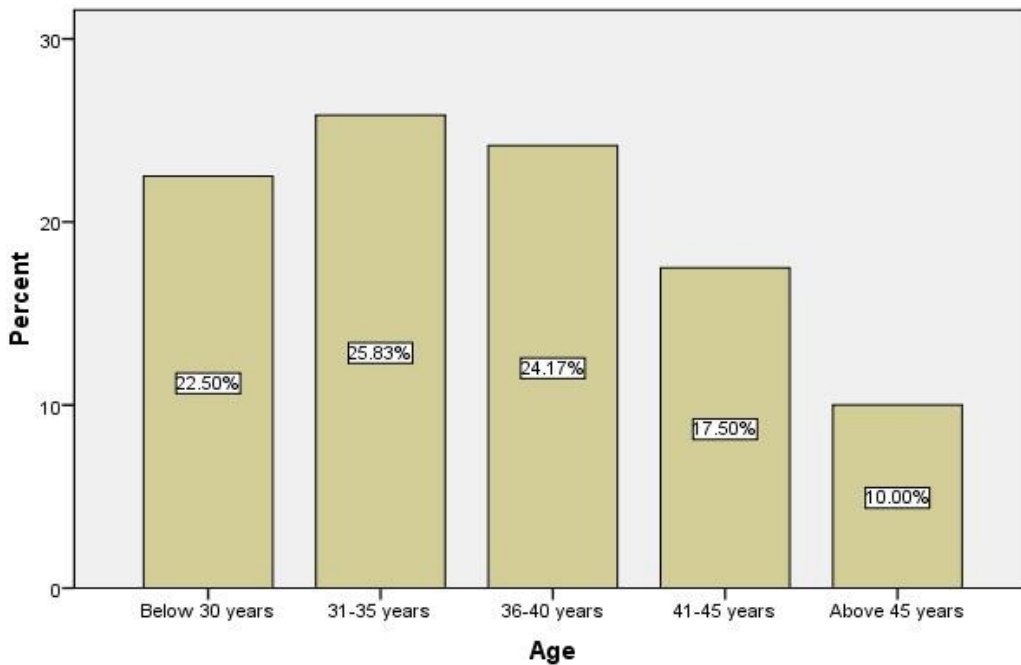


TABLE- 4.3
MARITAL STATUS OF THE RESPONDENTS

MARITAL STATUS	RESPONDENTS	PERCENTAGE
Married	111	92.5%
Unmarried	9	7.5%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 92.5% of the respondents are married person and remaining 7.5% of the respondents are unmarried category.

It is Majority 92.5% of the respondents are married person.

CHART- 4.3
MARITAL STATUS OF THE RESPONDENTS

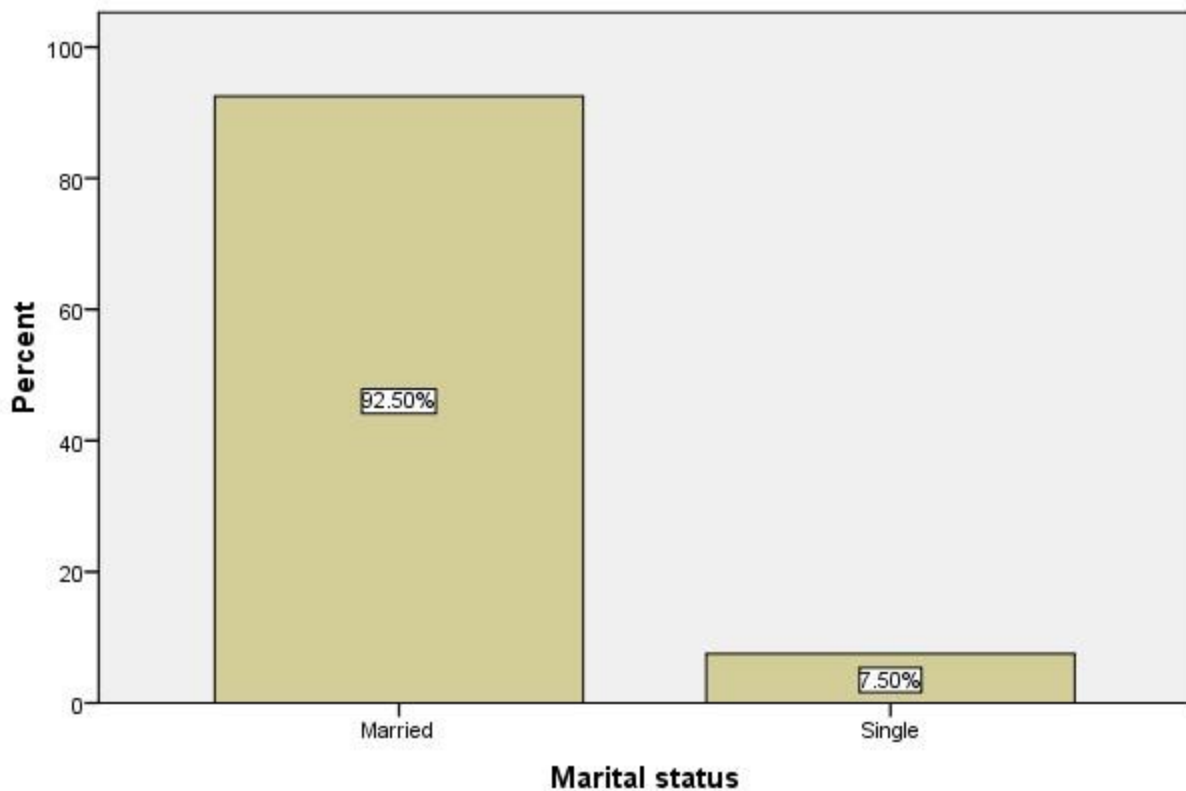


TABLE - 4.4

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

QUALIFICATION	RESPONDENTS	PERCENTAGE
SSLC	17	14.2%
HSC	20	16.7%
UG	38	31.7%
PG	29	24.2%
Others	16	13.3%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 31.7% of the respondents are UG qualification, 24.2% of the respondents are qualified in PG, 16.7% of the respondents are HSC qualification, 14.2% of the respondents are SSLC qualification and remaining 13.3% of the respondents are others qualification.

It is Majority 31.7% of the respondents are UG qualification.

CHART- 4.4

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

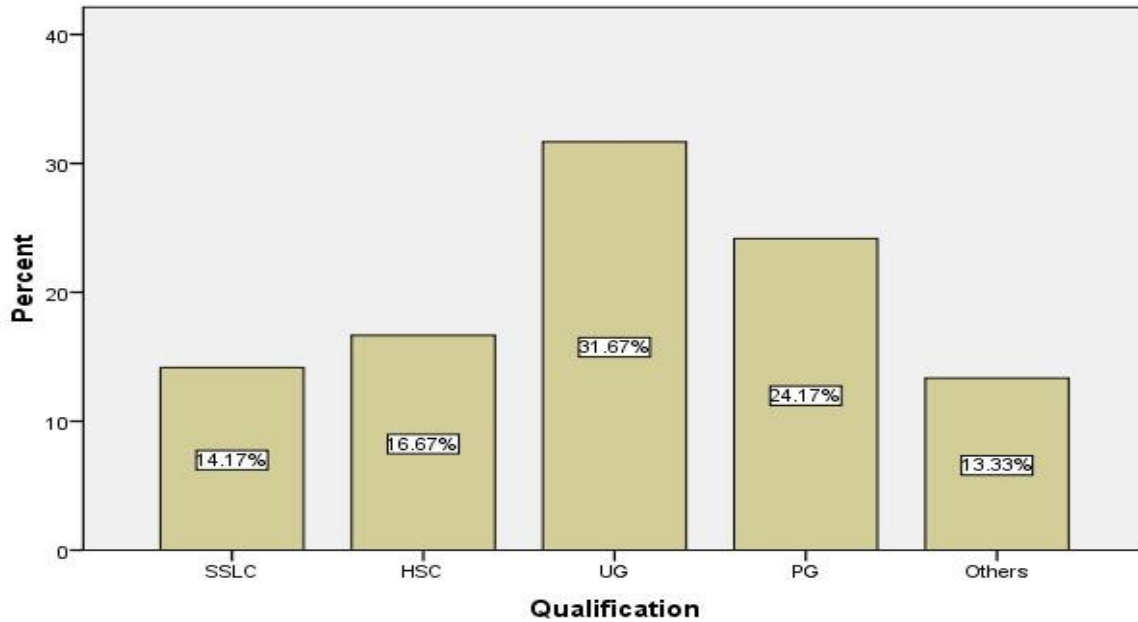


TABLE- 4.5

HAVING TECHNICAL QUALIFICATION

TECHNICAL QUALIFICATION	RESPONDENTS	PERCENTAGE
Yes	92	76.7%
No	28	23.3%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 76.7% of the respondents are having technical qualification and remaining 23.3% of the respondents are can't have technical qualification.

It is Majority 76.7% of the respondents are having technical qualification.

CHART- 4.5
HAVING TECHNICAL QUALIFICATION

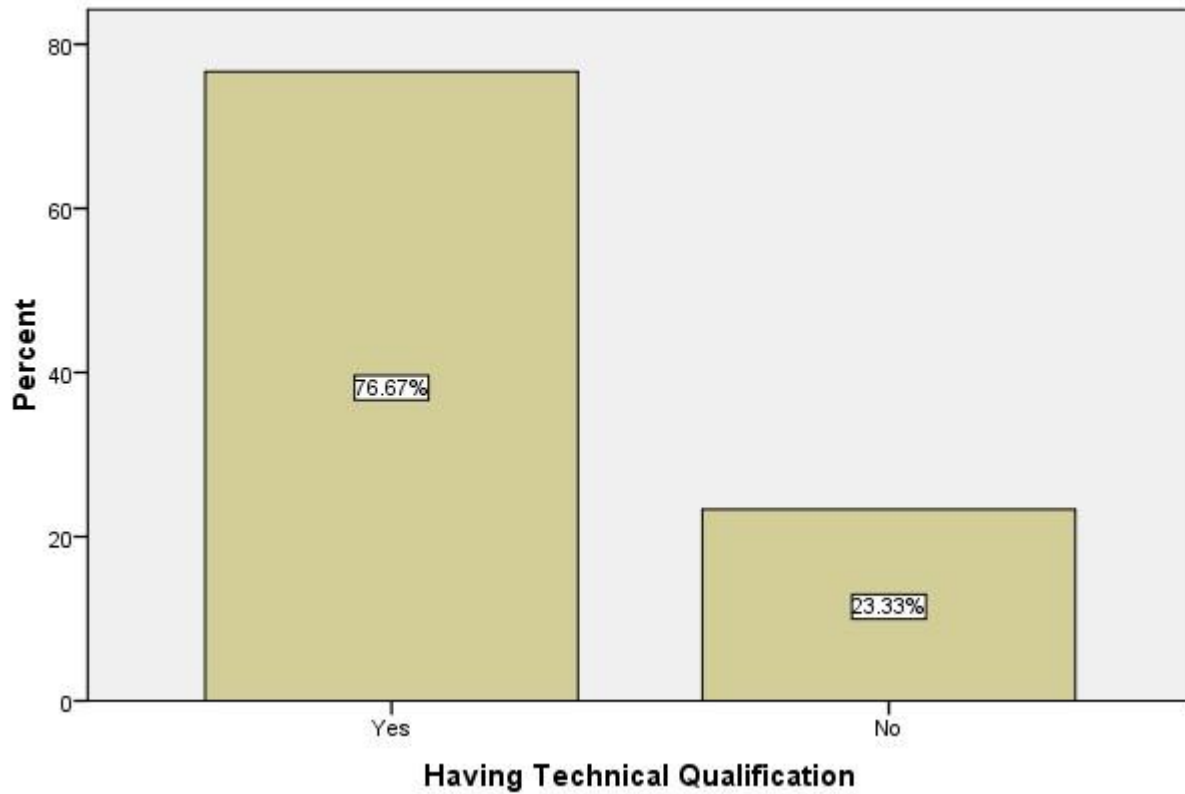


TABLE- 4.6
WORKING EXPERIENCE OF THE RESPONDENTS

EXPERIENCE	RESPONDENTS	PERCENTAGE
Below 2 years	47	39.2%
2-4 years	35	29.2%
4-6 years	25	20.8%
6-8 years	7	5.8%
Above 8 years	6	5.0%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 39.2% of the respondents are below 2 years' experience, 29.2% of the respondents are 2-4 years' experience, 20.8% of the respondents are 4-6 years' experience, 5.8% of the respondents are 6-8 years' experience and remaining 5% of the respondents are experience Above 8 years' experience.

