

Training and Development in Iron and Steel Industries of Bellary District: A Sample Survey

Abstract:

Training is essential for every worker in industries. As such, iron and steel industries are also imparting training to their workers. Systematic training begins with the analysis of expected skills on the work and job, existing skills among the workers, choice of proper method of training, period of training, etc. In this respect, the present study focused different aspects of training and development activities of iron and steel industries located in Bellary district by surveying 200 workers through interview schedule. The paper described the outcomes of the study.

Introduction:

Training is deep rooted in every human activity and it is as old as human society itself. Whenever man has thought to create, doing and mastering the technique of production or manufacturing, he has looked more towards training. Training has been associated with learning and mastering technique. Success of any firm, organization and activities largely depend on Training. The need for training and development may be better understood in the light of the following situations, one or several of which may simultaneously impact an organization and /or its personnel (Sahu, 2006):

1. Rapid technological innovations impacting the workplace have made it necessary for people to constantly update their knowledge and skills.
2. People have to work in multi-dimensional areas, which are usually far removed from their area of specialization.
3. Change in the style of management.
4. Due to non-practical college education.
5. Lack of proper and scientific selection procedure.
6. For career advancement.
7. For higher motivation and productivity.
8. To make the job challenging and interesting.
9. For self-development.
10. For employee motivation and retention.
11. To improve organizational climate.
12. Prevention of obsolescence.
13. To help the organization to fulfill its future manpower needs.

14. To keep pace with the times.
15. To bridge the gap between skills requirement and skills availability.
16. For the survival and growth of the organization and the nation.

Training and development is a continuous process in an industrial organization. The training and development activities must be on going with the time and change in technological applications in an industry. But it is noted that only large scale industrial organizations spend money for the training and development of employees, whereas small and medium size industrial organizations does not give much importance to training and development of their employees. Realizing the importance of training, the industries including iron and steel industries are imparting training to its workers. In this respect, it is essential to know about the training and development activities of iron and steel industries and the present study made in Bellary district is an effort in this respect.

Objectives of the Study:

It is aimed to know whether the iron and steel industries are imparting training and professional development to the workers. It is also aimed to look into systematic training, which begins with analysis of training needs, skills needed for the different works or jobs, choice of proper method of training, selection of trainers, feed back after training, etc.

Methodology and Limitations:

The Bellary district is rich in iron and manganese ore and as such, many of the iron and steel industries are located in the district. Theoretical background to the present study is derived from secondary literature published in research journals and books. Primary data was collected from 200 workers working in four iron and steel industries located in Bellary district through interview schedule. The collected primary data is analyzed, interpreted and discussed as under.

Analysis, Interpretation and Discussion:

1. Training is essential for every Employee:

Training is an important process to learn work methods, new techniques, refresh the existing knowledge and orientation of skills and competences of the employees. Hence, it was asked to the employees, whether training was essential for every employee and collected information is shown in the following table.

Table No. 1. Training is essential for every Employee

Particulars	Frequency	Percentage
Yes	200	100
No	--	--
Can't Say	--	--
Don't Know	--	--
Total	200	100

It is emphasized from the above table that all the workers have fully agreed that training is essential for every employee.

2. Period and Reason for the Training Programmes:

It was revealed from the above table that all the respondents agreed that the management provide facilities for the training. It was asked them to furnish the information on the period of training and reason for the training and collected information is shown in the following table.

Table No. 2. Period and Reason for the Training Programme

Particulars	Frequency	Percentage
When company adopts new technology	32	16.00
To increase skills and knowledge periodically	77	38.50
Compulsory Training for all	91	45.50
Total	200	100

Among all the workers covered under the study, 91 (45.50%) have expressed that compulsory training is given to all employees, followed by 77 (38.50%) have stated that to increase the skills and knowledge periodically, training is given and remaining 32 (16.00%) have stated that when company adopts new technology training is given to employees.

3. Training Policy of the Company is Satisfactory:

Training to be effective, it should be satisfactory in all respects. For this purpose, every company has to make plans and formulate policy, so as to organize the training in planned way. The training policy should contain aims, objectives, means, methods, etc of the training. Information from the respondents was gathered on whether the training policy of the company is satisfactory and interpreted as under.

Table No. 3. Training Policy of the Company is Satisfactory

Particulars	Frequency	Percentage
Yes	150	75.00
No	14	7.00
Can't Say	10	5.00
Don't Know	26	13.00
Total	200	100

On the training policy of their companies, 150 (75.00%) of the workers have stated that the training policy of the company is satisfactory, followed by 26 (13.00%) of the workers are not knowing about the training policy of the organization, 14 (7.00%) have expressed that the training policy of the company is not satisfactory and remaining 10 (5.00%) of the workers have not expressed their views on the same.

4. Industry analyzes and assesses the Training Needs before conducting any Training:

It is essential that, based on training needs, the company has to provide training to its workers. It was asked to them whether the company, in which respondents are working will assess and analyze the training needs before conducting any training programme. The collected information is presented in the following table.

