

Training and Development at Karanja Rubber Industries Pvt. Ltd. Bidar

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Abstract- the Paper is based on HR one of most imported function Employees Training and Development. Each and every organization desire to achieve their goal and objective by making employees engaged with worker. Here the description on the training and development employee at Karanja Industries Private Limited. The fundamental level the worker keeping attracted out fitting with the right condition strength the laboura development productivity and achieve the higher.

Indexed Terms- Rubber, Employee Training, Employee Development, Knowledge, and Skill.

I. INTRODUCTION

- Training: Returning aptitudes and specialized information.
- Development: Learning for development for people, however not identified with explicit undertakings, present and future.

II. OBJECTIVES

- The study is conducted to know the level of knowledge and skills given to the employees in the organization & fulfil its future personal needs. To study the methods used in training the employees.
- To analyse whether the quality of training and satisfaction of respondents related, training program on the basis of relevance, implementation and outcomes.

III. METHODOLOGY

Research technique is ways to systematically solve research problem it can be recognized as a science of

studying how research is done scientifically. A construction questionnaire was prepared and the feedback from the employees was obtained.

IV. SCOPE OF THE STUDY

- This will help the management to know the satisfaction levels of employees and they will take measures to increase output.
- This study may help the management students to prepare their own record.

V. COMPANY PROFILE

Karanja Industries Private Limited was a Private intertwined on September 30, 1992. It was named the Non-Government Company and enrolled in the association's recorder, Bangalore. The affirmed offer cash is Rs. 80, 500, 000 and paid for the capital is Rs. fifty-nine, 631, 000. It is related with the production of flexible merchandise.

Yearly General Meeting Karanja Sectors Private Limited will keep on being suspended on September 23, 2017 and as per records of the organization's administrations.

On November 30, 1996, Karanja Industry has been granted the "I. S. 9002" declaration by STQC India directorate of New Delhi. Which one is above and now affirmation has been acknowledged for ISO 9001. 2008.

VI. PRODUCTS PROFILE

Reclaim rubber;

- K.R. Super Fine Grade
- K.R. Fine Grade
- K.R. Medium Grade

- K.R. Course Grade
- Super Fine Grade Natural Rubber;

Well refined redeemed rubber used in truck types trade rubber.

VII. SWOT ANALYSIS

- Strengths
 - Strong capital position
 - Low debt
- Weakness
 - High labor turnover
 - No specific department such HRD
- Opportunities
 - Hire more talent
 - Strong financial passion to make acquisition
- Threats
 - Strong competition from the neighbouring companies
- Future Growth And Prospectus
 - The Karanja rubber industry is thinking to expand the market area through the north India.
 - The Karanja rubber industry to provide better quality of product at competitive rate.
 - Karanja rubber industry planning to provide ISI facilities to all workers.
 - The Karanja rubber is planning to achieve zero effluent.

VIII. LITERATURE REVIEW

1 Kirkpatrick (1971)
 Estimation rate, Kirkpatrick's reply to the principal assurance is the learners' interest for preparing programs. The second estimation stage, learning is characterized as what figures out what information. Dispositions and talents learn practically speaking. Typically the 3rd dimension of appraisal is characterized as a conduct.

2 Paulet and Molt, (1987)

English Breathing passages increases the viability of MPU Training (First MPF) by estimating esteem actions, responsibility, and strengthening of learners. A dubious gathering is useful to quantify the potential for activity and the dimension of activity coming about due to the Program,

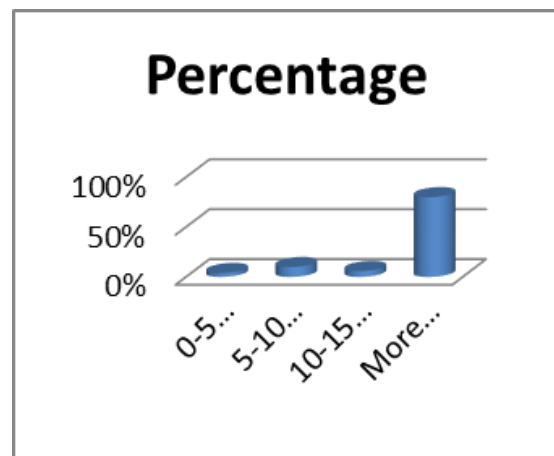
3 Robert (1988)

In his "Pygmalion impact" his own diary outlines the "Pygmalion impact" or "conduct technology standard" which expresses that representative achievement is straightforwardly linked with organization wishes.

IX. QUESTIONNAIRE

Q-1. Since how many years you are working in the company?