It is Majority 39.2% of the respondents are below 2 years' experience.

CHART- 4.6

WORKING EXPERIENCE OF THE RESPONDENTS

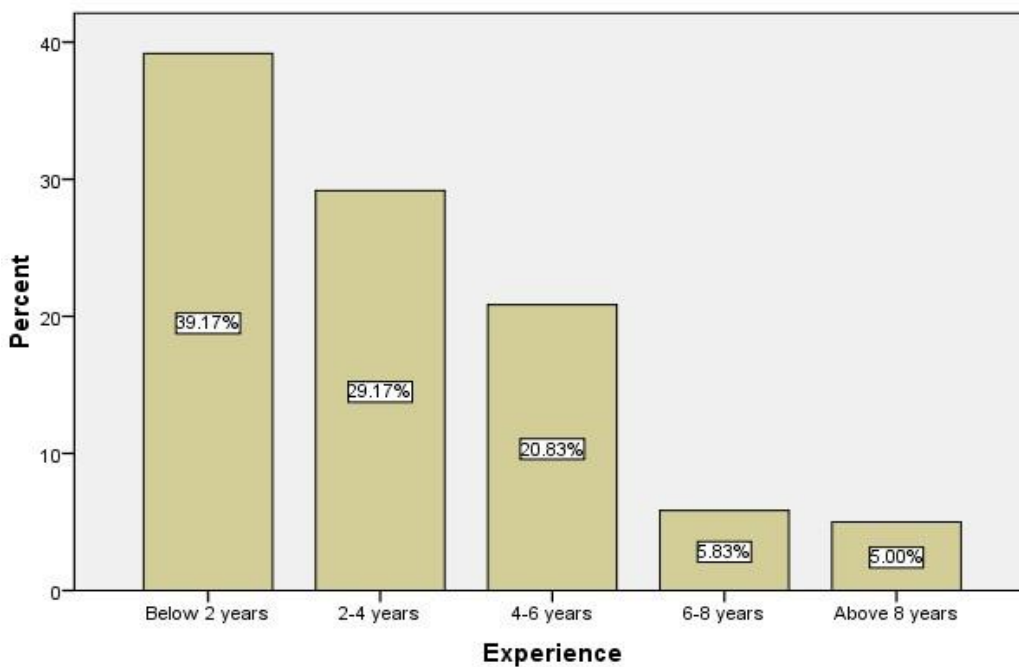


TABLE -4.7

MONTHLY INCOME OF THE RESPONDENTS

MONTHLY INCOME	RESPONDENTS	PERCENTAGE
Below Rs. 10,000	77	64.2%
Rs. 10,001-15,000	23	19.2%
Rs. 15,001-20,000	11	9.2%
Rs. 20,001-25,000	5	4.2%
Above Rs. 25,000	4	3.3%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 64.2% of the respondents are monthly earning of Below Rs.10,000, 19.2% of the respondents are getting monthly income between Rs.10,001-15,000, 9.2% of the respondents are getting monthly income Between Rs.15,001-20,000, 4.2% of the respondents are monthly earning between Rs.20,001-25,000 and remaining 3.3% of the respondents are earn monthly income of above Rs.25,000.

It is Majority 64.2% of the respondents are monthly earning of Below Rs.10,000.

CHART- 4.7
MONTHLY INCOME OF THE RESPONDENTS

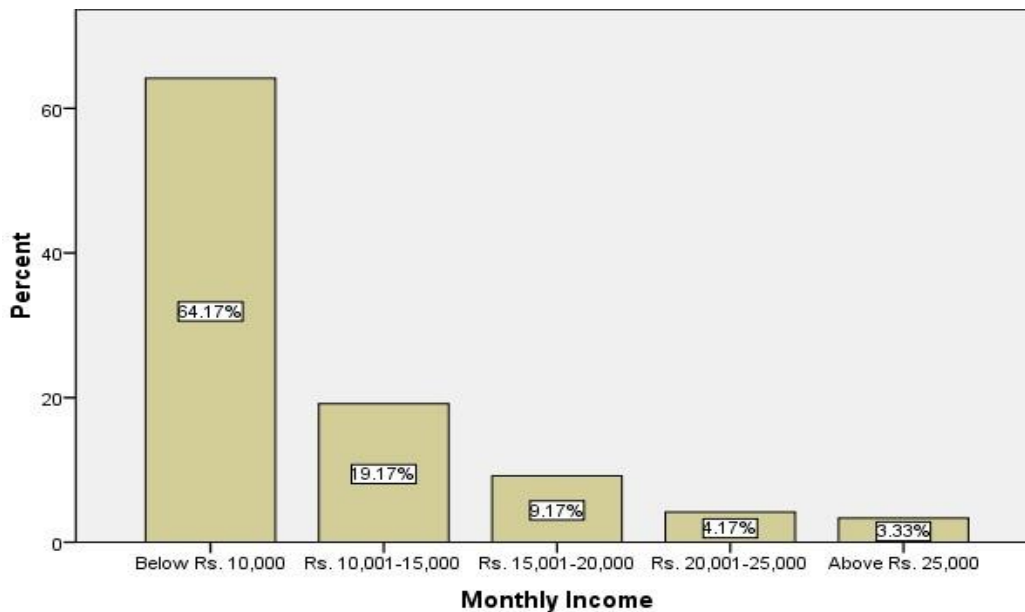


TABLE- 4.8
TRAINING BENEFITS TO THE EMPLOYEES

TRAINING BENEFITS	RESPONDENTS	PERCENTAGE
Faster learning of new skills	28	23.3%
Increased productivity	32	26.7%
Standardization of procedures	24	20.0%
Reduced need of supervision	26	21.7%
Increased motivation and morale of the employees	10	8.3%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 26.7% of the respondents are Benefit learning of new skills, 21.7% of the respondents are Reduced need of supervision benefits, 20% of the respondents are Standardization of procedures benefits and remaining 8.3% of the respondents are Increased motivation and morale of the employees.

It is Majority 26.7% of the respondents are Benefit learning of new skills.

CHART- 4.8
TRAINING BENEFITS TO THE EMPLOYEES

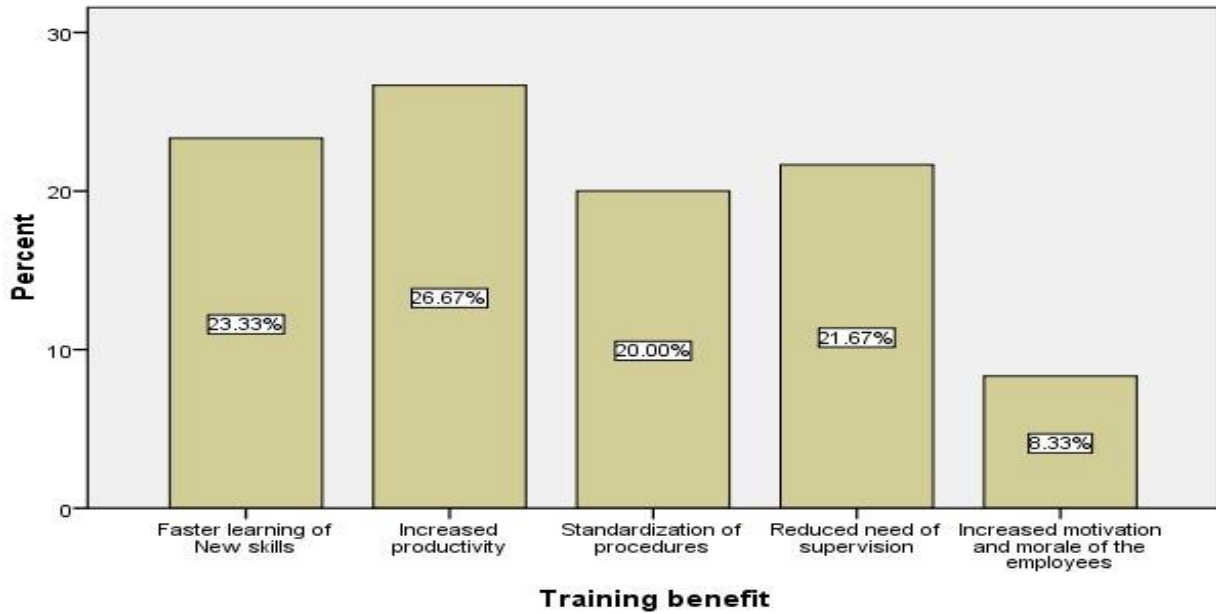


TABLE- 4.9
NEED FOR TRAINING AND DEVELOPMENT

NEED FOR TRAINING	RESPONDENTS	PERCENTAGE
Skill and Knowledge	25	20.8
Improving safety at the workplace	29	24.2
Managerial development	21	17.5
Increase productivity in training	20	16.7
Others	25	20.8
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 24.2% of the respondents are Improving safety at the workplace, 20.8% of the respondents are Skill and Knowledge And other needs, 17.5% of the respondents are needs of Managerial development and remaining 16.7% of the respondents are Increase productivity in training needs.

It is Majority 24.2% of the respondents are Training needs is Improving safety at the workplace.

CHART- 4.9

NEED FOR TRAINING AND DEVELOPMENT



TABLE- 4.10

PROVIDE TIMELY TRAINING

TIMELY TRAINING	RESPONDENTS	PERCENTAGE
Strongly Agree	36	30.0%
Agree	39	32.5%
Moderate	17	14.2%
Disagree	15	12.5%
Strongly disagree	13	10.8%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 32.5% of the respondents are agree that provide Timely training, 30% of the respondents are strongly agree, 14.2% of the respondents are Moderate, 12.5% of the respondents are disagree and remaining 10.8% of the respondents are strongly disagree.

