

# A SOCIOLOGICAL STUDY OF TRAINING IN AN ORGANIZATION OIL INDIA LIMITED

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**Abstract:** The development and evolution of the human resource management and expansion of training as part of it, passes distinct phases of history. The training of employees had started since establishment of the organization. The research is conducted with the help of random number table. Probability sampling method is used to collect primary data. Secondary data are collected with the assistance of book, journals and interview guide. The objective of the research is- (i) To study what training mean in the organization Oil India Limited. The finding of the study convey that it facilitates such circumstances to workman that put together persistence, appropriate, suitable, and requisite services of training and development and also accord to the breakthrough of the organization persistently.

Training as part of human resource management passes distinct phases of history. (Rao P. Subba, 2011). Training emerges prior to the industrial revolution of the United Kingdom and proliferates all over the world. After the rise of industrial revolution, the government of India introduce new business policies to maintain healthy competition with other industrially develop countries of the world. It comes out as mandate to deals with new policy. Due to expansion of science and technology, demand of training is increased. In this context, trained workers play a dominant role in the organizations. The organization oil India Limited strives to overcome from challenges in preparations of some training programmes for employees. These training initiatives help the industrial workers to acquire professional recognition, soft skills, attitudes and other personality traits. It also assist to know employee potential and field of interest. (Allen Robert C. 2017). Training is provided to execute core requirement of the organization. Training is also dominant when people involve in income generating activities. So, both government and non-government organizations prefer training of workers who participate in production system. Even shortage of skill workers may create challenges for the industrial organization in context of production. On the other hand, proper training can provide a good management to any industrial organization.

Sociology studies about social life, social change and significance of human behavior. It studies about social relationship of human, and social institutions. Industrial Sociology study about technological change, globalization, labor market, organization, managerial practice, human relationship and also co-relation between them. Human adopt behavioral pattern to adjust and to grow in a society and in an industrial organization

employee require special cultural and behavioral patterns to balance with organization work culture. For this training is the only option to get an efficient workforce. (Bhushan Vidya and D. R. Sachdeva, 2014). The research is conducted in the organization Oil India Limited, training of employees and the investigator utilizes **Random Number Table** (First testing of random numbers developed by M. G. Kendall and B. Babington Smith in late 1930s. **Source-** Maurice G. Kendall and Bernard Babington Smith, “Tables of random sampling numbers” 1971, Publication-Cambridge University Press, Cambridge.) to track down balance result in respondents appointment. The researcher choose both executive and non-executive manpower category and all grades work person as respondents and collects data from various departments. The research is coordinated with assistance of probability sampling method. Researcher collects data from 350 respondents i.e. 200 executive and 150 non-executives respectively. The secondary data such as books, journals, articles, training related official documents and newspapers are being utilized to facilitate a proper focus on the matter at hand. The objective of the study is - (i) To study what training mean in the organization Oil India Limited.

The finding of the study shows there are three main type of training in the organization. Training subdivision classifies an in-house training lineup with reputed internal and external faculties. The organization in-country training is initiated basically by divergent training categorizing agencies in any place in the country. The corporation appoints its workforce periodically for specialize training to distinct countries of the world. It is done based on the company's requirement as and when the management proceeds for such outside country training. If the number of nomination for specialize training authorize by the competent authority is less, then training wing systematize overseas training. The respondents of the research give diverse viewpoints regarding training benefits of the employee. The study illustrate that respondents impart as training is a persistent aspect of learning. It is invariably imperative for workforce consciousness development. It encourages the workman to implement the perception learn in the training intention. Training enhances the awareness of employee to tackle with the complication arise in the organization. It convenience to acknowledge the job and impression on execution of the personnel, it bestow blessing to attain righteousness imparting skill, better management, contribute utility to appreciate stipulate job and exhibit the modification of workforce job representation in the organization. Training promotes to acquire ingenious intention to bring off work to outstretch the desire aspiration within the allotted period. It ameliorates novel skill to accomplish the commitment accurately. It assist to interpret conception into training undertaking, obligation, assignment, brainstorming, erudition accord trainee mental boost, enlarge conviction and succor to spadework functionally. It boosts workforce righteous etiquette. Training dispenses comprehension, technical skill and inspiration to drudgery in coordination. It assist the workman to finish job sincerely and timely. It enriches the original proposition, builds up perception, assist to take collaborate determination, enhance personnel direction attribute, self-awareness toward job and execution.