Table No. 4. Industry analyzes and assesses the Training Needs before conducting any Training

Particulars	Frequency	Percentage
Yes	42	21.00
No	126	63.00
Can't Say	32	16.00
Don't Know	--	--
Total	200	100

On whether their companies analyzes and assess training needs before conducting any training, among all the workers, 42 (21.00%) have stated that the company analyzes and assesses the training needs before conducting any training programme, about 126 (63.00%) have stated that the company does not analyze or assess the training needs before conducting any training and remaining 32 (16.00%) have not expressed their views on the same.

5. Training Needs Analysis should be made according to the Needs of the Organization, Capacities of the Employees, Job Requirements and Work Expectations:

As already discussed in the previous sections, the training programme begins with the assessment and analysis of training needs. But it is noticed that majority of the respondents expressed that the company does not make any kinds of training needs analysis before the training.

Hence, it was asked to the respondents whether they agree that training needs analysis should be made according to the needs of the organization, capacities of the employees, job requirements and work expectations. The collected information is presented in the following table.

Table No. 5. Training Needs Analysis should be made according to the Needs of the Organization, Capacities of the Employees, Job Requirements and Work Expectations

Particulars	Frequency	Percentage
Yes	154	77.00
No	14	7.00
Can't Say	32	16.00
Don't Know	--	--
Total	200	100

Only 154 (77.00%) of the workers have agreed that training needs analysis should be made according to the needs of the organization, capacities of the employees, job requirements and work expectations, whereas 14 (7.00%) have disagreed to the same and 32 (16.00%) of the labourers were not expressed their responses on the same.

6. Useful Methods for Training:

Most of the employees covered under the present study have known about the training and developmental activities. To train the employees in an organization, different methods are used such as lecture method, practical training, workshop, discussion, audio-visual method, etc. It was asked to the employees to suggest about the suitable and useful method for the training and their suggestions are stated as under.

Table No. 6. Useful Methods for Training

Particulars	Frequency	Percentage
Lecture/Class room	80	40.00
Audio-Visual Method	35	17.50
Discussion, Role Play and Demonstration	79	39.50
Any Other	06	3.00
Total	200	100

Among the workers covered under the study, 80 (40.00%) have stated that lecture/class room method is best method for training, followed by 79 (39.50%) have responded that discussion, role play and demonstration are the useful method for training, about 35 (17.50%) have stated that audio-visual methods are best methods for training and remaining 06 (3.00%) have suggested other methods as useful methods for training.

7. Training Methods used in the Organization:

The information on the training methods used and adopted in the organization where the respondents are working is gathered and presented in the following table.

Table No. 7. Training Methods used in the Organization

Particulars	Frequency	Percentage
Lecture/Class room	132	66.00
Audio-Visual Method	05	2.50
Discussion, Role Play and Demonstration	63	31.50
Any Other	--	--
Total	200	100

Of the workers responded, 132 (66.00%) have stated that they are using lecture/ class room method of training, followed by 63 (31.50%) are using discussion, demonstration and role play for training and remaining 05 (2.50%) are using audio-visual method for training.

8. Training helps the Employee to do their Job properly with increased ability and Skills:

The main objective of the training is to improve efficiency and increase productivity, thereby to do the job and work properly with increased ability and skills. Hence, it was asked to the respondents whether they agreed that training helps the employee to do their job properly with increased ability and skills and the collected information is shown as under.

Table No. 8. Training helps the Employee to do their Job properly with increased ability and skills

Particulars	Frequency	Percentage
Yes	132	66.00
No	41	20.50
Can't Say	17	8.50
Don't Know	10	5.00
Total	200	100

It is surprising to note from the above table that only 132 (66.00%) of the workers have expressed that training helps the employees to do their job properly with increased ability and skills, followed by 41 (20.50%) of the workers have not agreed to the same, 17 (8.50%) of the workers have not expressed their views on the same and remaining 10 (5.00%) of the workers are not aware about the same.

9. Training enhances Job Satisfaction, Better Performance and more Productivity:

Training not only increases the skills and efficiency, but also increases productivity, thereby increasing better performance and also job satisfaction among the employees. As such it was asked to the respondents, whether they have agreed with the same and collected information is shown in the following table.

Table No. 9. Training enhances Job Satisfaction, Better Performance and more Productivity

Particulars	Frequency	Percentage
Yes	126	63.00
No	41	20.50
Can't Say	17	8.50
Don't Know	16	8.00
Total	200	100

Of the workers surveyed, 126 (63.00%) have expressed that training enhances job satisfaction, better performance and more productivity, followed by 41 (20.50%) have not agreed to the same, about 17 (8.50%) have not expressed their responses and remaining 16 (8.00%) do not know about the same.

Suggestions and Conclusion:

It is highlighted from the present study that, every industry surveyed is providing training to its workers. But, there are certain lacunas were found in training. Many of the workers feel that the training provided is repetitive and has no use. Further, there are class room and demonstration methods of training, which is not useful to learn skills based on practice. Systematic training should begin with the analysis of training needs or existing skills of workers and expected skills on the job. But such, training needs analysis is missing in training. Hence, it is suggested to analyze the training needs of the workers before training and also there is need to assess the expected skills on the job. Based on the gaps in these skills, systematic practical training should be designed.

References:

1. Sahu, RK (2006): Training for development all you need to know. New Delhi: Excel Books, 2005.
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