



# A STUDY ON TRAINING & DEVELOPMENT IN ROCKMAN INDUSTRIES LTD., YERPEDU.

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## ABSTRACT:

Training and development serve as a critical factor in achieving organizational objectives across all industries. Every organization maintains structured training and development programs to enhance workforce capabilities in quality and quantity, enabling employees to effectively manage production heights and drive profitability. Rockman Industries Ltd., a leading aluminum alloy wheel manufacturer, has established formalized training systems including induction, on-the-job training, technical skill enhancement, and safety programs to align employee growth with automotive sector demands. The study highlights existing strengths in structured skill-building initiatives while identifying gaps in continuous evaluation and emerging technology training. Through employee surveys and HR analysis, it reveals how targeted development supports performance improvement, morale, and adaptability amid industry shifts toward electric vehicle components and light weighting technologies. Recommendations focus on strengthening mentorship, skill development centers, and customized modules to optimize workforce readiness and sustain competitive advantage in precision manufacturing.

**Keywords:** workforce capabilities, formalized training, employee growth, morale

## I. INTRODUCTION:

Training and development form the cornerstone of effective human resource management, systematically enhancing employee skills, knowledge, and attitudes to align workforce capabilities with organizational objectives while boosting productivity, morale, and adaptability in dynamic sectors like manufacturing and healthcare. Training focuses on immediate job performance through targeted interventions such as on-the-job coaching, technical workshops, safety drills, and digital modules that address specific skill gaps identified via performance appraisals and gap analysis.

Development takes a longer-term view, cultivating leadership potential, strategic thinking, and career progression through mentorship programs, leadership academies, and cross-functional rotations that prepare

employees for future roles amid technological shifts like automation in aluminum wheel production or digital health systems. Together, these initiatives bridge performance deficiencies, reduce turnover by demonstrating organizational investment in employee growth, ensure regulatory compliance, and drive competitive advantage through innovation and quality excellence. Organizations typically follow a structured framework—needs assessment, program design, implementation, and Kirkpatrick evaluation (reaction, learning, behavior, results) delivering measurable ROI through enhanced operational efficiency, customer satisfaction, and sustainable business performance.

## II.INDUSTRY PROFILE:

### Auto Parts Industry Profile

India's auto components sector is a key part of the automotive industry, supplying precision parts like alloy wheels, die-cast components, and assemblies. The industry supports major manufacturers such as Rockman Industries Ltd by providing essential components for vehicle production.

### Market Size and Growth:

- The Indian auto component industry reached USD 80.2 billion turnover in FY2025, showing about 9.6% growth.
- In H1 FY2026, the sector recorded nearly USD 40 billion turnover with steady expansion.
- Globally, the automotive parts market was valued at around USD 1.8–1.9 trillion in 2025 and is expected to reach USD 2.7–3.4 trillion by 2032–2033.

OEM sales dominate the market with nearly 85% share of total revenue. The aftermarket segment also contributes significantly to industry growth. Exports reached USD 22.9 billion in FY2025, with strong demand from the two-wheeler segment and international markets.

### Drivers and Trends

- Rising vehicle production and EV demand are major drivers of industry growth.
- Increasing use of lightweight materials like Aluminum improves fuel efficiency and performance.
- The Asia-Pacific region leads the market due to strong manufacturing capabilities.

The Indian government aims to achieve USD 100 billion industry value by FY2030 through PLI schemes, technology upgrades, and stronger supply chains.

## COMPANY PROFILE:

Rockman Industries Ltd., established in 1960 as part of the Hero Group, has evolved from a bicycle components manufacturer into India's leading producer of automotive components, specializing in aluminium die-cast parts, alloy wheels, machined assemblies, and advanced carbon composites for global OEMs including Hero MotoCorp. With manufacturing facilities across eight locations, the company processes over 240,000 tonnes of aluminum annually, boasting an installed capacity of 17 million two-wheeler alloy wheels and 1.7 million four-wheeler wheels per year. Key products encompass cylinder heads, crankcases, transmission housings, and high-performance composites acquired through its 2017 purchase of Moldex Composites, serving diverse applications from motorcycles to electric vehicles with cutting-edge

technologies like low-pressure die casting and flow-forming. Under leadership from Chairman Suman Kant Munjal and Managing Director Ujjwal Munjal, Rockman maintains a workforce of over 2,100 employees across three-shift operations, emphasizing a high-performance culture through structured training, skill development centers, and CSR initiatives while holding prestigious certifications and awards for quality excellence from CII, ACMA, and global OEMs.

