



## **A STUDY ON TRAINING AND DEVELOPMENT OF EMPLOYEES IN ROOTS INDUSTRIES PRIVATE LIMITED, COIMBATORE**

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### **Abstract**

*The efficiency of an organization depends directly on the capability and talent of its personnel, and how motivated they are. Capability of a person depends on his ability to work and the type of training he receives. While his personal capability is evaluated through proper selection procedure, his training is taken care of by the organization. In Indian organizations, training and development activities have assumed high importance in recent years because of their contributions to the achievement of organizational objectives. Training means equipping employees to perform in their present or future jobs so as to increase the efficiency of the organization and their own job satisfaction. Training is a line management responsibility from the top executive to the first line supervisor. Those are responsible for the successful accomplishment of the work and also for maintaining the effectiveness of the employees under taking that work. Development means the individual development, management development and organizational development through the successful training programmes.*

### **Introduction**

There are three terms which are used in the context of learning: training, development and education. All these terms can be used along a continuum with training at one end, education on another and development falling in between. The term „training“ is concerned with imparting specific skills for a particular purpose. For example, Flipppo has defined training as “the act of increasing the knowledge and skills of an employee for doing a particular job. The term development refers broadly to the nature and direction of change induced in employees through the process of training and education.

### **Meaning**

Training means to impart information or skill through instruction or drill. Training is the application of knowledge with a specific end in view. Through it, trainees are given an awareness of what rules and procedures they have to follow to perform their operations. Training refers to the methods used to give new or present employees, the skills they need to perform their jobs. Training is a hallmark of good management. Development is an evaluation of the training programmes, i.e. how they get individual development and organizational development for the successful of the organization.

### **Concept of Training**

Training is an adjunct of the management process. Under the umbrella of training, several useful functions of management can be performed. Training reduces the need for constant and close supervision; thus it helps in management by exception. A manager can delegate authority and responsibility to his subordinates, who will not be reluctant to accept new assignments if they have been given proper training. In addition, management can get better results, and can put its plans into action surely with the help of trained workforce. Management can also increase the morals of the employees and motivate them to work for the achievement of organizational goals by installing a suitable system of training.

Training makes newly appointed workers fully productive in the minimum of time. Training is equally necessary for the old employees whenever new machines and equipment are introduced and /or there is a change in the techniques of doing the things. In fact, training is a continuous process. It does not stop anywhere. The managers are continuously engaged in training their subordinates. They should ensure that any training programme should attempt to bring about positive changes in the



1. Knowledge.
2. Skills and
3. Attitudes of the workers.

### **Concept of Development**

The level of differentiation in any country depends upon the technological and non-technological factors. The more the development of technology, the higher the level of differentiation. The integration depends on the important factors: i) penetration, and ii) participation. Penetration is the ability of a government to make and carry out decisions throughout the country. Participation is the receptivity to law and the willingness to help carry out the laws and the policies which government has formulated. Participation, thus has two important elements

1. Willingness of the people to participate, and
2. Ability of the people to participate.

### **1.2 Statement of the Problem**

In automobile, organizations training and development activities have assumed high importance in recent years because of their contributions to the achievement of organizational goals. So by realizing the importance of training and development in automobile organizations the researcher has decided to conduct research in one of the giant conglomerate organization called ROOTS Industries India Ltd., Coimbatore under the topic, "Employees Training And Development A Study Of Roots Industries India Ltd., Coimbatore".

### **1.3 Objectives of the Study**

1. To Find Out The Meaning, Need And Importance Of The Training And Development.
2. To Find Out The Literary Sources Related To Research Topic.
3. To Study About The Growth Of Automobile Industries In India.
4. To Know About The Profile Of The Roots Industries India Ltd.,
5. To Specify The Different Types Of Training To The Employees.
6. To find out the perspective views of employees about training system.

### **1.4 Scope of the Study**

The study is aimed at seeking information about various training methods. This study has been planned and performed in a systematic way by designing a structured questionnaire incorporating various parameters in the same, so as to meet the objective set by the researcher. The study will be helpful in positive contribution towards enhancing performance of organization.

### **1.5 Research Methodology**

#### **Introduction**

Research methodology tells about modus operandi under the heading we will get the information like data source, collection methods, tools and technique of the analysis, etc. Research always starts with a question or a problem statistics purpose is to find answer to question, through the scientific method. It is a systematic and intensive study directed towards a more complete knowledge of the subject studies.

#### **Research design**

##### **Meaning**

The formidable problems that follow the task of defining the research problem is the preparations of the design of the research project, popularly known as the "research design". Decision regarding what, where, when, how much, by what means concerning an inquiry or a research study constitute a research design. "A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure".