Training supports the personnel to acknowledge and finalize assignment systematically within the allotted time. It assists the work personnel to recognize the methodical approach of the job and developed the working position of the workforce. It fabricates a righteous working environment and work customs at corporation. It succors the workforce to accomplish multipurpose task timely. It positively motivates manpower for proper time management and gain a positive attitude. Training enrich manpower drudgery planning and ameliorates to do job in a structured way. It uplifts and magnifies workforce functioning appointment. Training incentives intensify the proficiency of a trainee, proliferate realization which grant a stimulus to build a strong commitment at drudgery. It ameliorates the presentation appointment, technical skill and assertiveness at work position and trustworthiness of the workforce. It promotes manpower to discharge job in a healthier method. It assists each personnel to appreciate internal strength and the manpower to determination on an interpretative state of affairs.

Training magnifies mutual relation between workman of divergent division. It increases workforce assertiveness. It encourage growing interpersonal relation, uplift comprehension, expand skill and also assist in collaborative discourse. It grants enlightenment to formulate an upright operating surrounding and to construct functioning work culture. It assists to gain a sound consciousness of areas where personnel work and support to promoting other. It assistance in determining strength and inadequacy of the project assign to the man force. It helps to interconnect with distinct person of diversifying drudgery episode behind. It ameliorates the expertise of the worker in coordination. It succors the work man to acquire expertise to position in a team and support a work man to obtain synergy in an organize attitude. It supports the employee to decide in extremity and assist the man power to take requisite steps at righteous time. It assists personnel to acquire wider proficiency and occurrence in an inter-actional platform, the training itinerary and also guide to interact with global personnel. It support and bestow the workforce a chance to share the episode with other section worker.

Training bestow man power details to generate a righteous operating surrounding and to manufacture superior work culture. It assists the workforce to do assignment in a company and support to acknowledge each member of the squad and add to formulate an upright attachment with other participant of the collaboration. Training is design based on job-requirement and it assistance to uplift the execution of the man power and advantage to the corporation. It requisite assessment, modusoperandi and estimation support to construct training additional innovative and up to date. It succors the personnel to adjust to the assignment circumstances. It intensifies work person awareness about accuracy, well-being, drudgery surrounding, technical skill, assertiveness at position, permeates on recent technology and leadership. It assist the employee to attain practical comprehension through industrial visits during the training period. From the above deliberation, it can say that training assists to appreciate the job and blessing a footprint on execution of work personnel. Training polish up the expertise of the worker in co-ordination, it magnify trainee determination, dispense awareness, technical skill, inspire to exertion appropriately and assist to acquire expertise to assignment in amalgamation. It

support to adjust with drudgery environment of an organization and assist to regulate with an exigency and ameliorate to take require steps at righteous time.

In conclusion it can say that the organization facilitates such circumstances to workman that put together persistence, appropriate, suitable and requisite services of training and development and also accord to the breakthrough of the organization persistently. Learning encompasses the acquisition of recent and existing awareness, skill, frame of mind, worth, custom and it is encircle with personal, collaborate, organizational learning encounter trigger by negligence, triumph and anything in between them. The perpetually versatile workforce not only expands potency but also bring about excessive and considerable utility output in the corporation. The well-train and prompt workforce of the organization cut costs of supervision, as well as obtains expertise to self-regulation. The technically qualified workforce bestow the administration of the organization acceptance in utilizing recent technology and dispense workforce with a ambit for rapid adjustment in production modusoperandi, product requirements and technology. The management's commitment to training and evolution of the employees in an endeavor to ameliorate service execution bears an illustrative magnitude to the workforce so those trainees are evaluating in the organization.

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