EFFECTIVENESS OF TRAINING & DEVELOPMENT PROGRAM WITH REFERENCE TO “INDO AUTOTECH LTD FARIDABAD (UNIT-1)”

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INTRODUCTION:

TRAINING AND DEVELOPMENT is a subsystem of an organization. It ensures that randomness is reduced and learning or behavioral change takes place in structured format.

TRADITIONAL AND MODERN APPROACH OF TRAINING AND DEVELOPMENT:

Traditional Approach – Most of the organizations before never used to believe in training. They were holding the traditional view that managers are born and not made. There were also some views that training is a very costly affair and not worth. Organizations used to believe more in executive pinching. But now the scenario seems to be changing.

The modern approach of training and development is that Indian Organizations have realized the importance of corporate training. Training is now considered as more of retention tool than a cost. The training system in Indian Industry has been changed to create a smarter workforce and yield the best results.
TRAINING AND DEVELOPMENT (T&D) METHODS: There are several T&D methods available. The use of a particular method depends on which method accomplishes the training needs and objectives. Training methods can be classified into two categories:

<table>
<thead>
<tr>
<th>On-the-Job Methods</th>
<th>Off-the-Job Methods</th>
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<tbody>
<tr>
<td>1. Understudy</td>
<td>1. Special courses and lectures</td>
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<td>2. Job rotation</td>
<td>2. Conferences and seminars</td>
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<td>3. Special projects Experience</td>
<td>3. Selected reading</td>
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<td>4. Committee assignment</td>
<td>4. Case study method</td>
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<td>5. Coaching</td>
<td>5. Programmed instruction/learning</td>
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<td>6. Brainstorming</td>
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<td>7. Role-playing</td>
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<td>8. Vestibule schools</td>
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<td>9. Apprenticeship training</td>
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<td>10. In-basket exercise</td>
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<td>11. Business games</td>
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<td>12. Behavior modeling</td>
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<td>13. Sensitivity (T-group) training</td>
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AUTOMOBILE INDUSTRY: Automotive industry, all those companies and activities involved in the manufacture of motor vehicles, including most components, such as engines and bodies, but excluding tires, batteries, and fuel. The industry's principal products are passenger automobiles and light trucks, including pickups, vans, and sport utility vehicles. Commercial vehicles (i.e., delivery trucks and large transport trucks, often called semis), though important to the industry, are secondary. The design of modern automotive vehicles is discussed in the articles automobile, truck, bus, and motorcycle; automotive engines are described in gasoline engine and diesel engine.

COMPANY PROFILE

Indo Autotech Limited

- Indo Autotech Limited – Established in 1974,
- Currently having six production plants in India,
  - Manufacturing of precision sheet metal components, tubular parts/Assemblies for automotive OEMs, Heavy Fabrication Parts & Assemblies for Construction & Agriculture Industry,
  - Space Acquired – 8.5lakhs Sq. Ft
- ISO/TS 16949:2009 certified by DNV since August 2004
- ISO – 14001:2004 certified by DNV since September 2005
Types of Training at Indo Autotech limited Faridabad:

**SCHEDULED FOR: July**

1. Training on “PP Module”
2. Training on “Stress Management”
3. Training on “Safety(First Aid)”
4. Training on “Legal Requirement”
5. Training on “APQP”
6. Training on “FIFO System”
7. Training on “Written Communication”

**SCHEDULED FOR: AUGUST**

1) Training on “MM Module”
2) Training on “Furnace Brazing”
3) Training on “7 QC Tools”
4) Training on “IT Gun”
5) Training on “Safety (CNG Gas)”
6) Training on “Safety (Robotic Maintenance)”

**SCHEDULED FOR: SEPTEMBER**

1. Training on “Welding Penetration”
2. Training on “EMS & OHSAS”
3. Training on “Control Plan”
4. Training on “Problem Solving Techniques”
5. Training on “Instrument Handling & Measurement”
6. Training on “Motivation Skills”

**SCHEDULED FOR: OCTOBER**

1. Training on “Powder Coating”
2. Training on “Safety ( Fire Fighting)”
3. Training on “CMM”
4. Training on “Welding Parameter & Defect”
5. Training on “Material Science”
6. Training on “SPC”

**SCHEDULED FOR: NOVEMBER**

1. Training on “FMEA”
2. Training on “Leakage Testing”
3. Training on “TS/16949 Awareness”
4. Training on “PPAP”

**SCHEDULED FOR: DECEMBER**

1. Training on “PLC Programming”
2. Training on “MSA”
3. Training on “GD & T”
4. Training on “Train The Trainer”
Objective of the Study

- To study the training and development process carried out by Indo Autotech Ltd. FBD.
- To study the training and development methods used by Indo Autotech Ltd. FBD.
- To study the effectiveness of training and development programs carried out by Indo Autotech Ltd. FBD.

LITERATURE REVIEW:

This research paper by “Rekha Mudkanna”, “Dr. S.G. Losarwar”, helps us understand about meaning of training and development and its importance in the automobile industry. It helps the researcher to know how training and development activities play a crucial role in automobile industry by enabling employees to learn and adapt new skills, techniques and which will help to achieve their self–laid objectives and simultaneously the organisational objectives to effectively.

This research paper by “Shelley Khosla”, helps us understand the importance of training and development in business by providing the benefits of training and development as how training and development really helps employees and organisation both such that organisation and individual goals and objectives are attained in an effective manner.