It is Majority 32.5% of the respondents are agreed that provide Timely training.

CHART- 4.10
PROVIDE TIMELY TRAINING

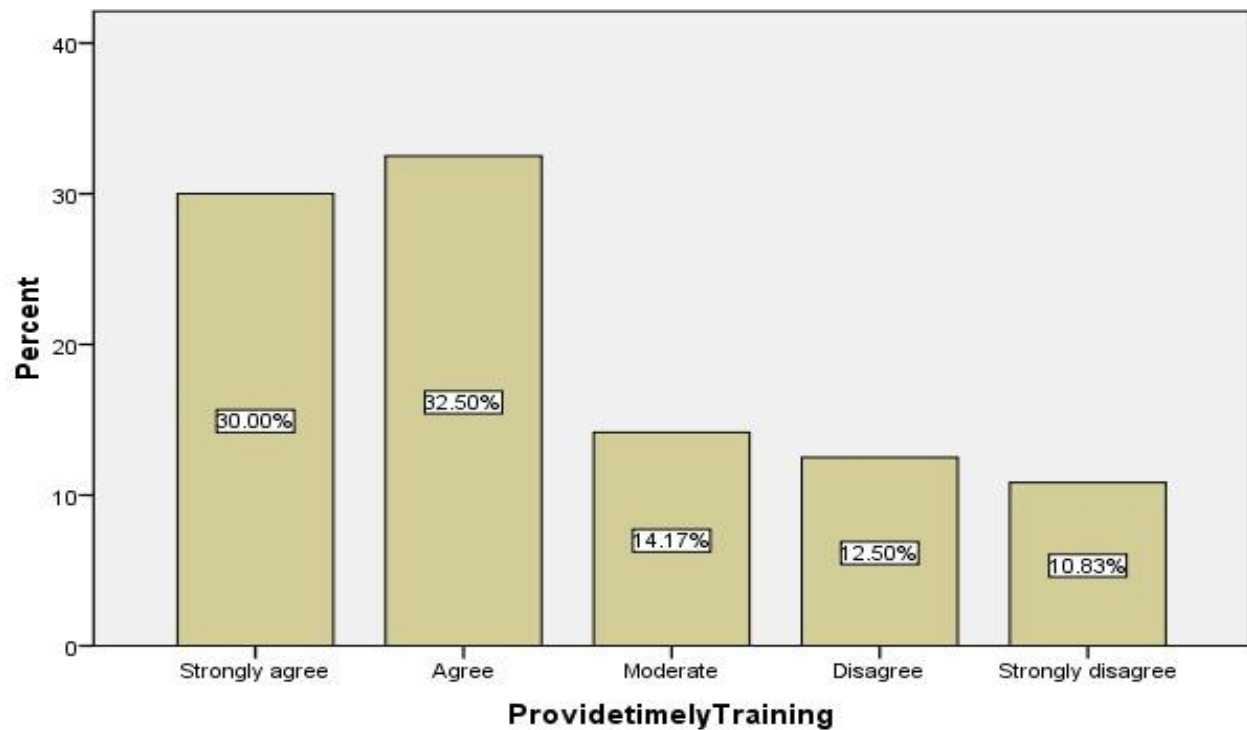


TABLE- 4.11

TRAINING PROGRAMME INCREASING THE QUALITY OF SERVICE

INCREASE QUALITY	RESPONDENTS	PERCENTAGE
Yes	104	86.7%
No	16	13.3%
Total	120	100%

Source: Primary data INFERENCE

The above table shows that, 86.7% of the respondents are Training provide increase the Quality of service and remaining 13.3% of the respondents are no increase.

It is Majority 86.7% of the respondents are Training provide increase the Quality of service.

CHART- 4.11

TRAINING PROGRAMME INCREASING THE QUALITY OF SERVICE

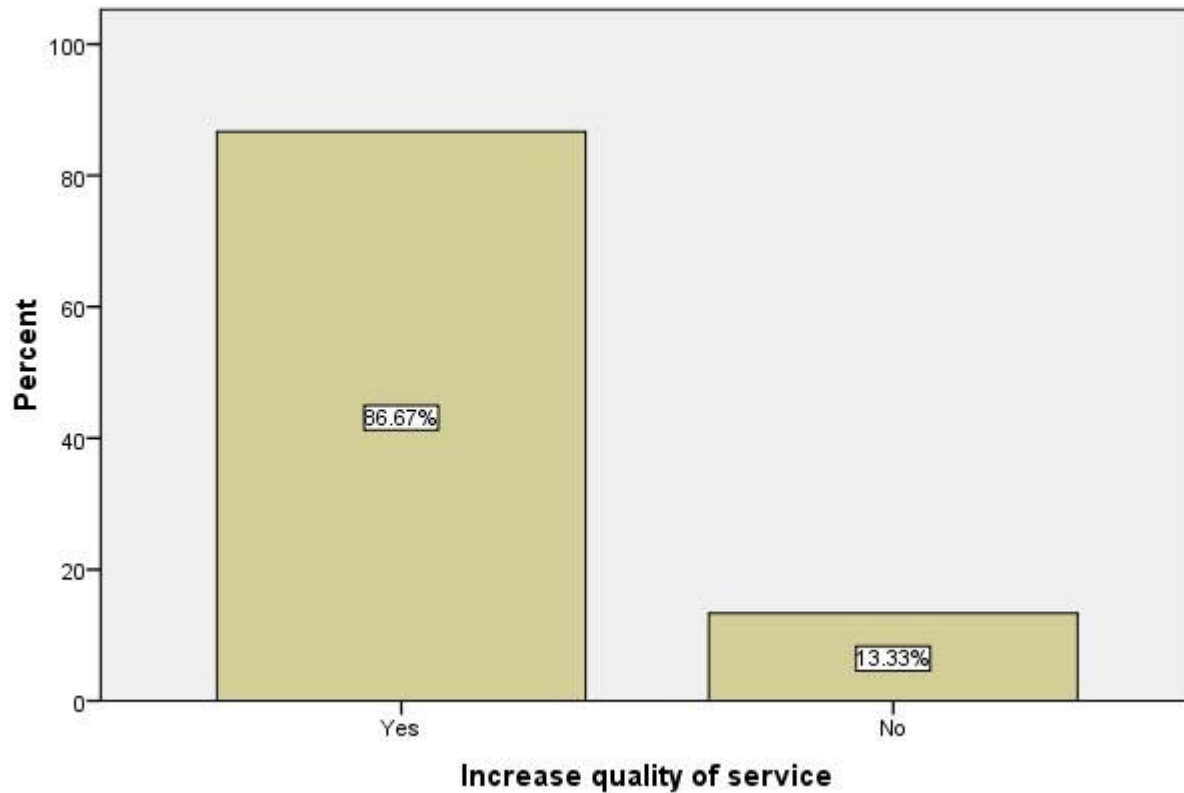


TABLE- 4.12
TECHNICALLY TRAINED TO LABOUR

TRAINED TO LABOUR	RESPONDENTS	PERCENTAGE
Yes	87	72.5
No	33	27.5
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 72.5% of the respondents are Technically trained to labour and remaining 27.5% of the respondents are no technically trained.

It is Majority 72.5% of the respondents are Technically trained to labour

CHART- 4.12
TECHNICALLY TRAINED TO LABOUR

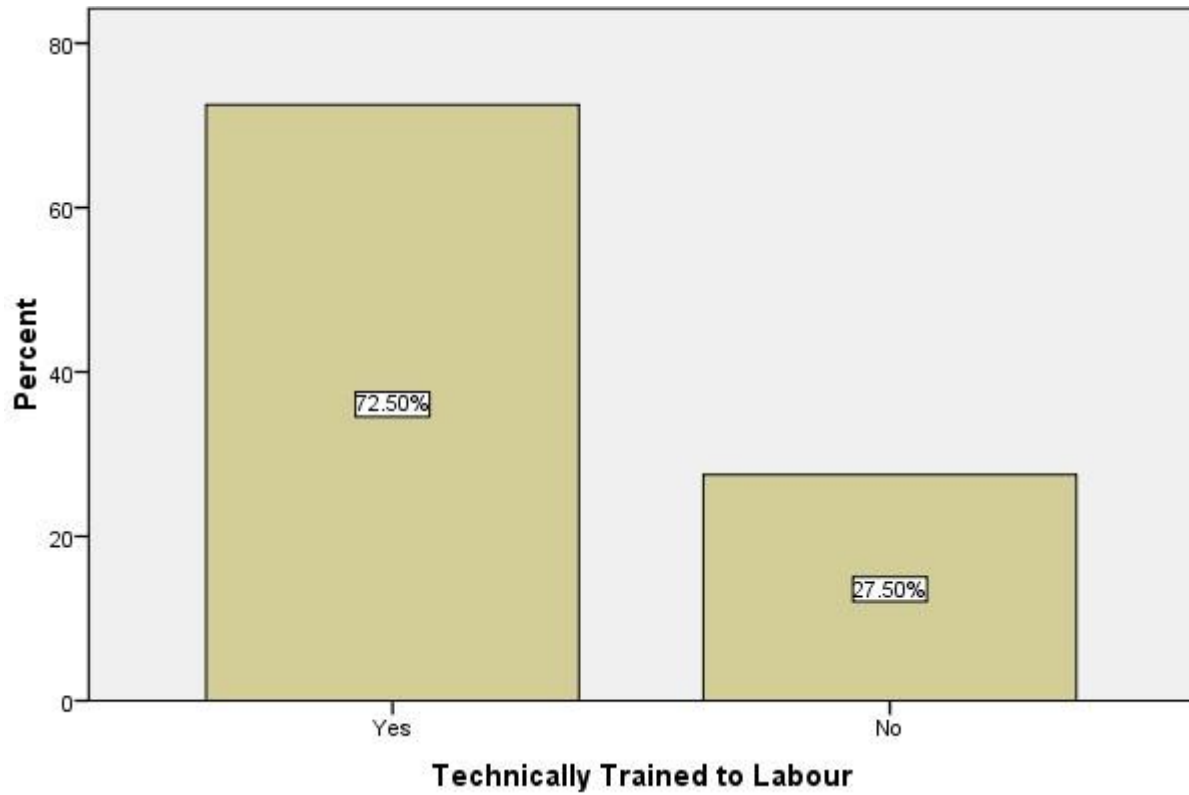


TABLE -4.13
PROVIDE KINDS OF TRAINING

TRAINING KINDS	RESPONDENTS	PERCENTAGE
Basic training	20	16.7%
Practical training	32	26.7%
Advanced training	34	28.3%
Skill training	23	19.2%
Others	11	9.2% ⁰
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 28.3% of the respondents are Provide Advanced training, 26.7% of the respondents are provide practical. training 19.2% of the respondents are Provide skill training, 16.7% of the respondents are provide Basic training and remaining 9.2% of the respondents are other training.

It is Majority 28.3% of the respondents are Provide Advanced training.