	No. of Respondent	Percentage
0-5 years	2	4%
5-10 years	5	10%
10-15 years	3	6%
More than 15 years	40	80%
Total	50	100%

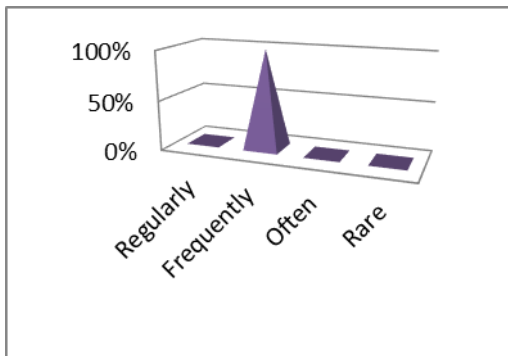


Analysis: From the above table found that 4% of the 0-5 years, 10% of the 5-10 years, 6% of respondents are said years and 80% more than 15 years.

Interpretation: From the above figures shows that most respondent's employee's working experience is more than 15 years.

Q-2. Your organization conducting training frequency?

Particular	No. of Respondents	Percentage
Regularly	0	0%
Frequently	50	100%
Often	0	0%
Rare	0	0%
Total	50	100%

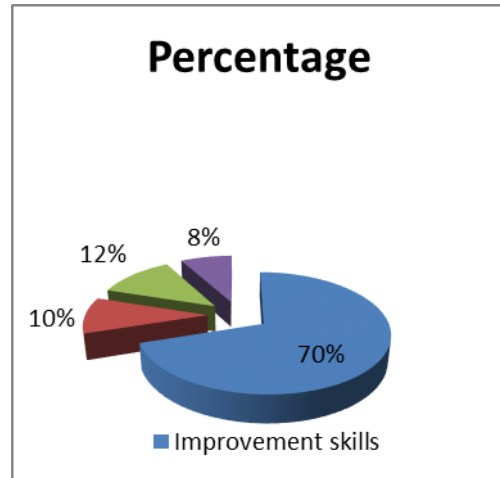


Analysis: The above table shows that 100% of the respondents are said frequently.

Interpretation: The above graph shows that 100% of the employees are organization conducting training frequency.

Q-3. Training program according to you is?

Particular	No. of Respondents	Percentage
Improvement skills	35	70%
Improve knowledge	5	10%
Change attitude	6	12%
All the above	4	8%
Total	50	100%

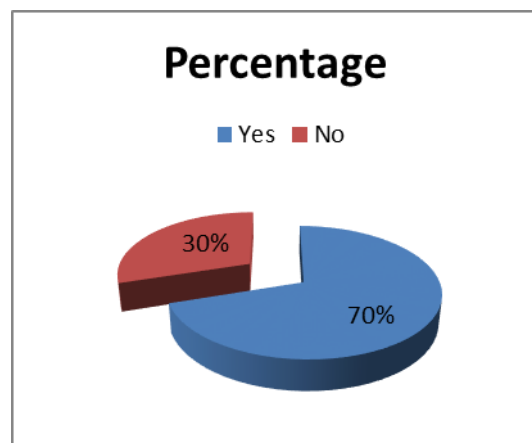


Analysis: From the above table it is found that 70% of the respondents are said improvement skill, 10% of the respondents are said improve knowledge, 12% of the respondents are said change attitude, and 8% of the respondents said all the above.

Interpretation: From the above graph it was found that the maximum employees are said improvement skill.

Q-4. Have you attended any training program?

Particular	No. of Respondents	Percentage
Yes	35	70%
No	15	30%
Total	50	100%

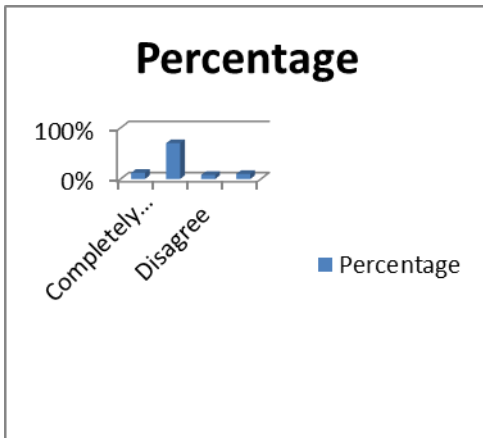


Analysis: From the above table it found that 70% respondents are said attended the training program and 30% respondents are said do not attended the training program.

Interpretation: In this survey it is maximum respondents are attended the training program.

Q-5. Training is must for enhancing productivity and performance?

