

HUMAN RESOURCE DEVELOPMENT – A CASE STUDY ABOUT TRAINING & DEVELOPMENT IN MYSORE PAINTS AND VARNISH LIMITED. MYSORE

GIRISHA M C

*Head of the Department, Govt First Grade College (Affiliated To University Of Mysore) Periyapatna
571107, Karnataka*

Abstract : Identification of training needs is important from both the organisational point of view as well as from an individual's point of view. From an organisation's point of view it is important because an organisation has objectives that it wants to achieve for the benefit of all stakeholders or members, including owners, employees, customers, suppliers, and neighbours. These objectives can be achieved only through harnessing the abilities of its people, releasing potential and maximising opportunities for development. Therefore people must know what they need to learn in order to achieve organisational goals. Similarly if seen from an individual's point of view, people have aspirations, they want to develop and in order to learn and use new abilities, people need appropriate opportunities, resources, and conditions. Therefore, to meet people's aspirations, the organization must provide effective and attractive learning resources and conditions.

This paper was done with main objective of gaining the practical insight into the HR process in an organization. I have selected Mysore paints ltd, because it is one of the esteemed organizations in India which gives importance to HRD

Introduction

HUMAN RESOURCE DEVELOPMENT : People are the real assets of an organization. If treated well, they can take organizations to commanding heights. Two plus two could be four or even ten. Organizations are, generally, driven by a set of predetermined goals. They employ physical, financial and human resources in order to achieve the goals. These goals have no meaning unless people understand the underlying philosophy, translate them into concrete action plans and put their heart while releasing the targets. Organizations, thus, depend on people for their survival and growth. In a similar way, people need organizations. The vast majority of people work to support themselves and their families. But people work for many reasons other than economic security. For example, they may also work to keep busy and feel useful, to create and achieve something. They want to gain rec-

ognition and achieve status or to test and stretch their capabilities. To meet these multifarious needs, people and organizations join hands. Unfortunately, this union seldom approaches perfection. Organizations face several problems in meeting their goals, and likewise, employees report some problems in their attempts to be productive and efficient in their jobs and to feel satisfied in their work lives. The challenge of human resource management is to minimize these obstacles and problems and improve the contributions made by people to organizations.

According to prof. TV Rao, HRD is a process by which the employees of an organization are helped in a continuous and planned way to:

- (1) acquire or sharpen capabilities required to perform various functions associated with their present or expected future roles.

- (2) develop their general capabilities as individuals and discover and exploit their own inner potential for their own and / or organizational development purposes;
- (3) develop an organizational culture in which superior-subordinate relationships, team work and collaboration among sub units are strong and contribute to the professional well being, motivation and pride of employees.

In short, HRD aims at helping people to acquire competencies required to perform all their functions effectively and make their organization do well.

TRAINING: Training is concerned with imparting developing specific skills for a particular purpose.

Training is the act of increasing the skills of employees for doing a particular job. Training is the process of learning a sequence of programmed behavior. In earlier practice, training programme focused more on preparation for improved Performance in particular job. Most of the trainees used to be from operative levels like Mechanics, machines operators and other kinds of skilled workers. When the problems of Supervision increased, the step were taken to train supervisors for better supervision.

DEVELOPMENT : Management development is all those activities and programme when recognized and Controlled have substantial influence in changing the capacity of the individual to perform his Assignment better and in going so all likely to increase his potential for future assignments. Thus, management development is a combination of various training programme, though some kind of training is necessary, it is the overall development of the competency of Managerial personal in the light of the present requirement as well as the future requirement.

Development an activity designed to improve the performance of existing managers and to provide for a planned growth of managers to meet future organizational requirements is Management development.