CHART- 4.13
PROVIDE KINDS OF TRAINING

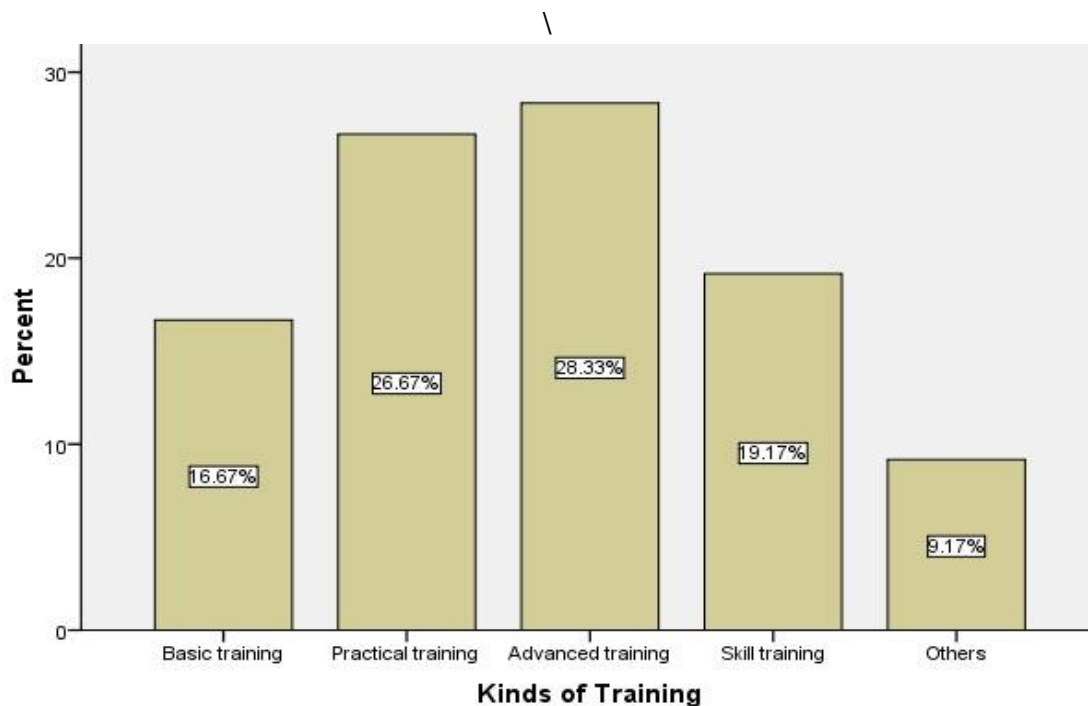


TABLE -4.14
ATTEND ANY TRAINING PROGRAME

ATTEND TRAINING	RESPONDENTS	PERCENTAGE
Yes	41	34.2%
No	79	65.8%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 65.8% of the respondents are no attend training programme for Govt. centre and remaining 34.2% of the respondents are attend training program.

It is Majority 65.8% of the respondents are no attend training programme for Govt. centre.

CHART- 4.14
ATTEND ANY TRAINING PROGRAME

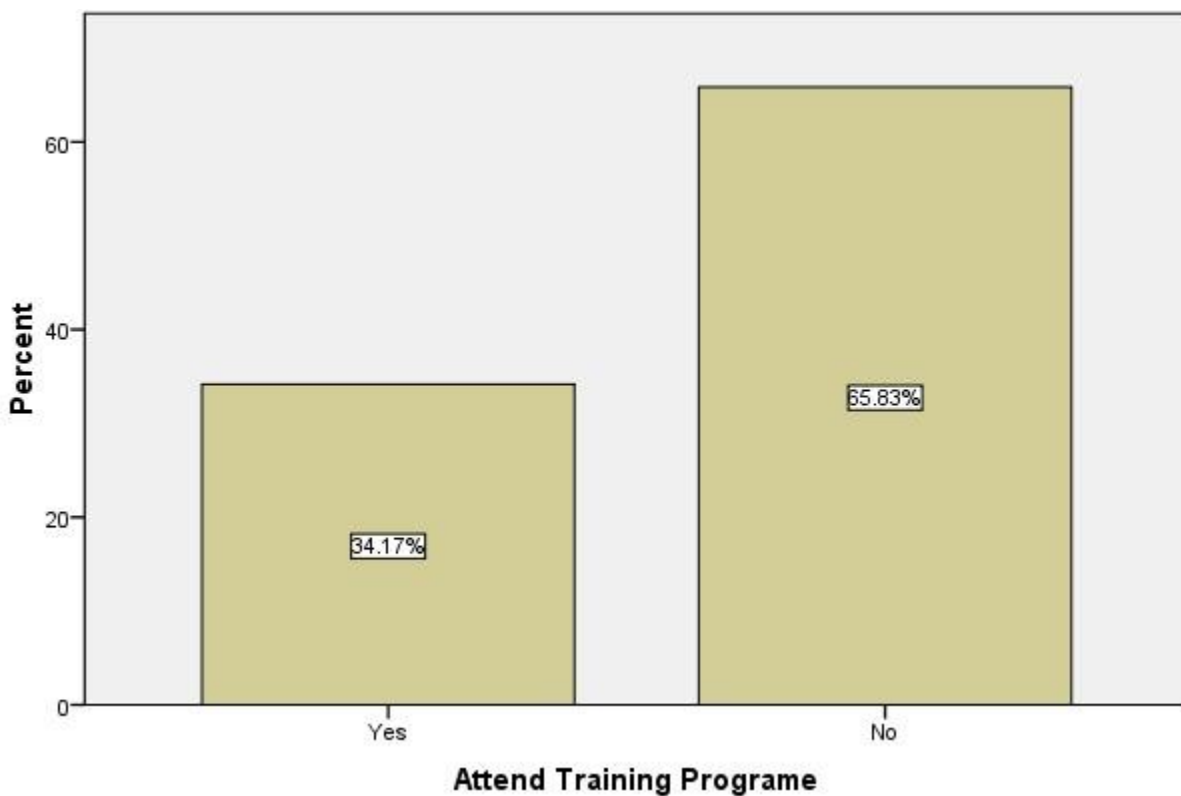


TABLE - 4.15
IMPROVEMENT LEVEL OF AFTER ATTENDING TRAINING

IMPROVEMENT	RESPONDENTS	PERCENTAGE
Very high improvement	37	30.8%
High improvement	42	35.0%
Neutral	18	15.0%
Low improvement	13	10.8%
Very low improvement	10	8.3%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 35% of the respondents are High improvement for attend training, 30.8% of the respondents are very high improvement, 15% of the respondents are Neutral, 10.8% of the respondents are low improvement and remaining 8.3% of the respondents are very low improvement.

It is Majority 35% of the respondents are High improvement for attend after training.

CHART- 4.15
IMPROVEMENT LEVEL OF AFTER ATTENDING TRAINING

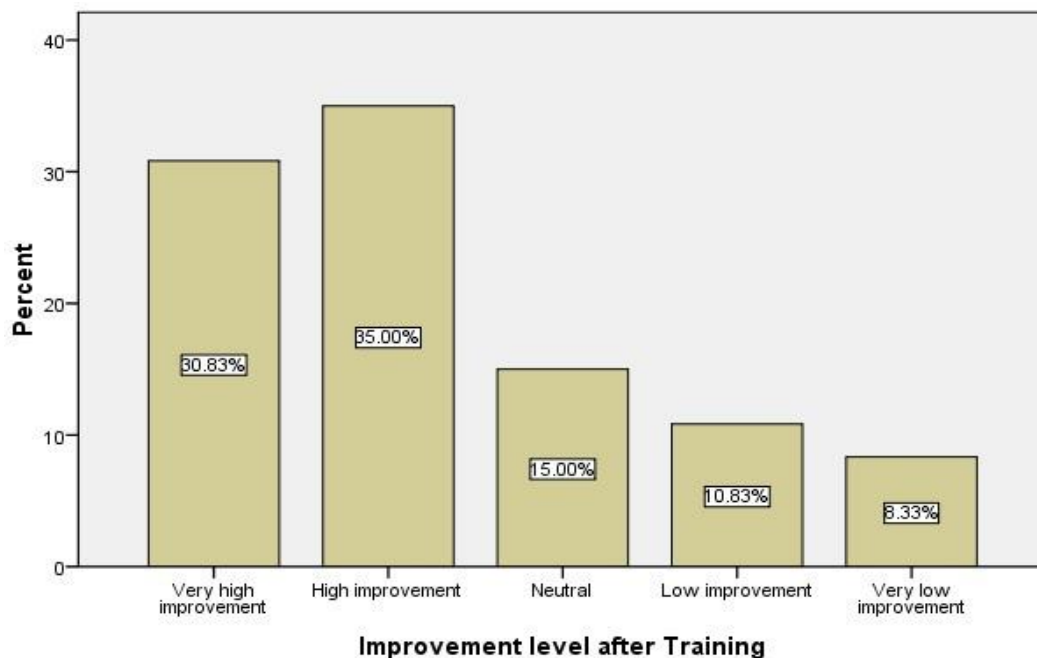


TABLE - 4.16
TRAINING HELPS TO ORGANIZATION DEVELOPMENT

ORGANIZATION DEVELOPMENT	RESPONDENTS	PERCENTAGE
Strongly Agree	38	31.7%
Agree	44	36.7%
Neutral	12	10.0%
Disagree	11	9.2%
Strongly disagree	15	12.5%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 36.7% of the respondents are agree that Training helps to organization development, 31.7% of the respondents are strongly agree, 12.5% of the respondents are Strongly disagree, 10% of the respondents are Neutral and remaining 9.2% of the respondents are disagree.

It is Majority 36.7% of the respondents are agreed that Training helps to organization development.

CHART- 4.16
TRAINING HELPS TO ORGANIZATION DEVELOPMENT

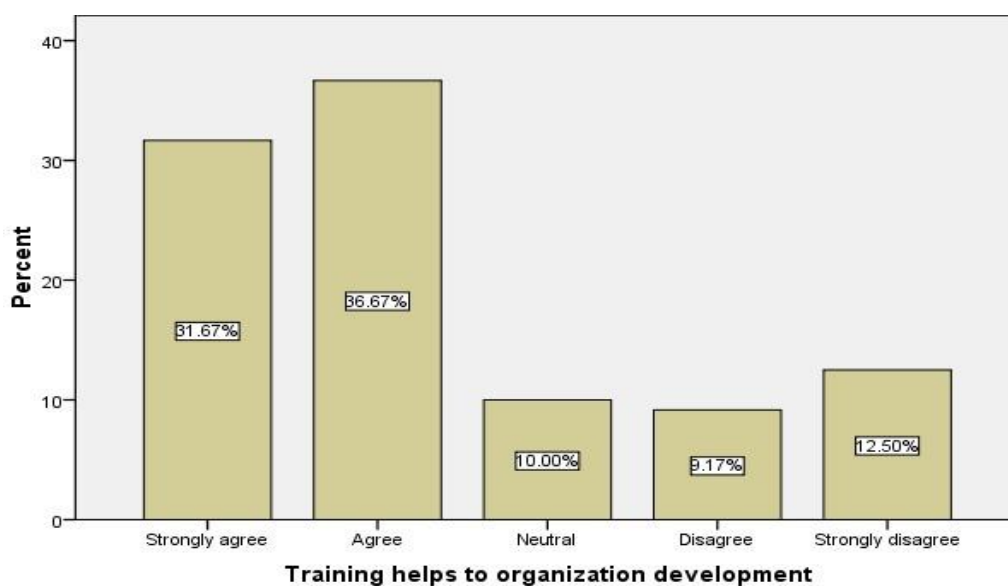


TABLE - 4.17
TRAINING HELPS IN DEVELOPMENT OF NEW SKILL

DEVELOPMENT OF NEW SKILL	RESPONDENTS	PERCENTAGE
Strongly Agree	41	34.2%
Agree	46	38.3%
Neutral	9	7.5%
Disagree	13	10.8%
Strongly disagree	11	9.2%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 38.3% of the respondents are agree that Training helps to develop the new skill, 34.2% of the respondents are strongly agree, 10.8% of the respondents are Disagree, 9.2% of the respondents are Strongly disagree and remaining 7.5% of the respondents are Neutral.

