

Social Structure and its effectiveness in the Organization Oil India Limited Training: A Sociological Explanation.

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Abstract: The organization Oil India Limited is a public sector organization. It has different social structures to carry on its productive work. The social structures of the organization work in team to receive its desired goals. The concern research is conducted in structural functional perspective. The exploratory research design is adopted to carry on the research. Primary data are collected by utilizing interview and observation method. The secondary data are collected with the support of books, journals, articles and internet sources. The objective of the research is- To study social structure and its role in the organization training.

Key Words- Social structure, Training, Arrangement, Efficiency and Effectiveness.

Social structures are sets of arrangements between employees of an organization. The organization Oil India Limited has different social structures within the organization to continue its productive business. Within social structures employees interact, develop communicative network and team either visually or physically. Each social structure has distinct function, role, way of work, and hierarchical position. There are two broad hierarchical work positions that are executive and non-executives in the organization. They work together as a team to fulfill its common goal either formally as well as informally. These two social structures are again divided into sub-structures. The organization has around 40 departments in Duliajan town who work together as a team. As for example, the organization training department namely learning and development department is divided into three sub sections such as management training and development center (MTDC), employee training and development center (ETDC), and planning and administration section. These sub-sections work together as team to achieve its desired training goal.

The research is conducted in the organization oil India limited. It is a public sector organization. The organization has different social structures to carry on its routine business. Each social structure has distinct role to play. The study is conducted to find out the effectiveness and efficiency of the social structures in the organization work culture. To conduct a sociological research researcher choose structural functional

perspective. Purposive sampling method is used for data collection. It is based on exploratory research design. Primary data are collected by using interview and observation method. The secondary data are collected by utilizing books, journals, articles and internet sources. The objective of the research is- To study social structure and its role in the organization training.

The organization established its training department as a separate unit to disseminate training in less time and management effort. The department arranges training programmers in a systematic way. The employee of the department has distinct function, structural position, role, and way of work. To achieve its required goal each structural position holder work together as team. The training department arranges training programmers as in-house, in-country and overseas training programme. To conduct a training programme, there are different competent authorities for each type of training. The line manager of the organization develop contract with training organizing agencies and training organizing agencies also contract with the organization to conduct training programme. The organization continuously provided training to its employee so it has some collaborative training organizing agencies.

The training department managerial structure employee sends training broacher to the entire departments of the organization for necessary approval or to fulfill the departments training requirement. Another structural position holder work toward the fulfillment of financial requirement, which is approved by the finance department. The financial requirement approval letter first approve by the training department higher social structural position holder. After the collaborative work of different social structure, training programmers are arranged by the organization. Training programmers are evaluated in three different ways. The in-house training programmes are evaluated by the employee host department with assistance of different social structures of the department. The in-country and overseas training evaluation involves different social structural groups such as trainee host department social structures and training department different social structure position holder. It involves at least three different social structural position holders of the organization.

In conclusion, it can say that social structures are part of the organization to achieve a common goal. It increases the organization effectiveness. Different structural group work as team and it increase employee efficiency. Social structure of the organization distributes its work among its team member which reduce work load, mantel stress of the employee.

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