## REVIEW OF LITERATURE:

**Gupta (2017)** conducted a study on training effectiveness at NALCO's Angul smelter. The research focused on Aluminium technology workshops provided to executives. The findings revealed that these workshops led to a 12% improvement in operational efficiency, highlighting the importance of technical training in enhancing managerial and operational capabilities.

**Sharma (2018)** analyzed skill gaps in the Indian Aluminium fabrication sector, with special emphasis on ALUCAST–NADCA training programs. The study found that hands-on training sessions significantly improved casting quality and reduced production defects, demonstrating the effectiveness of practical skill-based learning.

**Rao (2019)** examined employee development programs at Vedanta Aluminium, particularly at the Jharsuguda operations. The study concluded that leadership and development training programs resulted in improved safety compliance, indicating a strong link between leadership training and workplace safety culture.

**Nayak (2023)** studied the VeDakshata Skill Development Centre established by Vedanta in Odisha. The research highlighted that 105 youth were trained in electrical maintenance, with a strong linkage to employment opportunities in Aluminium plants, demonstrating the social impact of industry-led training initiatives.

## OBJECTIVES OF THE STUDY:

1. To study the training process & needs of employees in Rockman Industries Ltd.
2. To identify the training methods used in Rockman Industries Ltd.
3. To evaluate the effectiveness of training programmes in improving employee performance.
4. To identify the importance of systematic follow-up mechanisms in improving training outcomes.

## NEED OF THE STUDY:

Training and Development is essential to improve employee skills, technical knowledge, and job performance in Rockman Industry Ltd. This study helps workers understand how modern production methods, safety practices, and quality standards and their significance. It suggests proper training to increase productivity, efficiency, and reduce errors in daily operations. The study is needed to examine whether current training programs are meeting employee and organizational needs. It also helps identify gaps between required skills and existing employee capabilities. This study provides suggestions to improve training methods for better employee growth and company performance.

## SCOPE OF THE STUDY:

This study focuses on the training and development practices followed at Rockman Industries Limited in the automotive manufacturing sector in Yerpedu. It covers only employee training programs conducted across the company. It considers training activities carried out from 2022 to the present period. It examines key training types such as induction training, on-the-job training, technical training, and safety training. The study evaluates training methods, employee satisfaction, skill improvement, and performance results.

## RESEARCH METHODOLOGY:

### Data Sources:

- Primary Data: Data is collected with the help of a structured questionnaire from employees of Rockman Industries.
- Secondary Data: Company website, HR policy manuals, annual reports, industry journals, and HRM reference books

**Population:** Employees of Rockman Industries (650 employees)

**Sampling Method:** Simple Random Sampling (Probability Sampling)

**Sample Size:** 90 employees

**Research Instrument:** Close-ended questionnaire

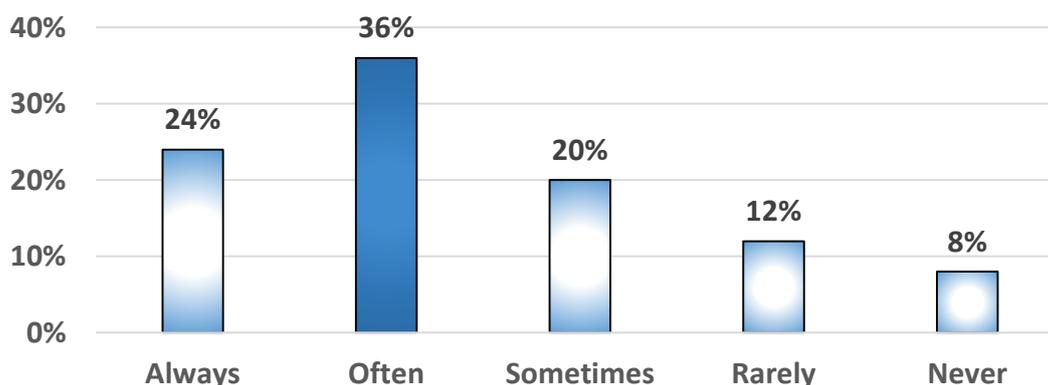
**Data Analysis Tools:** Percentage Analysis

## III. DATA ANALYSIS & INTERPRETATION:

### 1. Assessment of skill gaps before training

OPTIONS	NO.OF. RESPONDENTS	PERCENTAGE (%)
Always	22	24%
Often	32	36%
Sometimes	18	20%
Rarely	11	12%
Never	7	8%
<b>TOTAL</b>	<b>90</b>	<b>100%</b>

**Source:** Data Collected Through Questionnaire



**INTERPRETATION:**

From the above analysis, 36% of employees stated that skill gaps are often assessed before training, followed by always (24%), sometimes (20%), rarely (12%), and never (8%), indicating that the organization regularly evaluates employee skill gaps.

