

Employee Training and Development at Righa Plastic Industries Bidar

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Abstract- In today's world, the Righa Group has a commendable presence in India among the leading industrial houses. Since 2014 Righa Plastic Industries has epitomized itself as a pioneer in product innovation and technological up gradation. Assembling plants, creation of entryway run from 21inch to 25 inch. Riga bunch is always watchful for trend setting innovation for item improvement and advancement. Item process improvement, showcasing productivity and benchmarking itself with world class quality item and client administration have made the gathering exceptionally focused Solid and effective.

Indexed Terms- Productivity, Performance Quality, Organization, Training Employees, ETC.

I. INTRODUCTION

Thusly plastic entryways have been continuously supplanting traditional entryways like G.I., Cast iron, Asbestos concrete or stone-product for various critical and employments. Among the different sorts of plastic entryways which are normally utilized for such applications PVC entryways are the most broadly utilized everywhere throughout the world by virtue of their most ideal parity of properties. PVC entryways are light in weight, rates for use under strain, simple to introduce, low practical misfortune, low on upkeep cost, and have low utilitarian misfortune. Inflexible PVC entryways have wide assortment of employments in fields like city/town/provincial water supply plot, shower water system, profound cylinder well plans and land waste plans.

II. STATEMENT OF PROBLEM

The goal of each organization would be ensure consumer loyalty for the consumer loyalty would make steadfast clients. Figuring consumer loyalty is consistently a test, as client either would not discharge or here and there don't survey their fulfilment level plainly. Generally the client cannot indicate the foundations for his fulfilment.

OBJECTIVES OF THE STUDY

- To know about the organization strategy.
- To analyse the performance of RIGHA DOORS INDUSTRIES
- To make suitable suggestion based upon the observation of the study.

NEEDS OF THE STUDY

The requirement for preparing representatives would be obvious from the accompanying.

- To increment profitability
- To enhance hierarchical atmosphere
- To satisfy work force need
- To guarantee work force development
- To enhance wellbeing and security
- To obsolescence aversion
- It improves workers certainty and assurance and
- It builds up a sound connection amongst labourer and his activity.

SCOPE OF THE STUDY

- The investigation is restricted to 20 outlets which comprise of merchants, vendors and retailers in Karnataka & Maharashtra
- The review which I led in Karnataka and Maharashtra will surely assist the administration to know the provisos in their procedure.
- The review will lead them to have a nitty gritty

examination of contenders. Technique and they can plan to have an edge over contenders.

- all sellers, wholesalers, retailers managing PVC Doors were met
- The data about contenders quality was accumulated from every one of the sellers and retailers which was productive in investigating the interest
- The accompanying five agent advertise territories were contemplated which secured 20 outlets.

III. RESEACH DESIGN

The research is of exploratory type. Since, RIGHA is in expansion mode, the research tried to find out the potential distributors and retailers of PVC DOORS who can help the Righa to expand its market in India.

SECONDARY DATA COFFECTION Secondary data was mainly collected through the internet. Data has been extracted from the official website of Righa plastic Indians.

IV. PRIMARY DATA COLLECTION

The basic data collected from the market place and by interacting with the manufacturer dealers, through the survey questionnaires. The questionnaire used in the survey method has both structured as well as unstructured questions.

- 1) Data collection was done through questionnaire.
- 2) Presenting of questionnaire was done and the required changes were made before the actual survey.

V. SAMPLES

It is the object that possess the information sought by the researcher and about which inferences are to be made.

In the project the sample element are those retailers who are certified Righa Door dealers.

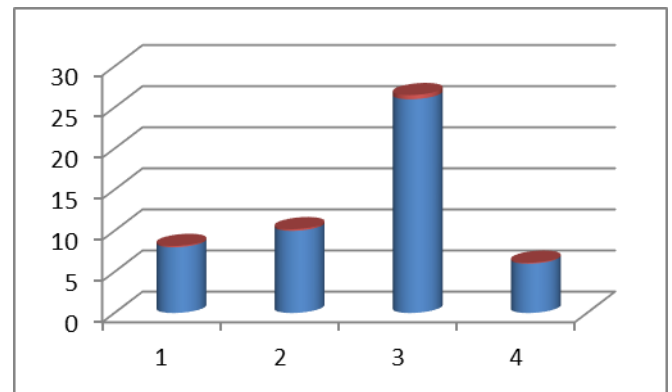
Extent refers to the global boundaries under concern in this project the sample point t was the five major areas:-

Karnataka Maharashtra which includes Bidar,

- Bhalki,
- Latur,
- Udgir
- Bangalore

TABLE 1. ANALYSIS OF INTERPRETATION

Years	Employee	Percentage
2	26	52%
4	24	48%
5	0	0%
10	0	0%



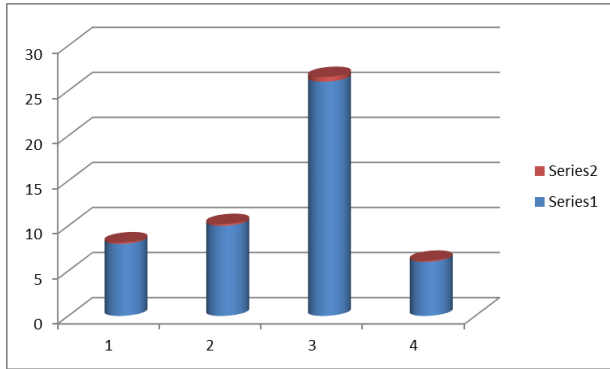
Interpretation:

From above table it is found that 52% employees 2 year, 48% employees 4 year, 0% said 3 year and 0% 10 year that organization considering training as an organization strategy. From the above graph it is found that maximum respondents 2 year training as organization strategy

TABLE.2 WHAT TYPE OF TRAININGTO PERFORM IN OTHER JOB ORGANIZATION

Options	employee	Percentage
Safety awareness	8	16%
Negotiations skills	10	20%

Machine operation	26	52%
Occupation health	6	12%



Analysis:

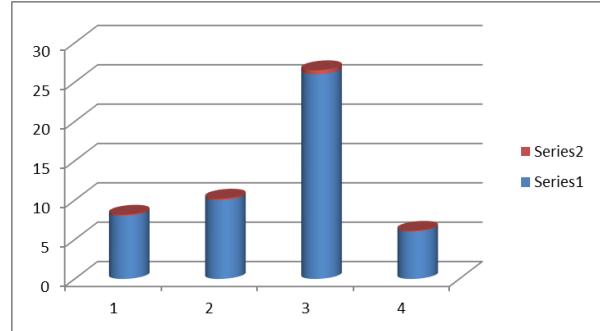
From above table it is found that 16% respondent said safety awareness undergoes training 20% of employees said that negotiation skills training 52% of respondent told that machine operation undergoes training and rest 12% of respondent said that occupation health training is given to employees.

Interpretation:

From above graph it is understood that a maximum employees told that training is given to machine operation in the organization

TABLE 3. HOW MUCH TIME DID THE ORGANIZATION TAKE FOR THE TRAINING

Options	employee	percentage
satisfactory	14	28%
To be absolute	18	36%
Short	12	24%
controllable	6	12%



Analysis:

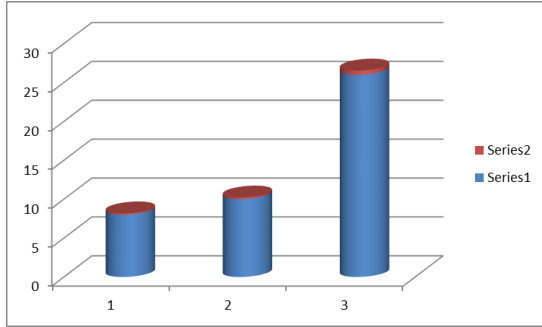
Form the above table, it is understood that 28% of employees said that to sufficient they are able to time duration, 36 % of employees said to be extended and 24% said to be shortened and 12% said manageable got the time duration given for the training period.

Interpretation:

From above graph it is clear that maximum employees have found that there is the time duration given for the training period. As the training period them was very much effective and helped them to do their work more efficiently.

TABLE 4. YOU SATISFIED WITH INFORMATION PROVIDED BY THE TRAINER

Option	Employee	Percentage
Satisfied	28	56%
Not satisfied	10	20%
average	12	24%
	50	100



Analysis:

From above table it is discovered that 56% of employees said that the trainer during the training service is satisfied 20% of employees said it is not satisfied rest 24% of employees said that the trainer during the training service is average.

Interpretation:

From above graph it is came upon that maximum respondents are satisfied by duration of training service some employees felt it is satisfied and few employees said that training hours should be extended as it is getting difficult for them to understand things in a satisfied period of time.

VI. FINDINGS

The proper means of communication and an effective advertisement can tend to increase in the sale of RIGHA DOORS Many customers switch over form Righa Door to other door because of the unavailability of required sizes at the time of requirement PVC door are swallowing the market of steel door because of its low prices.

Since quality Righa Door is excellent, many retailers as well as end users have demanded Door fittings should also be manufactured by the company. All the distributors and retailers accept the overall quality Righa Doors the excellent.

VII. SUGGESTIONS

RIGHA DOOR industry can improve its efficiency by brings down the cost of production to certain extent. There should be a reduction in the amount invested in the stock. The training indicates promotional activities are influence sale, so company

introduces new and modern and innovative promotional activities like “deal of the day” “deal of the week” “deal of the month”. To give discount on existing customer in a new purchase that is makes more purchase and attract existing customers.

VIII. CONCLUSION

The Industrial Training Research at RIGHA DOORS, Tirur for a period of 15 days is very useful: Where I could able to gain lots of information about fabrics industry. I came to know that the performance of the organization goes on at increasing rate because of the efficient management and effective decision-making. They have not faced any problem in the sales area because the quality of yarn produced is very high. The management maintains good relationship with workers and makes them happy and satisfied by means of monetary and other benefits. The factory is using machines for quality control. So that they can lay for their production more efficiently and increase their sales. Lastly, I would like to conclude that factory is performing efficiently because of good administration and sound policies followed.

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