It is Majority 38.3% of the respondents are agreed that Training helps to develop the New skill.

CHART- 4.17
TRAINING HELPS IN DEVELOPMENT OF NEW SKILL

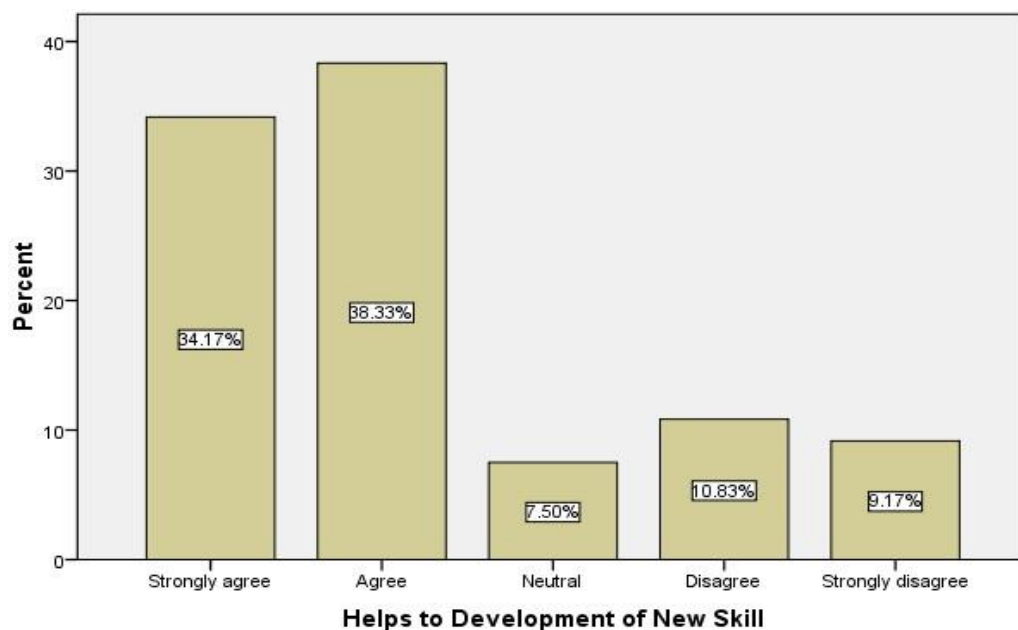


TABLE - 4.18
TRAINING PROGRAMMED HELPS IN SELF-DEVELOPMENT

SELF-DEVELOPMENT	RESPONDENTS	PERCENTAGE
Strongly Agree	32	26.7
Agree	35	29.2
Neutral	18	15.0
Disagree	21	17.5
Strongly disagree	14	11.7
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 29.2% of the respondents are agree that training helps in Self-development, 26.7% of the respondents are strongly agree, 17.5% of the respondents are Disagree, 15% of the respondents are Neutral and remaining 11.7% of the respondents are strongly disagree.

It is Majority 29.2% of the respondents are agreed that training helps in Self-development.

CHART- 4.18
TRAINING PROGRAMMED HELPS IN SELF-DEVELOPMENT

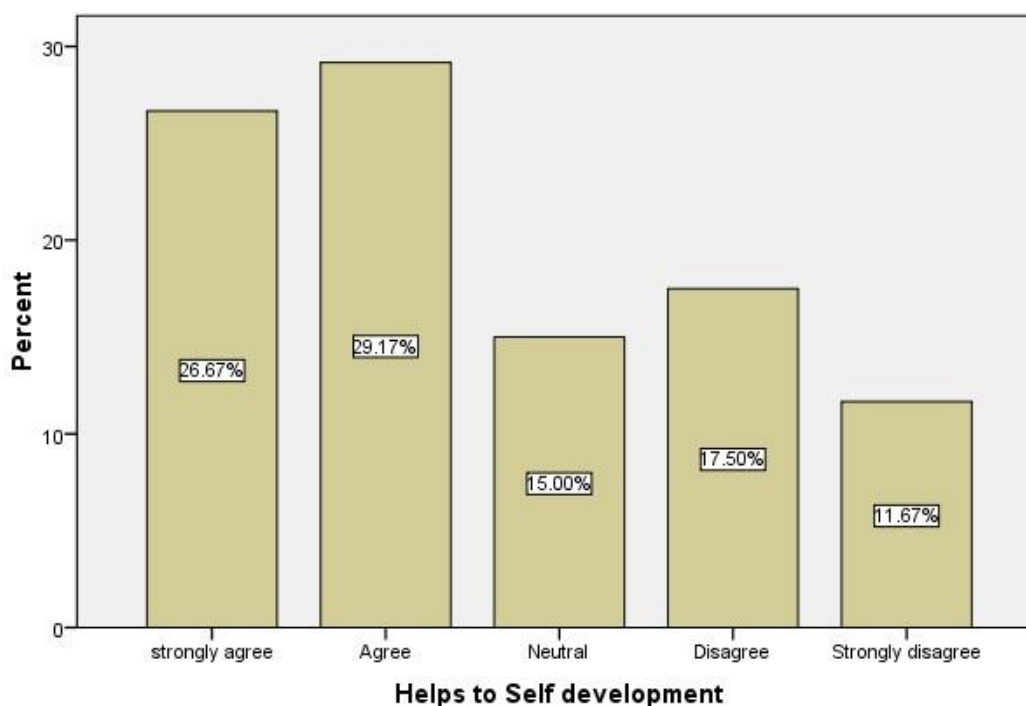


TABLE -4.19
TRAINING MAKES WORK BETTER WITH JOB SATISFACTION

BETTER WORK	RESPONDENTS	PERCENTAGE
Strongly Agree	37	30.8%
Agree	40	33.3%
Neutral	14	11.7%
Disagree	12	10.0%
Strongly disagree	17	14.2%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 33.3% of the respondents are agree that Training better work with job satisfaction, 30.8% of the respondents are strongly agree, 14.2% of the respondents are strongly disagree, 11.7% of the respondents are neutral and remaining 10% of the respondents are disagree.

It is Majority 33.3% of the respondents are agreed that Training better work with job satisfaction.

CHART- 4.19
TRAINING MAKES WORK BETTER WITH JOB SATISFACTION

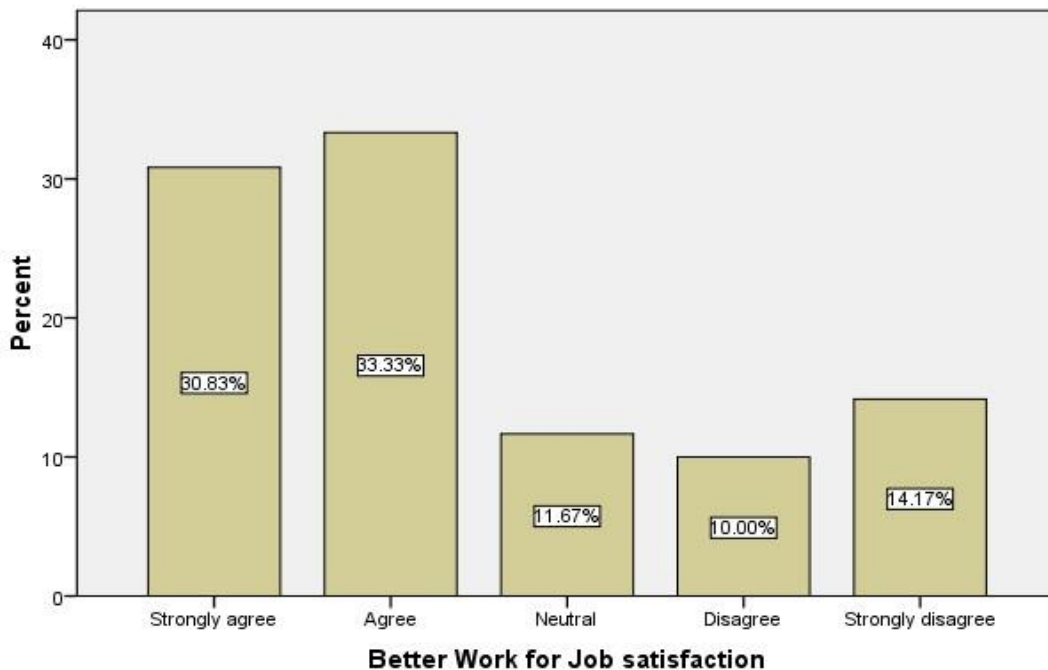


TABLE - 4.20
TRAINING MINIMIZE THE ACCIDENT AND DAMAGES TO EQUIPMENT

MINIMIZE THE ACCIDENT	RESPONDENTS	PERCENTAGE
Strongly Agree	38	31.7%
Agree	43	35.8%
Neutral	16	13.3%
Disagree	13	10.8%
Strongly disagree	10	8.3%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 35.8% of the respondents are agree that minimize the accident and damage the equipment, 31.7% of the respondents are strongly agree, 13.3% of the respondents are Neutral, 10.8% of the respondents are disagree and remaining 8.3% of the respondents are strongly disagree.

It is Majority 35.8% of the respondents are agreed that minimize the accident and damage the equipment.