Particular	No. of Respondents	Percentage
Completely agree	6	12%
Partially agree	35	70%
Disagree	4	8%
Unsure	5	10%
Total	50	100%

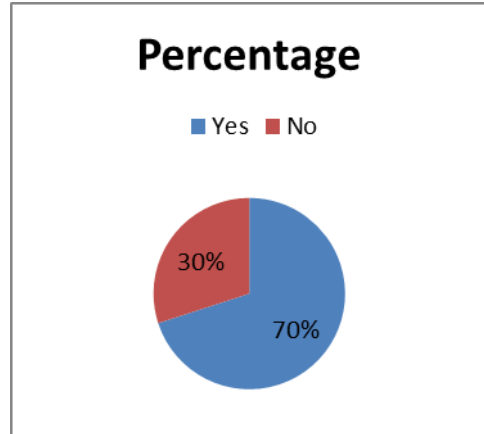


Analysis: The above table it is found that 12% of the respondents are said completely agree, 70% of respondents are said partially agree, 8% of the respondents are said disagree and 10% of the respondents are said unsure.

Interpretation: From the above graph shows that most of the respondents are said partially agree for enhancing productivity and performance.

Q6. Does your trainer clear your doubts regarding the topic?

Particular	No. of Respondents	Percentage
Yes	35	70%
No	15	30%
Total	50	100%

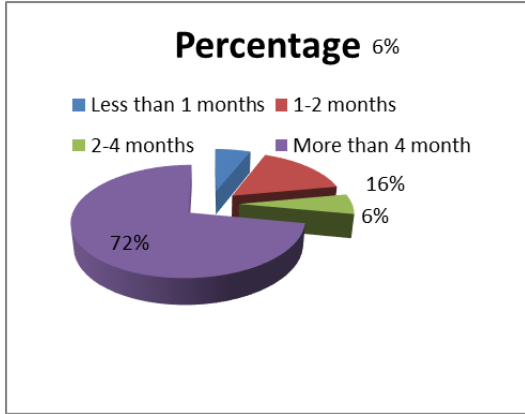


Analysis: From the above table is found that 70% of the respondents are said yes 30% said no.

Interpretation: From the above graph shows that maximum employees said clear your doubts regarding the topic.

Q-7. How long will it take to implement the trained process?

Particular	No. of Respondents	Percentage
Less than 1 months	3	6%
1-2 months	8	16%
2-4 months	3	6%
More than 4 month	36	72%
Total	50	100%

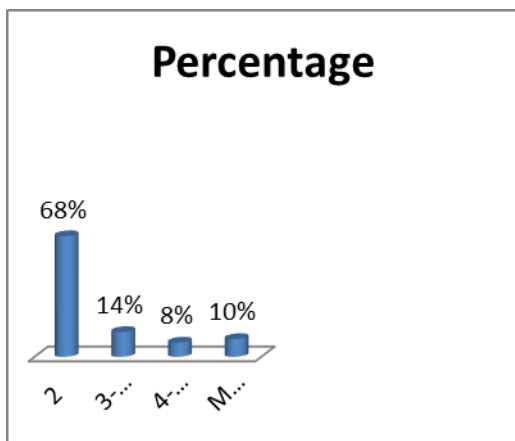


Analysis: The above table it is found that the 6% of the respondents are said they are having less than 1 months, 16% of the respondents are said 1-2 months, 6% respondents are said 2-4 months and 72% of the respondents are said more than 4 months.

Interpretation: From the above graph shows that most of the employees are more than 4 months take to implement the trained process.

Q8. How many training programmers are conducted in a year?

Particular	No. of Respondents	Percentage
2	34	68%
2-3	7	14%
3-4	4	8%
More than 5	5	10%
Total	50	100%



Analysis: From the above table found that 68% of the respondents are said 2, 14% of the respondents said 2 to 3, 8% respondents are said 3 to 4 and 10% of the respondents are said more than 5.

Interpretation: From the above graph are shows that maximum respondents are having 2 training programmers are conducting in a year.

X. FINDINGS

- Most of the respondents are said more than 15 years working in the company, because they are satisfied.
- Employees are partially agreed for enhancing productivity and performance.
- The employees in KIPL views to a greater extend training is necessary.
- Employees consent to stretch out the preparation to improve execution.
- Employees augment the utilization of preparing aptitudes and information got through preparing programs.

XI. CONCLUSION

This study was a learning experience for me and I came to know the training programs in Karanja Rubber Industries Pvt. Ltd. But still more training and development is needed in Karanja rubber industries so that the employees are motivated. KIPL is very conscious of the needs of the employees and does it best to keep the training to its workers. Most of the employees focus on developing team work and leadership skill.

REFERENCE

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- [2] www.google.com