2. Mostly used training methods in your organization

OPTIONS	NO.OF. RESPONDENTS	PERCENTAGE (%)
On-the-job training	61	68%
Off-the-job training	29	32%
<b>TOTAL</b>	<b>90</b>	<b>100</b>

Source: Data Collected Through Questionnaire



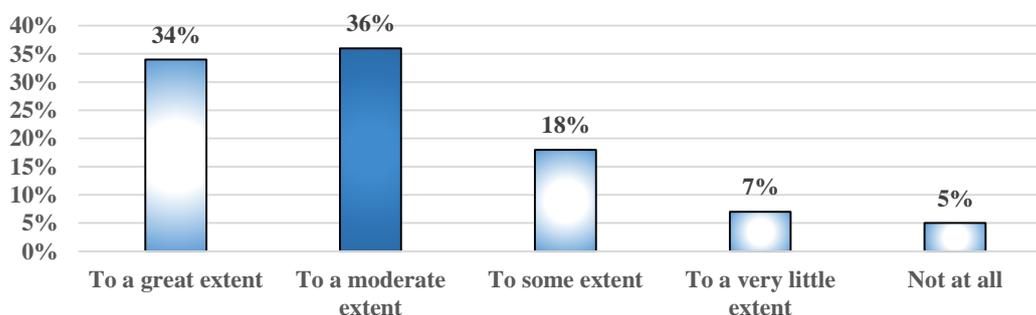
**INTERPRETATION:**

From the above analysis, 68% of employees stated that on-the-job training is mostly used, while 32% stated off-the-job training, showing that practical workplace training is the dominant method.

3. Improvement of job knowledge and work efficiency due to training.

OPTIONS	NO.OF. RESPONDENTS	PERCENTAGE (%)
To a great extent	31	34%
To a moderate extent	33	36%
To some extent	16	18%
To a very little extent	6	7%
Not at all	4	5%
<b>TOTAL</b>	<b>90</b>	<b>100%</b>

Source: Data Collected Through Questionnaire



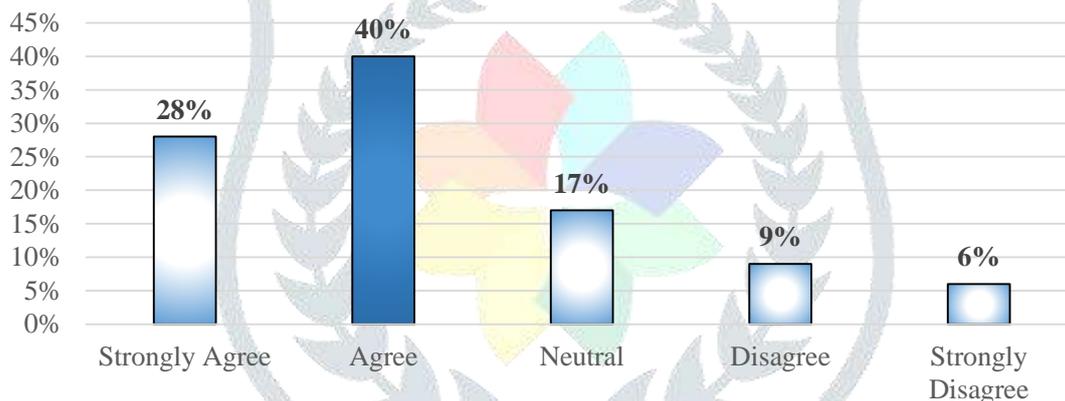
**INTERPRETATION:**

From the above analysis, 36% of employees stated that training improved their job knowledge to a moderate extent, followed by to a great extent (34%), to some extent (18%), to a very little extent (7%), and not at all (5%), indicating that training positively impacts employee performance.