CHART- 4.20
TRAINING MINIMIZE THE ACCIDENT AND DAMAGES TO EQUIPMENT

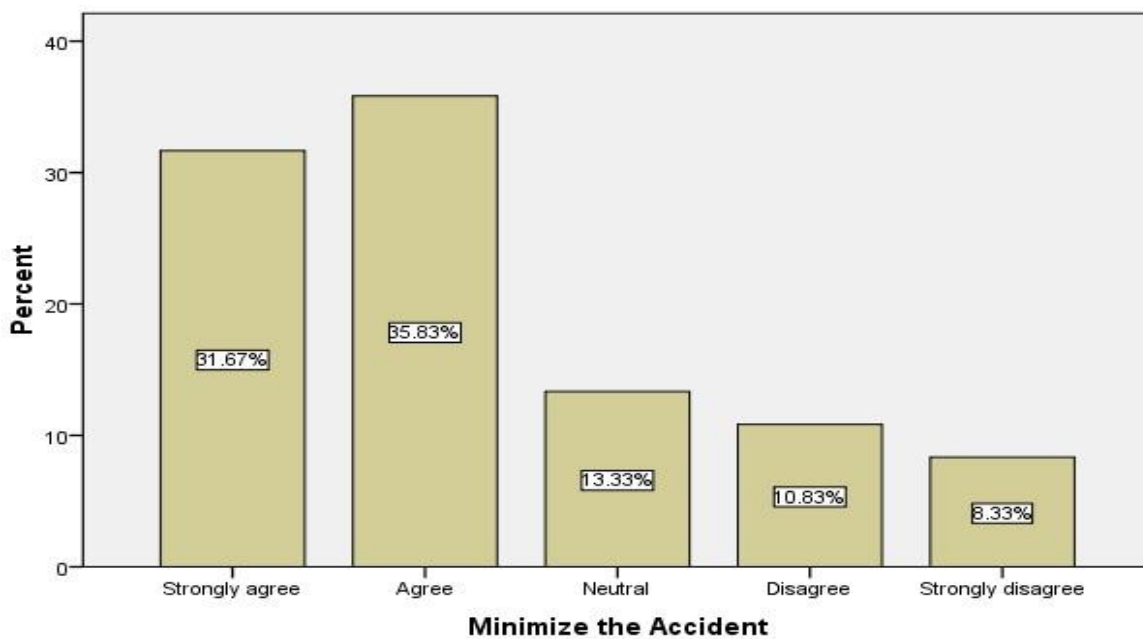


TABLE - 4.21
TRAINING HELPS TO DEVELOP EMPLOYEES

DEVELOP EMPLOYEES	RESPONDENTS	PERCENTAGE
Strongly Agree	35	29.2
Agree	41	34.2
Neutral	23	19.2
Disagree	11	9.2
Strongly disagree	10	8.3
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 34.2% of the respondents are agree that Training helps to develop employees, 29.2% of the respondents are strongly agree, 19.2% of the respondents are Neutral, 9.2% of the respondents are disagree and remaining 8.3% of the respondents are strongly disagree

It is Majority 34.2% of the respondents are agreed that Training helps to develop employees.

CHART- 4.21
TRAINING HELPS TO DEVELOP EMPLOYEES

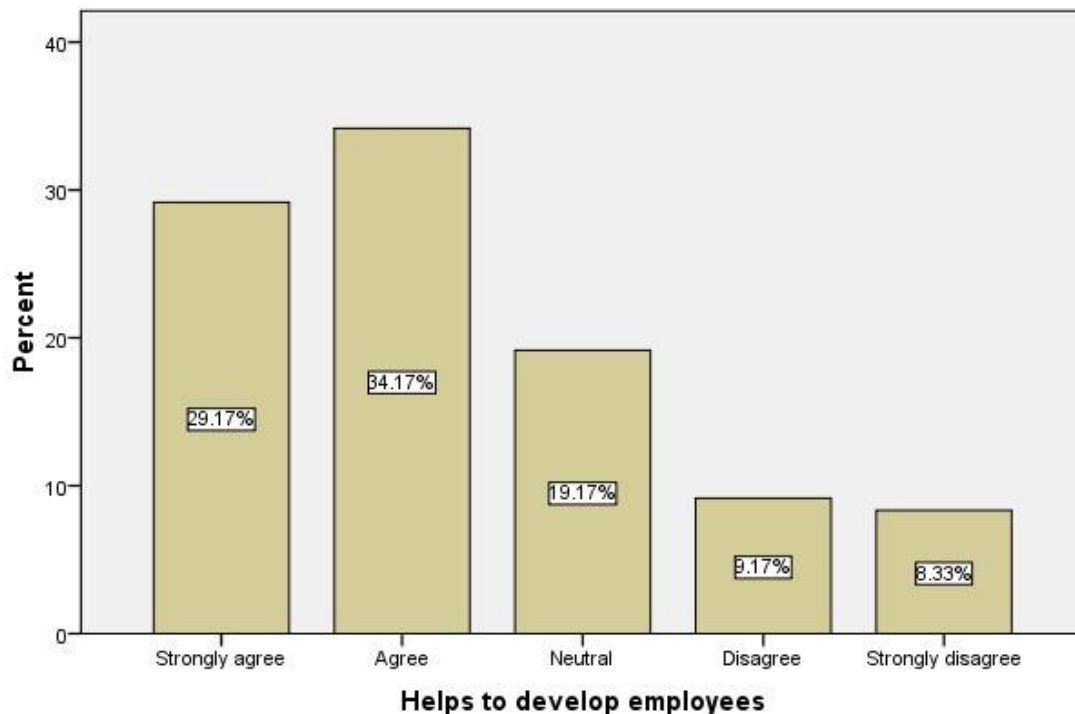


TABLE -4.22
ADVANTAGE OF FASTER LEARNING OF NEW SKILL

FASTER LEARNING	RESPONDENTS	PERCENTAGE
Strongly Agree	37	30.8%
Agree	38	31.7%
Neutral	24	20.0%
Disagree	12	10.0%
Strongly disagree	9	7.5%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 31.7% of the respondents are agree that Advantage of Faster learning of new skill, 30.8% of the respondents are strongly agree, 20% of the respondents are Neutral, 10% of the respondents are disagree and remaining 7.5% of the respondents are strongly disagree.

It is Majority 31.7% of the respondents are agreed that Advantage of Faster learning of new skill.

CHART- 4.22
ADVANTAGE OF FASTER LEARNING OF NEW SKILL

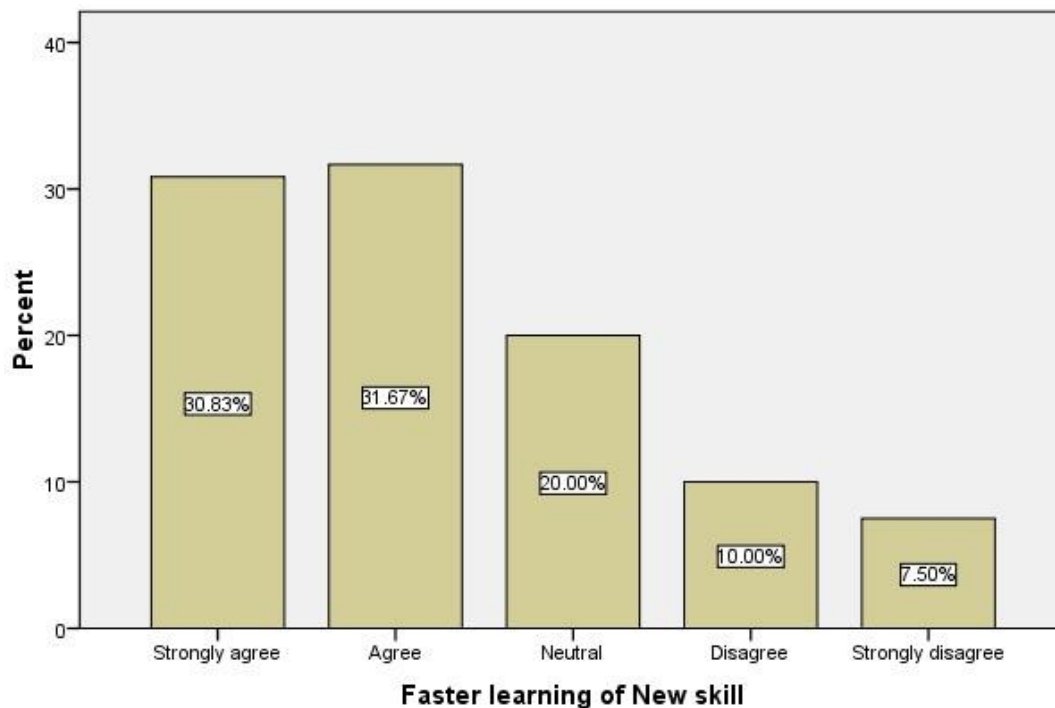


TABLE - 4.23
TECHNICAL TRAINING HELPS TO INCREASE PRODUCTIVITY

INCREASE PRODUCTIVITY	RESPONDENTS	PERCENTAGE
Strongly Agree	45	37.5%
Agree	48	40.0%
Neutral	7	5.8%
Disagree	11	9.2%
Strongly disagree	9	7.5%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 40% of the respondents are Agree that Training helps to increase productivity, 37.5% of the respondents are Strongly agree, 9.2% of the respondents are Disagree, 7.5% of the respondents are Strongly disagree and remaining 5.8% of the respondents are Neutral.

It is Majority 40% of the respondents are Agree that Training helps to increase productivity.

CHART- 4.23
TECHNICAL TRAINING HELPS TO INCREASE PRODUCTIVITY

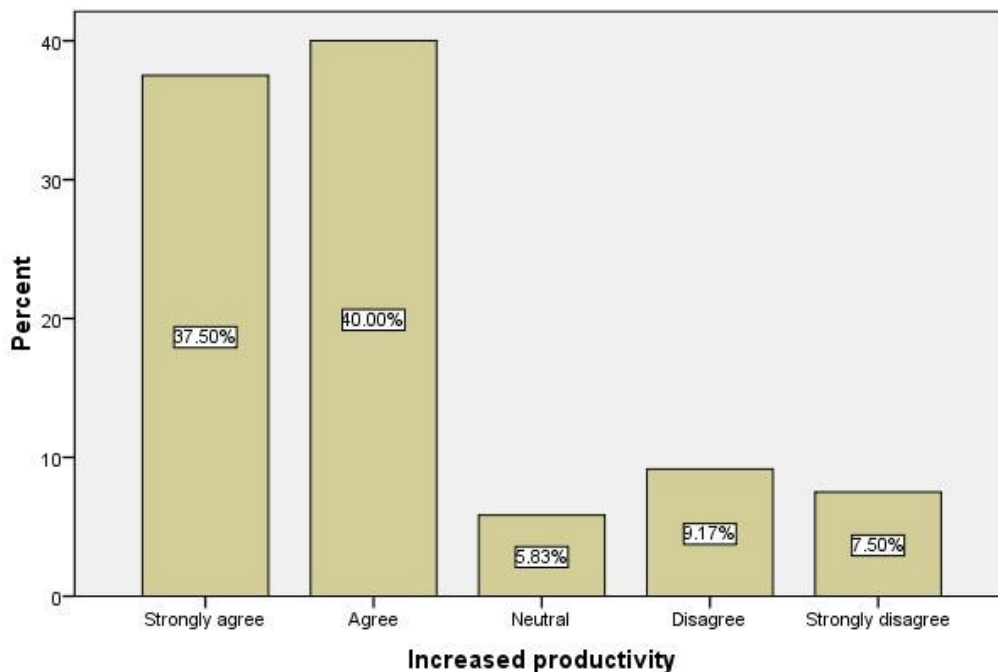


TABLE - 4.24
TRAINING ABOUT STANDARDIZATION OF PROCEDURE

STANDARDIZATION OF PROCEDURE	RESPONDENTS	PERCENTAGE
Strongly Agree	36	30.0%
Agree	40	33.3%
Neutral	21	17.5%
Disagree	13	10.8%
Strongly disagree	10	8.3%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 33.3% of the respondents are agree that Standardization of procedure, 30% of the respondents are Strongly agree, 17.5% of the respondents are Neutral, 10.8% of the respondents are disagree and remaining 8.3% of the respondents are strongly disagree.

