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Training Practices Followed By Automobile Industries

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ABSTRACT

The present research study sheds light on the effectiveness of training activities in the automobile company. The automobile sector is people based industry where the end product is often produced by a number of employees together delivering the end product for organization and customers. Management of labor intensive industries face daunting task to measure the potential variability in the performance of the staff involved in the end product. Therefore the significance of appropriate training activities for all business within the auto sector is of considerable importance. As training practices have the potential to increase the service levels in the industry, organizations want to work out cost and benefits of training.

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INTRODUCTION

Training is one of the major functions of **Human Resource management**. Through this the Human Resource Department help the organization to equip each employee with desired knowledge and skill to perform his/her job effectively in present situation and to develop competence for the future challenges. Thus to acquire, **maintain and improve the level of skill and knowledge and quality of human resources, the contribution of Training are manifold.**

Every individual has an urge to reach top most position, successful organizations provides proper training to the individuals to achieve their career goals. Not only individual's goals but to achieve organizational goals as well as societal goals, training process plays very important role.

Every organization big or small, productive or non productive, economic or social, old or newly established should provide training to all employees irrespective of their qualification, skill, suitability for the job etc. Training is not something that is done once to new employees; it is used continuously in every well run establishment. It is worthwhile to note that training offers many benefits to employees and to the organization as a whole. Employees become more confident, open to change and supportive of each other. In addition, employees are motivated to achieve improved performance as a result of training. The benefits employees gain is personal, career oriented and job related knowledge. The availability of training to the employees make them committed for achieving performance and develop strong relations with the organization and stay longer in the organization.

KEY WORDS: Training, Automobile, Industries, Skill.

RESEARCH METHODOLOGY:

This consists of mainly a descriptive style investigation to find out effectiveness of Training & Development system. The present research study is descriptive by nature and therefore, data are collected from both primary and secondary sources. Secondary data were collected through comprehensive literature review and internet. Other secondary sources included previous studies, journals, reports, magazines, newspapers and books. The primary data were collected from field visits of various units carrying out training and development programmes.

IMPORTANCE OF STUDY:

As per Automotive Mission Plan (AMP-2016), it is proposed to make India as an international automotive hub, not only in the field of manufacturing but also in R&D and innovation. Economic development of country is mainly

depending on industrial sector of that country. This sector is adding huge amount in Gross National Product. Proper Training and Development program provide impetus to growth. It is also true that successful outcomes are possible only with the quality of the training provided to the employees.

PRINCIPLES OF ORGANIZING TRAINING PROGRAM:

The purpose of Training is to help to meet organizational objectives by providing opportunities for employee's at all organizational level to acquire the requisite knowledge, skill and attitude. The first step in training is to determine needs and objectives. The objectives and scope of training plan should be defined before its development is begun in order to provide a basis for common agreement and cooperation.

The techniques and processes of training programme should be related directly to the needs and objectives of the organizations. The function of training personnel is to assist line managers in the determination of training needs and in the development, administration, conduct and follow up of training plans.

CHANGING ROLE OF TRAINERS

To optimize organizational performance is the prime motto of HRD. To make HRD activities more effective the HRD department is required to redefine the role of training and development at macro level and to design the strategic plans. To do so there is need for proper planning, organizing, budgeting and control of HRD function.

GUIDELINES TO PLAN SUCCESSFUL TRAINING PROGRAM.

Diagnose the Training & Development needs carefully.

Blends organizational needs with individual needs.

Put development plans in to writing.

While selecting - in - house resources, ensure positive approach of immediate superiors.

Keep in mind the success & career planning also.

No faculty member ought to take more than two sessions a day.

Avoid heavy work.

Translate training objective in to training and development activities.

ASSESSMENT OF TRAINING NEED:

Training need assessment provides information on where training is needed, what content of training is needed, what the content of the training should be, and who within the organization needs training in certain kinds of skills and knowledge.

Training need can be developed at following three levels:

1. Individual Needs:

Skill, knowledge and attitude are the three dimensions of a performer which contribute towards his/her total effectiveness or the competence. One can have basic knowledge and skill to justify for the job description but the improvement in these dimensions' with reference to the occupational and organizational needs can bring out better results. Among the Individual Need- Supervisory Skill Development, Managerial/ Executive Development, Decision Making Needs etc. are important needs.

2. Occupational Needs:

For quality product, to increase competence among for future challenges & for taking initiatives e.g. team development, Group dynamism, JIT etc. were used.

3. Organizational Needs:

The management development programme like MBO, OD etc. are the common organizational needs. Every organization strives for excellence in job performance to achieve its objective

RECENT TRENDS IN MANAGERIAL TRAINING PROGRAMME ARE:

I. Self Development:

If an individual has commitment to self renewal the organization can remove some of the obstacles and can provide opportunity to do so. This can be fastest method of improvement and development and develops more trust and belongingness to the organization.

II. Training Through Laboratory:

The national training laboratory in USA has developed this methodology for executive development which enables them enjoy the work also provide opportunity of sharing experience on the other.

III. Grid Team Training:

This is associated with the managerial grid concept.

IDENTIFICATION AND DEVELOPMENT OF PARAMETERS AND VARIABLES FOR FURTHER RESEARCH:

The future challenge for automobile industry would be to develop a supply base with emphasis on lower costs and economies of scale, develop technical and human capabilities, overcome infrastructural bottlenecks, stimulate domestic demand and exploit export and international business opportunities. Environmental and safety standards, and human resources development. A key deficiency that needs to be addressed for attaining the vision is to improve competitiveness in manufacturing. Systemic deficiencies could be overcome through a long-term and stable policy regime that will support the industry to fulfill its' potential.

There is a need to train the management personnel in the area of "Manufacturing Management". This would involve education and training on subjects like SQC, TPM, TQM, Six-Sigma, Lean Manufacturing, Breakthrough Management etc.

CONCLUDING REMARK:

The format of appraisal, interview to be designed according to the objectives of the company, objective of the training, trainee, interviews, relationship with interviewer and the sensitivity of the programme.

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