

An Examination of Training and its Benefit in the organization Oil India Limited: A Sociological Study.

Lini Baruah, Ph.D Research Scholar

Department of Sociology, Dibrugarh University

Mail id- linibaruah6@gmail.com

Mobile no- 08638841771.

Abstract:

Training is a method by which one can ameliorate its qualities physically and mentally. Since beginning of the industrial revolution the expansion and advancement in training have become a part of human resource management and it has gone through various stages. Training is also a part of human civilization. In the early stage of human civilization, people learned various activities such as cooking raw materials, using metals etc. but at the same time they realized that some particular training in different aspects are required to meet their basic needs. Therefore, they strive to train themselves to acquire the goals for their survival. The methodology of the paper based on primary and secondary data. The research is conducted in the organization Oil India Limited with the assistance of structural functional perspective. The objectives of the research is- (i) To study the perceptions of the executives and non-executives towards training benefit, team spirit and personal development. In conclusion it illustrated that the corporation classifying training towards its work force persistently and had acquires positive outcome in previous estimation.

Key Word: Training, Efficiency, Adroitness, Up gradation, Estimation.

Sociology as a science of society, it studies about social life, social change and significance of human behavior. It studies about social relationship of human and social institutions. As a part of Sociology, Industrial Sociology study about technological change, globalization, labor market, organization, managerial practice, human relationship and also co-relation between them. As a social animal human much adopt some behavioral pattern to adjust and to grow in a society. Like this, at industrial organization employee exigency some special cultural and behavioral pattern to rectifying them with organization works culture. For this Training and retraining is the only option to get an efficient workforce. Training is a method by which one can ameliorate its qualities physically and mentally. Since beginning of the industrial revolution the expansion and advancement in training have become a part of human resource management and it has gone through various stages. Training is also a part of human civilization. In the early stage of human civilization, people learned various activities such as cooking raw materials, using metals etc. but at the same time they realized that some particular training in different aspects are required to meet their basic needs. Therefore, they strive to train themselves to acquire the goals for their survival. People trained themselves gradually to fulfill their basic needs with the passage of

time. Since its inception, India has been suffering from a shortage of trained and skilled workers for several occupations and industrial organizations. The majority of the employees in an industrial organization suffer from low efficiency, which depicts that the rate of skill formation has been low. In this context, some of the most important factors like social perception towards industrial work, differentials between the income of skilled and unskilled worker, and training facilities are also most significant for industrial organization.

The organization Oil India Limited has provided training facilities for employees since its establishment. Training is a sound basis of universal literacy, proper planning and utilization. In India, there is a long history of employment training program. The National Commission of Labor has succinctly given a lot of emphasis on worker's training programme in India. In the early days of the twenty century, all the organizations realized for the training programme, but establishment of institutional facilities for it did not receive the required attention. The report on Vocational Education in India in 1937 emphasized the requisite for training facilities for the workers. After submission of the report on Vocational Education in India in 1937 a new type of technical institution came into force which also included the essential of training facilities to the workers. As a result, for the first time National Commission of Labor was setup in 1966 for examining the labor complication of both organized and non-organized sectors. After examining and evaluating the labor trouble the commission gave emphasis a lot on worker's training programs. In the early days of the twentieth century, various organizations realized the obligation and satisfaction of the training initiative and hence they started to implement on the relevant training application for workers.

Distinctively, human resource development includes both the term 'Training' and 'Development'. Training and Development are not same in an organization. The term 'Training' is customarily used in an organization to mean substantively specific driving flair among the workforce to carry out auspiciously the tasks assigned to them. Training ascendancy of a corporation is anxious with perpetuate and revamping contemporary job interpretation. Training generate stubby concomitant for the men force and persistent upshot for a conglomerate as a whole. In the process of training, the trainer plays a prominent mantle to disseminate the mandatory consciousness and ingenuity in an organization. Training is perceived as the means by which mankind ascertain what they require to appreciate and perpetrate in an organization. On the other hand, development includes in an institution as swatting, confront and rehearse the grasp, artistry and standpoint, which boost the inclusive disposition of an individual and blossoming has an everlasting and broader perspective of versatile expansion of solitary in a corporation. The instigation intermediate involve, steering, drillmaster, interpretation, ethereal deed, support facility, or investigating through actual presentation of the drudgery in company. Training follows the route of determination and inspection of dormant workmen with the support of cognizance, implementation and abatement.

The concern research is conducted in the organization Oil India Limited. It is a public sector organization. It is situated in Duliajan town. Research is conducted from structural functional perspectives. Exploratory research design is adopted to conduct research. Primary data are collected by utilizing observation and interview method. Secondary data are collected with the support of books, journals, articles and internet sources. The objective of the

research is- (i) To study the perceptions of the executives and non-executives towards training benefit, team spirit and personal development.