4. Support to the employees by supervisors in applying new skills after training

OPTIONS	NO.OF. RESPONDENTS	PERECENTAGE (%)
Strongly Agree	25	28%
Agree	36	40%
Neutral	16	17%
Disagree	8	9%
Strongly Disagree	5	6%
<b>TOTAL</b>	<b>90</b>	<b>100%</b>

Source: Data Collected Through Questionnaire



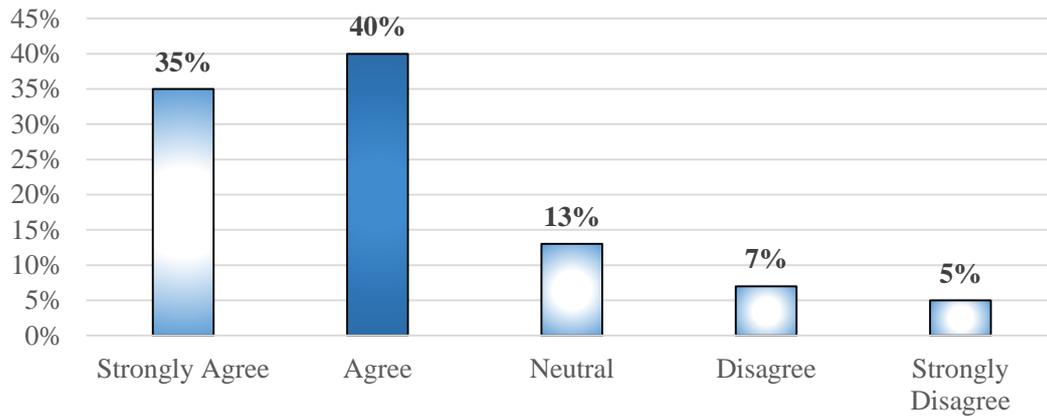
**INTERPRETATION:**

From the above analysis, 40% of employees agree that supervisors support them in applying new skills after training, followed by strongly agree (28%), neutral (17%), disagree (9%), and strongly disagree (6%), indicating good post-training support.

5. Training programs benefit both employees and the organization in the long term

OPTIONS	NO.OF. RESPONDENTS	PERECENTAGE (%)
Strongly Agree	32	35%
Agree	36	40%
Neutral	12	13%
Disagree	6	7%
Strongly Disagree	4	5%
<b>TOTAL</b>	<b>90</b>	<b>100%</b>

Source: Data Collected Through Questionnaire



### INTERPRETATION:

From the above analysis, 40% of employees agreed that training programs benefit both employees and the organization in the long term, followed by strongly agree (35%), neutral (13%), disagree (7%), and strongly disagree (5%), indicating that employees recognize the long-term value of training.

### FINDINGS:

- Training needs in Rockman Industries Ltd are mainly identified through performance appraisal and skill gap analysis, ensuring that training is aligned with employee performance requirements.
- Employees are generally consulted before planning training programs, which reflects employee participation and involvement in the training process.
- Training programs are conducted based on actual job requirements and are mostly organized on a quarterly basis to ensure regular skill development.
- Induction training is provided to new employees, helping them understand organizational policies, work processes, and job responsibilities.
- On-the-job training and workshop-based training are the most commonly used methods, showing a strong focus on practical and hands-on learning.
- Various technologies such as presentations, videos, and e-learning tools are used to support and enhance the training process.
- Experienced employees actively participate as trainers, and sufficient time is provided for practical sessions to improve skill development and knowledge transfer.
- Training programs significantly improve employee knowledge, work efficiency, and confidence, while management encouragement, supervisor support, and feedback mechanisms ensure long-term benefits for both employees and the organization.

### SUGGESTIONS:

- The organization should conduct skill gap assessments more consistently before training programs so that training can be better planned and made more effective according to employees' needs.
- The organization can encourage more experienced employees to participate as trainers to share their practical knowledge and improve the effectiveness of training programs.

- The organization may provide more time for practical sessions during training so that employees can gain better hands-on experience and improve their skills effectively.
- The organization should ensure equal training opportunities for all employees so that everyone can improve their skills and contribute effectively to organizational performance.

## CONCLUSION:

Training plays an important role in improving employee performance and organizational productivity. The study on training processes and needs at Rockman Industries Ltd reveals that the organization provides systematic and effective training programs for its employees.

The results show that employees generally have a positive perception of the training programs conducted by the organization. Training programs help employees improve their job knowledge, work efficiency, and confidence in performing their duties.

Overall, the training system in the organization is effective and contributes to both employee development and organizational growth. However, with some improvements such as increasing practical training sessions and adopting advanced training technologies, the organization can further enhance the effectiveness of its training programs.

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