#### **Descriptive Research**

Descriptive research includes surveys and fact-finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present. The main characteristic of this

method is that the researcher has no control over the variables. He can only report what has happened or what is happening.

**Sampling Design:** Since population for the research is large, the research cannot be conducted for the entire population so “Probability method” of sampling is used for constituting the sample, which represents the population.

**Sampling Technique:** The sampling technique used was probability sampling and simple random sampling as chance of being included in the sample. Under probability sampling, the simple random sampling technique was chosen.

**Sample Size:** The study was conducted in Roots Industries. As per the requirements of the organization only the employees of the organization were surveyed. The total number of agents surveyed was 320.

**Sample Description:** The population selected for the survey was the agents of the organization. The total population 320.

**Primary Data:** Primary data are those data, which are collected a fresh and for the first time, and thus happen to be original in character. We collect primary data during the course of doing experiments in an experimental research but in case we do research of the descriptive type and perform surveys, whether sample surveys or census surveys, then we obtain primary data either through observation or through direct obtain primary data either through direct communication or through observation.

#### **Secondary Data**

1. The data include those data which are collected for some earlier research work and are applicable or usable in the study researcher has presently undertaken.
2. The secondary data are information which is collected from secondary sources they have already been collected by someone else so they are second hand information.
3. Secondary data was collected from various sources like books, magazine, journals, and news paper and company records.

**Methods of Sampling:** Probability sampling

#### **Statistical Tools**

The accuracy of a research study is enhanced by the use of statistical tools. It helps in clear interpretation of quantitative and qualitative information, in a way that is under stable.

The statistical tools used are,

1. Simple Percentage analysis
2. Rank Analysis
3. Chi-square test
4. Weighted Average method

#### **1.6 Limitation of the Study**

1. Though the sample is carefully chosen so as to represent the population, there are always chances that the sample may not reflect the complete population.
2. Since convenience sampling is used it has no control to ensure precision.
3. There are chances of bias, which can be committed by the researcher as he/she has the freedom to include informal pools of friends or people of their choice.
4. Therefore it may be less reliable.
5. The respondents may be unwilling to give certain information or may provide incorrect information in the questionnaires. This may lead to misinterpretation and improper analysis of data collected.

## 2. Review of Literature

Training and Development are important tools in the hands of superiors to enhance the performance of their subordinates it is the systematic procedure to increase the knowledge and skill of personnel in doing their jobs and initiate to accomplish organizational goals. The present study is concerned with the Training and Development of Employees in Roots Industries India Ltd., Funningan J. in his work Industrial Training and Management views about that training may be distinguished from education too. Education maybe defined as a process by means of which knowledge, learning, understanding, physical capacity and mental outlook of the employees are improved so has to bring about that better adjustment with the working environment. Training can also offer the management an assessment of those within its labour force who might be well suited for new jobs and responsibilities.

## 3. Growth of Automobile Industries In India

### Birth of Automobiles

Horses had dreams of them since time immemorial, but it was only in the 18th century that the first horseless carriage actually hit the roads. That's not to say that the idea never struck anyone. Seeds of the idea, in fact, originated long before the first contraption was rolled. The History of the automobile actually began about 4,000 years ago when the first wheel was used for transportation in India. Several Italians recorded designs for wind-driven cars. The first was Guido da Vigevano in 1335. It was a windmill-type drive to gears and thus to wheels. Vaturio designed a similar car that was also never built. Later Leonardo da Vinci designed clockwork-driven tricycle with tiller steering and a differential mechanism between the rear wheels.

### Profile of Roots Industries India Ltd., Coimbatore

The Indian automotive component industry has made a sustained shift to the global Tier 1 market for their products. In the 1990s, the Indian auto components market was dominated by supplies to the aftermarket, with only 35 percent of exports being sourced by Tier1 Original Equipment Manufacturing (OEM). In 2006, it is a very different story. Today, Indian automobile component manufacturers supply 75 percent of their exports to Tier 1 Original Equipment Manufacturing and only 25 percent to the aftermarket.