The respondents of the research give their diverse viewpoint regarding trainee benefits from the training. The organization impart as training is a persistent aspect of learning. It is invariably imperative for work force consciousness refurbish. It encourages the work man to contrivance the perception learned in the training intention. It 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 adroitness, better management, contribute utility to appreciate stipulated job and exhibit the modification of labor force job representation in the organization.

Training promotes to acquire ingenious intention to bring off work to outstretch the desired aspiration within the allotted period. It ameliorates novel dexterity to accomplish the commitment accurately. It assist to contrivance conception into training undertaking, obligation, assignment, brainstorming, erudition accord trainee mental boost, enlarge conviction, and succor to spadework functionally. It boosts labor force righteous etiquette. It dispenses comprehension, technical adroitness and inspiration to drudgery in coordination. It adds the work men to finish job sincerely and timely. It enriches the original proposition, builds up perception, assist to take collaborate determination, enhance personal direction attribute, self- awareness toward job and execution.

Training supports the personnel to acknowledge and finalized assignment systematically within the allotted time. It assists the work personnel to recognize the methodical approach of the job and refurbish the working position of the work force. It fabricates a righteous working environment and work customs at corporation. It succors the labor force to accomplished multipurpose task timely. It positively motivates men power for proper time management and gain a positive attitude. Training enlarges men power drudgery planning and ameliorates to do job in a structured way. It uplifts and magnifies labor force 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 adroitness and assertiveness at work position and trustworthiness of the labor force. It promotes men power to discharge job in a healthier method. It assists each personnel to appreciate their internal strength and the men power to determination on an interpretative state of affairs.

In conclusion it can say that training magnifies mutual relation between work men of divergent division. It increases labor force assertiveness. It encourage growing interpersonal relation, uplift comprehension, dexterity expand 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 assigned to the men force. It succors to interconnect with distinct person of diversified drudgery episode

behind. It ameliorates the expertise of the worker in coordination. It succors the work men to acquire expertise to position in a team and support a work man to obtain synergy in an organized attitude. It supports the employee to decide in extremity and add the men power to take requisite steps at righteous time. It assists personnel to acquire wider proficiency and occurrence in an inter-actionable platform, the training itinerary and also guide to interact with global personnel. It support and bestow the labor force a chance to share the episode with other section worker.

Training bestows men power details to generate a righteous operating surrounding and to manufacture superior work culture. It assists the labor force to 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. It is motif based on job-requirement and it assistance to uplift the execution of the men 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 adroitness, assertiveness at position and permeates on recent technology and leadership. It succors the employee to attain practical comprehension through industrial visits during the training period.

REFERENCE

- Abraham Francis and Morgan John H. (1989). "Sociological Thought". Publication- Wyndham Hall Pr. ISBN-13 978-1556051043.
- Allen Robert C. (2017). "The Industrial Revolution a very short introduction". Oxford University Press. United Kingdom. ISBN: 9780198706786.
- Anderson W. A. and Parker F. B. (1964). "Society Its Organization and Operation". Van Nostrand. New Jersey.
- Banfield P. and Kay R. (2008). "Introduction to human resource management". Indian Edition. Oxford University Press. ISBN: 978-0-19-956214-5.
- Chattered Bashkir. (2007). "Human Resource Management, A Contemporary Text". Sterling Publishers Pvt. Limited. Third Edition. ISBN: 8120732529.
- Chowdhry D. P. (1986). "Training Methodology and Management". Sterling Publishers Private Limited. New Delhi. ISBN: 81-207-0112-7.

- Craig R.L.(ed.) (1976). “Training and Development Handbook, A Guide To Human Resource development”.
Second edition. McGraw - Hill Book Company. New York. ISBN: 0-07-013350-6.
- Dessler G. (2008). “Fundamentals of Human Resource Management”. First edition. Published by- Pearson
Prentice Hall. ISBN-13: 978-8131755549.
- Dwivedi R. S. (2014). “A Textbook of Human Resource Management”. VIKAS PUBLISHING HOUSE PVT
LTD. New Delhi. ISBN: 978-81259-1913-1.
- Haldar U.K. (2010). “Human resource development”. Oxford University Press. New Delhi. ISBN:10-0-19-
569871-1.
- Lynton R. P. and Pareek Udai. (2000). “Training For Organizational Transformation. Part 1: For Policy-makers
and change Managers”. Sage Publications. New Delhi. ISBN: 81-7036-948-7.
- Mishra R.K. and Ravishankar S. (ed.). (1983). “Management Development and Training in Public Enterprises”.
Ajanta Publications. Delhi. ISBN: 81-202-0082-9.
- Mitchell G. Duncan. (1979). “A New Dictionary of Sociology”. Routledge and Kegan Paul. London.
- Mohanty Kalyani and Routray Padmalita. (2009). “Human Resource Development and Organizational
Effectiveness”. Excel books. New Delhi. ISBN:978-81-7446-731-7.
- Oil India Limited A Navratn Company, Wikipedia- the free encyclopedia.*
- Oil India Limited, Wikipedia-the free encyclopedia.*