

Employee Training and Development at Mungi Engineers Pvt. Ltd., Zaheerabad

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Abstract- Mungi Group is a designing company dependent on assembling company occupied with Automotive Sheet Metal Stamping, its totals, Machined Assemblies and Bus Body Building . The Company's plan of action being engaged to the Auto OEM's over most recent 25 years. The group of expert is always meeting the energizing difficulties of making arrangements that meet the car enterprises ever - evolving requests. They have the profundity and broadness of ability in the effective utilization of modified, designed and unique reason sheet metal based totals including Bus Body Building. 1997: Zaheerabad manufacturing plant authorized. This study enhances job related performance, organizational effectiveness, make behavioural changes, and develops LIFE SKILLS prompting self-awareness in Mungi Engineers Pvt. Ltd. at Zaheerabad. It helps in setting up the representative for performing more elevated amount assignment. The preparation likewise encourages learners to do their work accurately in their present position by providing them to the most up to date idea, data and methods.

Indexed Terms- Training, Development, Skills, Ability, Learning, job satisfaction.

I. INTRODUCTION

Training: Training is an efficient improvement of the learning, abilities and states of brain required by a person to carry out enough a given errand or employment.

II. SCOPE OF THE STUDY

- The scope has significantly extended. It outfits a person with skills that assistance him adapt up to everyday issues of living and oversee relation connection and enhancing them.

- Ultimately it aims commitment to profession through better quality and employee Development.

III. OBJECTIVES OF THE STUDY

- To find out the training need of employees.
- To know the level of skills improved by training & development program.
- To find how training can boost potential productivity of employees.

IV. COMPANY PROFILE

Mungi Group started its business creation by the side of NASHIK, MAHARASHTRA, INDIA within past 1984 as fabricating group. Throughout past arrange widened merchandise line foil hardware addressing & its congresses. Advancement is unending endeavours at Mungi and consequently they've advanced the expertise impending a product development group giving "Craftsmanship to Part" resolutions to their patrons.

V. DIFFERENCE BETWEEN TRAINING AND EDUCATION

	TRAINING	EDUCATION
1.	Application situated	Hypothetical situated
2.	Occupation encounters	Classroom learning
3.	Particular undertaking	General idea
4.	Restricted imminent	Wide imminent

VI. SWOT ANALYSIS

1 STRENGTHS

- Huge market, and make international quality standards their company production.
- Top quality and timely delivery of pressed and fabricated product facilities are successful in market.

2 WEAKNESS

- The company required high qualified staff and more professional experienced promoters.
- Require more expenditure on creation of infrastructure facilities.

3 OPPORTUNITIES

- Increasing customer for related fabricated products has the chance to boost its business.

4 THREATS

- The number of competitors is increasing at a higher rate.
- Converting of dollars in Indian currency the company faces some time loss when currency rates are down.

5 FUTURE GROWTH PROSPECTS

- Company future plans are based on discovery and development of new module programs of growth in demand of key products in the international markets.
- To provide more training to all employees and workers.

VII. LITERATURE REVIEW

- Oatey (1970)
Preparing enhances a man's aptitude for completing an assignment. Preparing helps in building up a worker socially, mentally and rationally, which is especially fundamental in reassuring the extent of expertise in addition the advance of diplomats in any association.
- Yoder (1970)
Preparing and enhancement in present business scenery is significantly extra apt than preparing alone. Later HR can affect their perfect abilities

hardly just after the learning/training policy is going for prior the fundamental schedule.

VIII. DATA ANALYSIS AND INTERPRETATION

Table 1. Do the external training programs chosen after collecting enough information about their excellence and appropriateness.

	Options	employees	Percentage
A	Yes	15	30%
B	No	5	10%
C	Somewhat true	10	20%
D	Very true	20	40%

Analysis: From the above table, it is understood that 30% of employees said yes, 10% of employees said no, 20% employees said somewhat true & 40% of employees said true.

Interpretation: From above designed graph it is clear that maximum employees who are getting external training are chosen after collecting enough information about their superiority and appropriateness.

Table 2. Do you find differences in performance level before and after training?

	Options	Employees	Percentage
A	To some extent	15	30%
B	To the possible Extent	30	60%
C	To the full extent	3	6%
D	Not at all	2	4%

Analysis: From the above table, it is understood that 30% of employees said that to some extent they are able to find difference, 60% of employees said to the possible extent and 6% said to the full extend and 4% said not at all got the difference in performance level before and after training.

Interpretation: From above graph it is clear that maximum employees have found that there is a difference in their performance level before and after training. As the training given to them was very much effective and helped them to do their work more efficiently.

Table 3. Does the trainer encourage doubts and questions?

	Options	Employees	percentage
A	Strongly Agree	20	40%
B	Agree	25	50%
C	Somewhat Agree	5	10%
D	Disagree	0	0%

Analysis: From above table, it is understood that 40% employees strongly agreed, 50% employees agreed, 10% said somewhat agreed that the trainer encourage doubts.

Interpretation: From the above graph it is came upon that maximum employees agreed that trainer encourages question and doubts. As the trainer was very motivating and encouraged them on asking doubts and questions.

Table 4. How do you feel after training program?

	Options	Employee s	Percentag e
A	Feeling highly responsible	15	30%
B	Feeling more confident	25	50%
C	Able to	10	20%

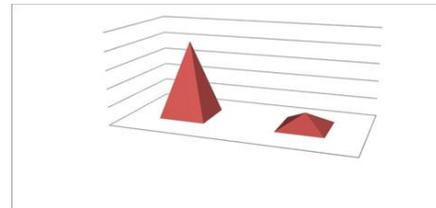
	gain better performance		
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Analysis: From the above table, it is understood that 30% of employees feeling highly responsible, 50% of employees said feeling more confident and 20% said that they are able to gain better performance.

Interpretation: From the above graph it is clear that maximum employees are feeling very much confident after undergoing the training process.

Table 5. Are you satisfied with training process?

	Options	Employees	Percentage
A	Satisfied	42	84%
B	Dissatisfied	8	16%



Analysis: From above table it is discovered that 84% employees are satisfied with training process and 16% said no.

Interpretation: From above graph it is understood that maximum employees said that they are satisfied with training process and few were not satisfied.

IX. FINDINGS

- From the survey it was found that maximum employees satisfied towards training program.
- By study it was found that all employees are taking the benefits of job enrichment, perform task and improve skills through training program.
- From the survey it was found that maximum employees are implementing the training program on the job.
- Training is conducting for employees 15-20 in a year.
- Training is providing to new staffs more than juniors and seniors.

- Most of employees felt that everyone has to upgrade their skills and knowledge and should be happy and enthusiastic to attend such program.
- Most of the employees consider training as a part of organizational strategy.

X. CONCLUSION

Satya Deeptha Pharmaceuticals Ltd, Humnabad is well reputed medicine and chemicals manufacture is also got an effect of employee job satisfaction which uses more problems in the organization. In every organization employees are the main source for the overall development of goals. If there is a more dissatisfaction occurs, the organization will face a lot of problems and even it is not possible to manufacture up to the level. So the management has to take a corrective action for reducing the dissatisfaction of employee and good measures should be implemented. All associations in this day and age have a fundamental proverb and that is to exceed expectations or to be in the most noteworthy position and one of the approaches to accomplish it is through the preparation and advancement. Training refreshes representative learning and improves their own abilities. The training programs at Mungi group are first-class, but duration is inadequate.

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