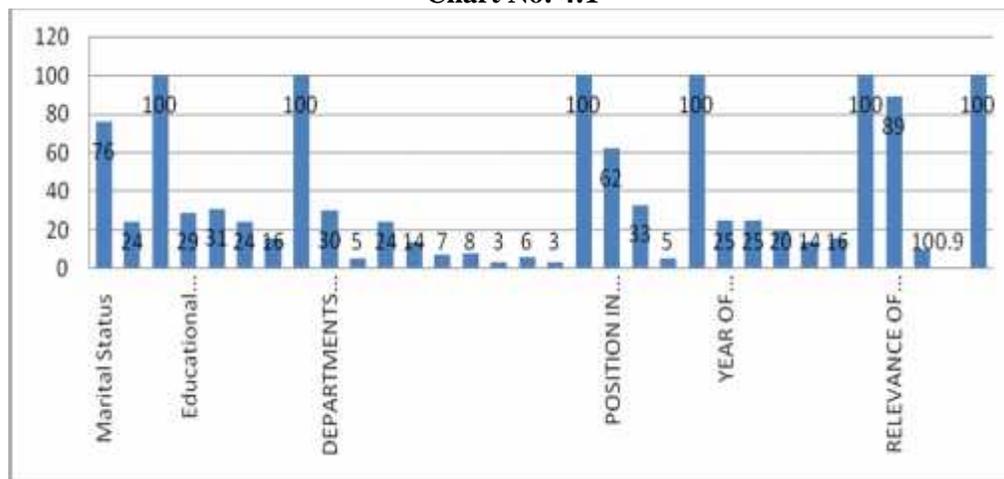
## 4. Data Analysis and Interpretation

Table No: 4:1

Name of the Respondents	Opinion	No. of Respondents	Percentage (%)
Marital Status	MALE	242	76
	FEMALE	78	24
	<b>Total</b>	<b>320</b>	<b>100</b>
Educational Qualification	SSLC	93	29
	HSC	97	31
	Degree	78	24
	Post Graduate	52	16
	<b>Total</b>	<b>320</b>	<b>100</b>
Departments Of The Employees	Production	95	30
	Stores	15	5
	Assembling	78	24
	Packing & Dispatch	45	14
	Maintenance	22	7
	Quality Control	25	8
	Information Technology	10	3
	Purchase	18	6
	Marketing	12	3
<b>Total</b>	<b>320</b>	<b>100</b>	

<b>Position In Organization</b>	Labour	197	62
	Staff	106	33
	Manager	17	5
	<b>Total</b>	<b>320</b>	<b>100</b>
<b>Year Of Experience</b>	Less than 1 year	80	25
	1-5 Years	80	25
	5-10 Years	65	20
	11-15 years	45	14
	More than 15 years	50	16
	<b>Total</b>	<b>320</b>	<b>100</b>
<b>Relevance Of Job Details</b>	Agree	285	89
	Neutral	32	10
	Disagree	3	0.9
	<b>Total</b>	<b>320</b>	<b>100</b>

**Chart No: 4:1**



**Chi-Square Test**

**Relationship between Gender and Working In the Organisation**

Ho:- There is no significant relationship between gender and Working in the organisation

**Table No 4: 2 :Chi-Square Test For Gender And Working In The Organisation**

Factors	Calculated value	Table value	D.F.	Null Hypothesis Accepted/Rejected
Gender	1.62344	3.1442	1	Accepted

Therefore there is a significant relationship between the gender and working in the organization. Further, since the calculation value of chi-square is more than the table value the hypothesis is accepted.

**5.Findings, Suggestions And Conclusion**

**5.1 Findings**

1. Majority of the employees are belongs to the age group of thirty one to forty years old.
2. Nearly three fourth of the respondents are male and the remaining one fourth of the respondents are female.



3. There is almost equal percentages of the respondents have finished their S.S.L.C., HSC, Graduates and Post graduates are the persons who are in the high rank in the administration.
4. The maximum of the respondents we taken for this study is production and assembly workers because they are the majority in the organization.

## 5.2 Suggestions

On the basis of the analysis and discussion in the preceding chapters with regard to training and development of Employees, the researcher has given following suggestions As per the findings, majority of the workers and staff members are belonging to middle age group and below middle age group respectively. Therefore, it is suggested that the Roots industry may appoint the workers and staff members at all age groups based on their work load and convenience.

Experience only can make an employee perfect in their job. They are the property of an organization. When an organization wants to possess more experienced hands, labour turnover must be minimized. To minimize the turnover they need to be satisfy the workers essential needs. The findings indicate that three-fourth (70%) of the respondents are having only ten years of experience. Hence, the Roots Industries may concentrate in their labour turnover ratio and provide necessary welfare facilities to satisfy the workers.

## Conclusion

Training is an adjunct of the management process. Under the umbrella of training, several useful functions of management can be performed. Training reduces the need for constant and close supervision; thus it helps in management by exception. A manager can delegate authority and responsibility to his subordinates, who will not be reluctant to accept new assignments if they have been given proper training. In addition, management can get better results, and can put its plans into action surely with the help of trained workforce. Management can also increase the morals of the employees and motivate them to work for the achievement of organizational goals by installing a suitable system of training.

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