It is Majority 33.3% of the respondents are agreed that Standardization of procedure.

CHART- 4.24
TRAINING ABOUT STANDARDIZATION OF PROCEDURE

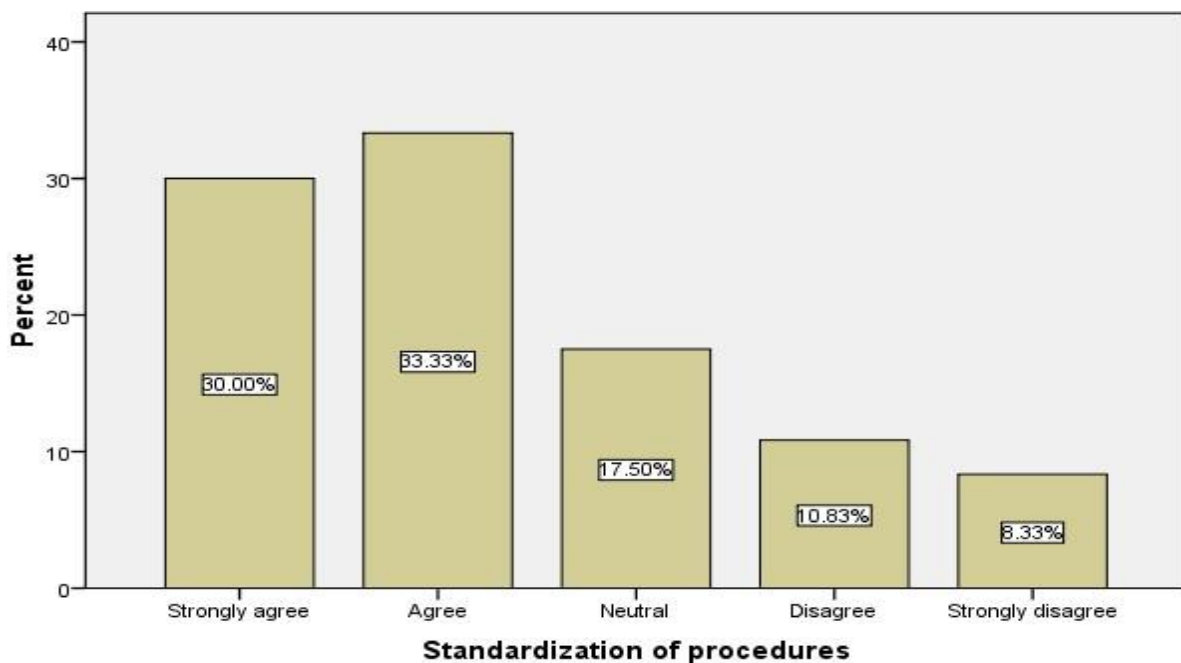


TABLE - 4.25

TRAINING PROVIDE NEED OF SUPERVISION

DEVELOP NEW SKILLS	RESPONDENTS	PERCENTAGE
Strongly Agree	41	34.2
Agree	43	35.8
Neutral	17	14.2
Disagree	8	6.7
Strongly disagree	11	9.2
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 35.8% of the respondents are agree that training provide need of supervision, 34.2% of the respondents are strongly agree, 14.2% of the respondents are Neutral, 9.2% of the respondents are Strongly disagree and remaining 6.7% of the respondents are disagree.

It is Majority 35.8% of the respondents are agreed that training provide need of supervision.

CHART- 4.25

TRAINING PROVIDE NEED OF SUPERVISION

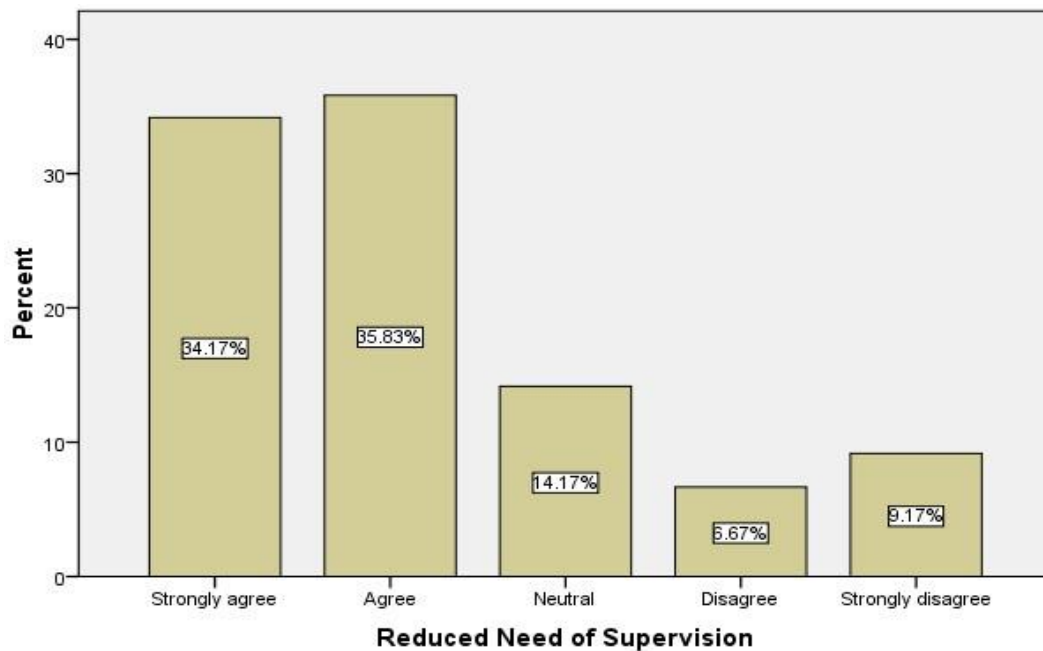


TABLE - 4.26
TRAINING HELPS TO INCREASE MOTIVATION

INCREASE MOTIVATION	RESPONDENTS	PERCENTAGE
Strongly Agree	35	29.2%
Agree	42	35.0%
Neutral	15	12.5%
Disagree	14	11.7%
Strongly disagree	14	11.7%
Total	120	100%

Source: Primary data

INFERENCE

The above table shows that, 35% of the respondents are agree the training helps to increase motivation, 29.2% of the respondents are strongly agree, 12.5% of the respondents are Neutral, 11.7% of the respondents are Disagree and remaining 11.7% of the respondents are strongly disagree.

It is Majority 35% of the respondents are agreeing the training helps to increase motivation.

CHART- 4.26
TRAINING HELPS TO INCREASE MOTIVATION

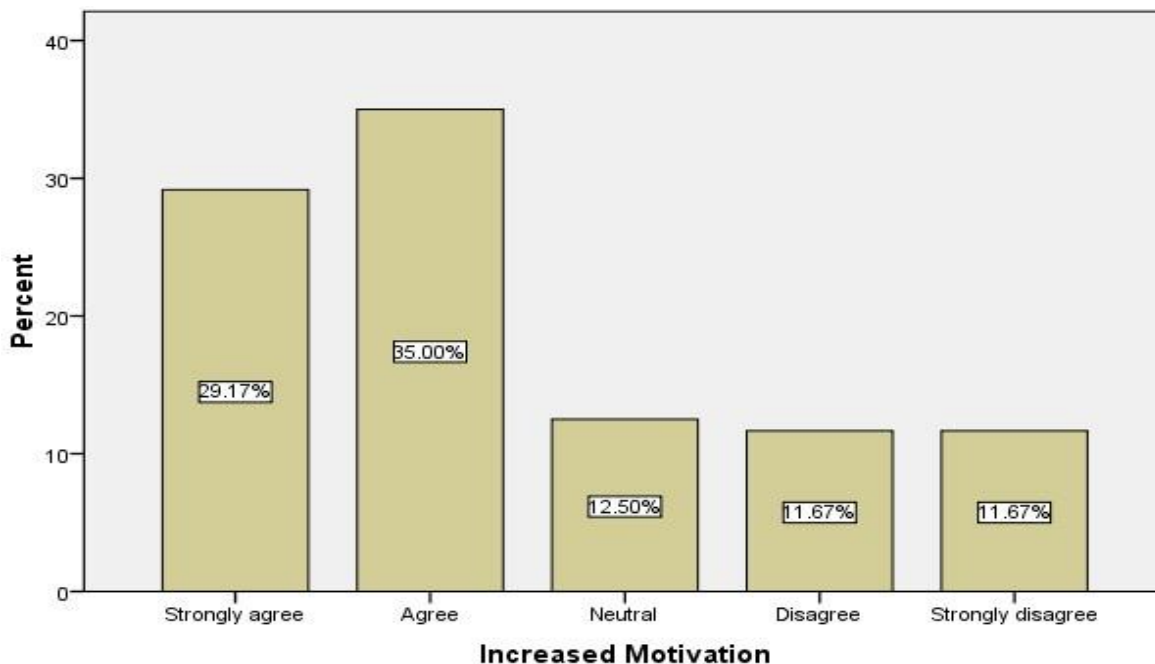


TABLE - 4.27
TRAINING HELPS TO ECONOMY OPERATION

ECONOMY OPERATION	RESPONDENTS	PERCENTAGE
Strongly Agree	38	31.7%
Agree	40	33.3%
Neutral	18	15.0%
Disagree	16	13.3%
Strongly disagree	8	6.7%
Total	120	100%

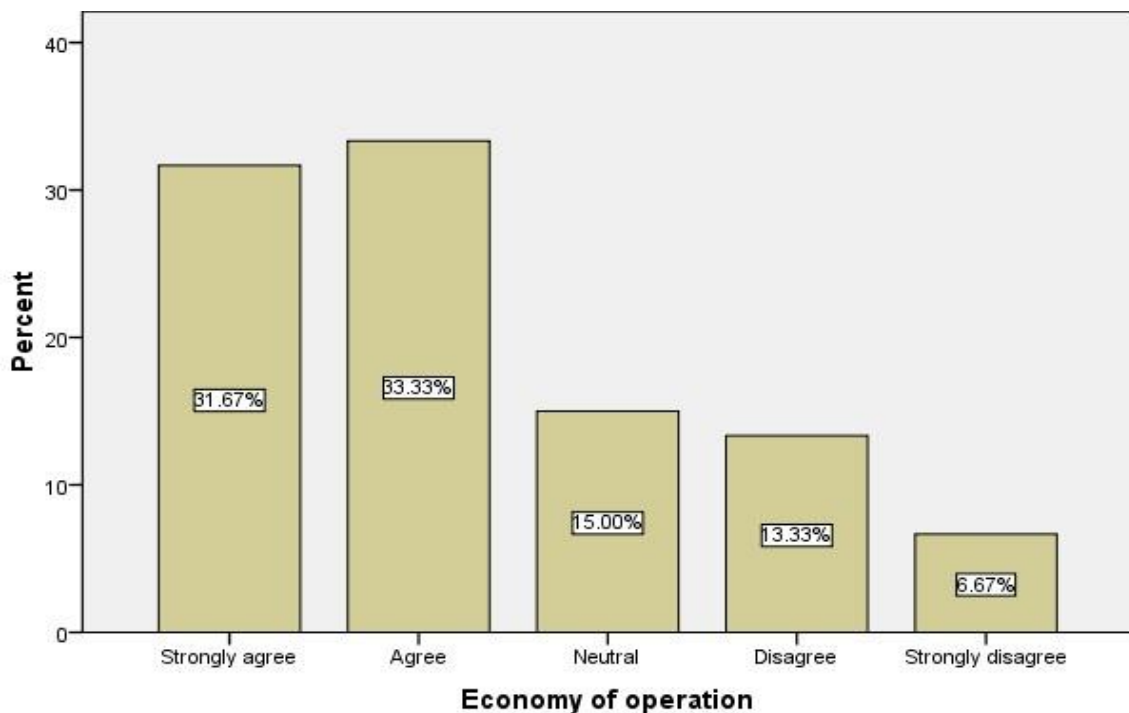
Source: Primary data

INFERENCE

The above table shows that, 33.3% of the respondents are agree that training helps to Economy operation, 31.7% of the respondents are strongly agree, 15% of the respondents are Neutral, 13.3% of the respondents are Disagree and remaining 6.7% of the respondents are strongly disagree.