“Education and Training in the Auto Manufacturing Industry: a Comparative Analysis between Japan and Malaysia” by Hooi Lai Wan (Osaka School of International Public Policy (OSIPP), Osaka University, Japan) This research paper by “Hooi Lai Wan”, describes about training practices followed by firms in Japan and in Malaysia it tends to compare what training policies had been adopted by Malaysia after their Prime Minister enunciated “The Look East Policy” in late 1981 with Japan specifically in mind. “Learning from the Japanese” has been in vogue for some time in Malaysia. This research is to reveal to what extent Japanese education and training practices are introduced and practiced in Malaysian auto manufacturing companies since the implementation of the Look East Policy.

This research paper by “Dr. Aliya Sultana, P. Naganandini Devi and Navvateja”, helps us understand issues of Training & Development in Indian context. It considers the present scenario and issues in the Indian context and analyses them as how these issues can be resolved can lead to better productivity. The present situation in any industry is such that their not only domestic competition but also global competition as well for the firms so as to compete and survive in this current scenario which forces companies/ organization’s to follow training and development activities such that which could only help them in current competitive environment. As the pace of change is so fast and the skill level has to be enhanced, so training is one of the tools at CEO’s disposal to achieve this end. The compelling need for training is also because of three factors.

RESEARCH METHODOLOGY:

Achieving accuracy in any research requires in depth study regarding the subject. The prime objective of the project is to study the various training and development practices being adopted by Indo Autotech Ltd FBD and accordingly studying its effectiveness. The research methodology adopted is basically based on primary data via which the most recent and accurate piece of first-hand information which is been collected. Secondary data has been used to support primary data wherever needed.
DATA ANALYSIS AND INTERPRETATION

Q1. What kind of training method is used by the management in your organization?

![Type of Training](image1.png)

Fig: 1

Q2. How well do you find the training programs conducted by the organisation?

![Rating](image2.png)

Fig – 4.2
Q3. Are you interested in undergoing or attending a training program?

![Bar Chart](image1)

**Fig – 4.3**

Q4. Has the training program influence the motivation level or morale?

![Bar Chart](image2)

**Fig – 4.4**

Q5. Does training programs conducted have increase your Knowledge?

![Bar Chart](image3)

**Fig – 4.5**
Q6. Does training really affect the sense of competitiveness?

![Competitiveness Diagram](image)

**Fig - 4.6**

Q7. Does training and development activities help in improving your overall personality related to your profession?

![Improvement Diagram](image)

**Fig - 4.7**

Q8. Do you think that training & development has increase the level of skills required to perform a particular Job?

![Skill Level Diagram](image)

**Fig - 4.8**
Q9. How much you feel that training and development activities have increased the quality and productivity of your work?

![Fig - 4.9]

Q10. Has training & development activities improved Team Work or coordination among peer members?

![Fig - 4.10]

Q11. Have you undergone any training & development program recently?

![Fig - 4.11]
Q12. How was the coordination between participants and faculty?

![Coordination Among Faculty & Participants]

**Fig – 4.12**

Q13. How much relevant was training in practicality while performing your job?

![Usefulness](image)

**Fig – 4.13**

Q14. How were the facilities & equipment used in training program?

![Equipment's Used](image)

**Fig – 4.14**
Q15. Are you satisfied with the training method used?

![Satisfaction Chart]

Fig – 4.15

Q16. Whether feedback was taken after training or not?

![Feedback Taken Chart]

Fig – 4.16

Q17. Whether the feedback taken was analyzed & interpreted by officials to improve training for future prospects?

![Feedback Analysis Chart]

Fig – 4.17
Q18. How effectively is the training conducted by management in overall development of employees?

![Overall Development Chart]

Fig – 4.18

Q19. Are you satisfied with Training & Development department in organizing relevant training programs?

![T & D Satisfaction Chart]

Fig – 4.19

Q20. How would you like to rate Training & Development department of your organization?

![Rating Chart]

Fig – 4.20
RESULTS OF THE STUDY:

As the results of the study are important for any research & researcher as it takes lots of efforts to work and complete one study as if results are attained as per the work done then it is a great plus for the researcher and adds to his motivation. Result of this research has been in accordance with the objectives laid earlier in the study.

- As the first objective of this study is what process is been adopted by Indo Autotech ltd as by working over there I have been able to know the procedure adopted by Indo Autotech ltd. For carrying out training & development programs for their employees in the organisation to develop and train their employees effectively and efficiently such that mutual goals of the organisation & their employees are achieved. As process will only help them to lay down training and development program accordingly for their employees such that they are able to perform their job specifically and effectively.

- Secondly the objective is to know the training and development methods used as whether on the job or off the job training and developments method for providing training & development to their employees in the organisation such that they are imparted with requisite skills to perform various jobs effectively within proper time period. Both on the job and off the job methods are followed to train their employees.

- Third objective was to study the effectiveness of training and development programs conducted at Indo autotech ltd. Unit-1 fbd, as it has been done by getting answers through questionnaire filling and overall result is between very good and good as per the analysis done. Some other results are also achieved, as we are able to know more about the Indo Autotech Ltd. In terms of work their organizational structure and much more. Also studying effectiveness of training & development program has helped me in knowing the reality whether employees are really satisfied with the kind of training and development activities held and also providing me as a researcher their satisfaction level with training and development department of their organization.

CONCLUSION

This paper is in the area of Human Resource, has been a very gratifying experience at the Outset; the objectives were to understand the training & development procedure, method adopted and study its effectiveness as to what extent the training & development programs had helped the employees and how much they are satisfied with training and development programs conducted in their organization. Also as results show that employees have rated most of answers between very good and good to various questions related to training & development programs which are conducted at Indo Autotech ltd fbd, for organization to be successful even more they should timely take measures and other innovative methods should be followed such that employee’s satisfaction level increases from very good/ good to excellent. The various objectives as laid have been achieved of this research successfully. Also this research can be extended to other units of Indo Autotech ltd also by increasing the sample size and also overcoming other constraints of this research.
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