It is Majority 33.3% of the respondents are agreed that training helps to Economy operation.

CHART- 4.27
TRAINING HELPS TO ECONOMY OPERATION



4.28 CHI-SQUARE TEST

Ho – There in no significant relationship between Qualification and Kinds of Training.

Ha –There in a significant relationship between Qualification and Kinds of Training.

Case Processing Summary						
Qualification * Kinds of Training	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
	120	100.0%	0	.0%	120	100.0%

Qualification * Kinds of Training Crosstabulation							
Qualification		Kinds of Training					Total
		Basic training	Practical training	Advanced training	Skill training	Others	
	SSLC	17	0	0	0	0	17
	HSC	3	17	0	0	0	20
	UG	0	15	23	0	0	38
	PG	0	0	11	18	0	29
	Others	0	0	0	5	11	16
Total		20	32	34	23	11	120

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.739E2 ^a	16	.000
Likelihood Ratio	244.321	16	.000
N of Valid Cases	120		

a. 16 cells (64.0%) have expected count less than 5. The minimum expected count is 1.47.

Interpretation:

The significant value (1.47) is > greater than the P value (0.000). Hence null hypothesis is accepted so there is no significant relationship Qualification and Kinds of Training.

4.29 CORRELATION ANALYSIS

Correlation analysis between Age and Monthly income.

Nonparametric Correlations

Correlations				
			Age	Monthly Income
Kendall's tau_b	Age	Correlation Coefficient	1.000	.758**
		Sig. (2-tailed)	.	.000
		N	120	120
	Monthly Income	Correlation Coefficient	.758**	1.000
		Sig. (2-tailed)	.000	.
		N	120	120
Spearman's rho	Age	Correlation Coefficient	1.000	.826**
		Sig. (2-tailed)	.	.000
		N	120	120
	Monthly Income	Correlation Coefficient	.826**	1.000
		Sig. (2-tailed)	.000	.
		N	120	120
**. Correlation is significant at the 0.01 level (2tailed).				

Correlations			
		Age	Monthly Income
Age	Pearson Correlation	1	.813**
	Sig. (2-tailed)		.000
	N	120	120
Monthly Income	Pearson Correlation	.813**	1
	Sig. (2-tailed)	.000	
	N	120	120
**. Correlation is significant at the 0.01 level (2-tailed).			

Result

This is a positive correlation. There are relationships between Age and Monthly income.

CHAPTER – V

5. FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- ✚ It is Majority 59.2% of the respondents are male category.
- ✚ It is Majority 25.8% of the respondents are age group between 31-35 years.
- ✚ It is Majority 92.5% of the respondents are married person.
- ✚ It is Majority 31.7% of the respondents are UG qualification.
- ✚ It is Majority 76.7% of the respondents are having technical qualification.
- ✚ It is Majority 39.2% of the respondents are below 2 years' experience.
- ✚ It is Majority 64.2% of the respondents are monthly earning of Below Rs.10, 000.
- ✚ It is Majority 26.7% of the respondents are Benefit learning of new skills.
- ✚ It is Majority 24.2% of the respondents are Training needs is Improving safety at the workplace.
- ✚ It is Majority 32.5% of the respondents are agreed that provide Timely training.
- ✚ It is Majority 86.7% of the respondents are Training provide increase the Quality of service.
- ✚ It is Majority 72.5% of the respondents are Technically trained to labour ✚ It is Majority 28.3% of the respondents are Provide Advanced training.
- ✚ It is Majority 65.8% of the respondents are no attend training programme for Govt. centre.
 - ✚ It is Majority 35% of the respondents are High improvement for attend after training.
- ✚ It is Majority 36.7% of the respondents are agreed that Training helps to organization development.
- ✚ It is Majority 38.3% of the respondents are agreed that Training helps to develop the new skill.
- ✚ It is Majority 29.2% of the respondents are agreed that training helps in Self-development.
- ✚ It is Majority 33.3% of the respondents are agreed that Training better work with job satisfaction.
- ✚ It is Majority 35.8% of the respondents are agreed that minimize the accident and damage the equipment.
- ✚ It is Majority 34.2% of the respondents are agreed that Training helps to develop employees.

- ✦ It is Majority 31.7% of the respondents are agreed that Advantage of Faster learning of new skill.
- ✦ It is Majority 40% of the respondents are Agree that Training helps to increase productivity.
- ✦ It is Majority 33.3% of the respondents are agreed that Standardization of procedure.
- ✦ It is Majority 35.8% of the respondents are agreed that training provide need of supervision.
- ✦ It is Majority 35% of the respondents are agreed the training helps to increase motivation.
- ✦ It is Majority 33.3% of the respondents are agreed that training helps to Economy operation.

CHI-SQUARE TEST

The significant value (1.47) is > greater than the P value (0.000). Hence null hypothesis is accepted so there is no significant relationship Qualification and Kinds of Training.

CORRELATION ANALYSIS

This is a positive correlation. There are relationships between Age and Monthly income.

5.2 SUGGESTIONS

The following recommendation emerge from our research findings:

1. The company provides more training needs given to the employees.
2. The company has given fully automated technology training provided to the labours.
3. The firm must be increasing productivity which ever reason for effective training.
4. The employee suggests that the training Co- hence to the safety requirement.
5. Most of the employees are technical training from the industry.
6. The employee should training earn from private and government.
7. The firm Provide better training facility for employees.
8. The organization Provide challenging work profile and clear career path.
9. The firm Provide and open work culture facilitating individual growth.
10. The industry Provide an increase in responsibility and quality work.
11. Using retraining to continuously upgrade employee's skills.

5.3 CONCLUSION

It concludes that home appliances industry, should give training continuously to upgrade the employee's skill. It should evaluate the impact of training programme in the company often. The qualified trainer must place for giving training to its employees.

The company should create awareness and interest in the minds of employees about training. The training programmes must be revised based on the company environment. It should try to complete the training programmes within the scheduled time. It should take necessary steps to give both on the job and off the job training. The training and development programmes must be based on its business needs.

Finally, it determines that the training programmes gives satisfaction to the employees. So, the company should follow the same patterns by providing well experienced trainers to retain the same level of satisfaction among the employees. So, it leads the company's better performance in all the activities.

**A STUDY ON TRAINING & DEVELOPMENT TOWARDS SEAHEN STAMPING
INDIA PRIVATE LIMITED WITH SPECIAL REFERENCE TO CHENNAI**

APPENDIX

1. Name:
2. Gender
 - a) Male ☐
 - b) Female ☐
3. Age
 - a) Below 30 ☐
 - b) 31-35 ☐
 - c) 36-40 ☐
 - d) 41-45 ☐
 - e) Above 45 ☐
4. Marital Status
 - a) Married ☐
 - b) Single ☐
5. Educational Qualification
 - a) SSLC ☐
 - b) HSC ☐
 - c) UG ☐
 - d) Post graduate ☐
 - e) Others ☐
6. Do you have any technical qualification for your job?
 - a) Yes ☐
 - b) No ☐
7. Experience
 - a) Below 2 years ☐
 - b) 2- 4 years ☐
 - c) 4-6 years ☐
 - d) 6 - 8 Years ☐
 - e) Above 8 years ☐
8. Monthly Income
 - a) Below Rs.10, 000 ☐
 - b) Rs.10, 001-15,000 ☐
 - c) Rs.15,001- 20,000 ☐
 - d) Rs.20, 001-25,000 ☐
 - e) Above Rs.25, 000 ☐
9. Which benefits of the training to the employees?
 - a) Faster learning of new skills ☐
 - b) Increased productivity ☐
 - c) Standardization of procedures ☐
 - d) Reduced need of supervision ☐
 - e) Increased motivation and morale of the employees ☐

10. Why the employees need for training and development in the home appliances
- a) Skills and knowledge []
 - b) Improving safety at the workplace []
 - c) Managerial development []
 - d) Increase productivity in training []
 - e) Others []
11. The company provides timely training for all the employees
- a) Strongly Agree []
 - b) Agree []
 - c) Moderate []
 - d) Disagree []
 - e) Strongly Disagree []
12. Does the training programme helps in increasing then quality of service?
- a) Yes []
 - b) No []
13. Are you technically trained labour?
- a) Yes []
 - b) No []
14. What kind of training is provided to you?
- a) Basic training []
 - b) Practical training []
 - c) Advanced training []
 - d) Skill training []
 - e) Others []
15. Did you attend any training programme under the government training centres?
- a) Yes []
 - b) No []
16. What is your level of improvement after attending the skill development training?
- a) Very high improvement []
 - b) High improvement []
 - c) Neutral []
 - d) Low improvement []
 - e) Very low improvement []

17. State the employee's opinion about advantages for technical training and development

Opinion /Advantages	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Faster learning of new skills					
Increased productivity					
Standardization of procedures					
Reduced need of supervision					
Increased motivation and morale of the employees					
Economy of operations					

18. The training imparted helps in organization development

- a) Strongly Agree [] b) Agree []
c) Neutral [] d) Disagree []
e) Strongly disagree []

19. The training helps in development of new skill

- a) Strongly Agree [] b) Agree []
c) Neutral [] d) Disagree []
e) Strongly disagree []

20. The Training programmed helps in self-development

- a) Strongly Agree [] b) Agree []
c) Neutral [] d) Disagree []
e) Strongly disagree []

21. Training makes me to work better with job satisfaction

- a) Strongly Agree [] b) Agree []
c) Neutral [] d) Disagree []
e) Strongly disagree []

22. The Training and development offered to me minimize the accident and damages to equipment

- | | | | |
|----------------------|-----|-------------|-----|
| a) Strongly Agree | [] | b) Agree | [] |
| c) Neutral | [] | d) Disagree | [] |
| e) Strongly disagree | [] | | |

23. Training helps to develop employees

- | | | | |
|----------------------|-----|-------------|-----|
| a) Strongly Agree | [] | b) Agree | [] |
| c) Neutral | [] | d) Disagree | [] |
| e) Strongly disagree | [] | | |

24. Suggestions:

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