BENIFITS OF TRAINING TO THE ORGANISATION

- Leads to improve productivity in organisation.
- Improves the job knowledge & skills at all levels of the organisation.
- Improves the morale of the workforce.
- Helps people identify with organisational goals.
- Improves relationship between subordinate.
- Helps prepare guidelines for work.
- Aids in understanding & carrying out organisational policies.
- Provides information for future needs in all areas of the organisation
- Organoisation gets more effective decision making and problem solving skills
- Helps in developing for promotion
- Helps in developing leadership skills, motivation, loyalty, better attitudes & other aspects that successfully workers and managers usually display
- Helps in increasing profitability or quality of work
- Develops a sense of responsibility to the organisation for being competent & knowledgable.
- Improve labour management relations
- Stimulates preventive management as opposed to putting out fires
- Eleminates sub-optimal behaviour

- Creates an appropriate climate for growth, communication.
- Helps in improving organisational communication.
- helps in handling conflict, their by helping to prevent stress.

BENIFITS OF TRAINING TO THE INDIVIDUAL

- Help the individual in making better decision and effective problem solving
- Help in encouraging & achieving self development & self confidence.
- Helps a person handle stress, frustration and conflict.
- Provides information for improving leadership, knowledge, communication skills & attitudes.
- Increasing job satisfaction & recognition.
- Develops a sense of growth in learning.
- Helps eliminate fear in attempt in new tasks.

SCOPE OF THE STUDY

This research provides me with an opportunity to explore in the field of Human Resources. This research also provides the feedback of people involved in the Training and development process Apart from that it would provide me a great deal of exposure to interact with the high profile employees of the company.

Data Collection Tools

Data regarding HRD process was collected in two ways

- Primary Data
- Secondary Data

Primary data: It was collected by interview schedule, questionnaire.

Secondary data: It was collected by reports, various types of records, returned documents of the company, by discussing with the senior officer, Textbooks, News Paper, Interned which are the major sources of study.

Limitation

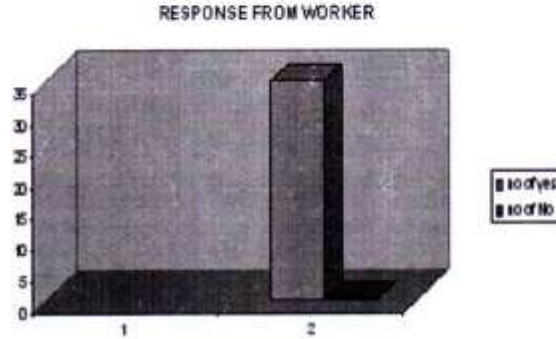
- Perfection of individual differ from one to another
- The report contains only the fact; it tries to study the existing position of HRD process.
- This study was limited to a small case study report, specific terms very limited and hence one cannot probe deep into the problem.
- This study is limited to performance appraisal, T&D, welfare facilities of employees and career planning development

STATEMENT OF ANALYSIS

I took a sample size of 35 workers to find the training factors. Some important findings are as below.

1) Do The training programme come with the pre determined objective.?

NUMBER OF RESPONDENTS	35
NUMBER OF YES	35
NUMBER OF NO	0



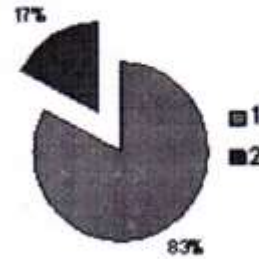
Inference:

from the above finding it shows that organisation maintaining good communication methods, so every one well known with the company objectvis regarding training.

2)Are you aware of the deliverables after the training programmes?

NUMBER OF RESPONDENTS	35
NUMBER OF YES	20
NUMBER OF NO	15

AWARE ABOUT TAINING



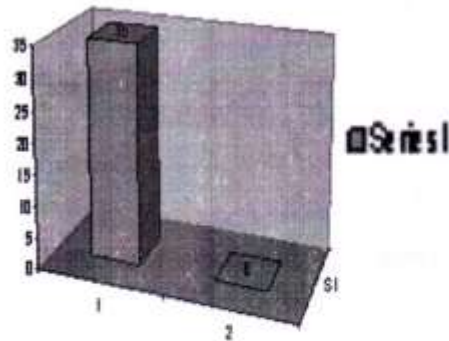
Inference:

from the above finding it shows that field workers not completely aware about this programme.

3) Are the regular training programmes adequate to address the objectives?

NUMBER OF RESPONDENTS	35
NUMBER OF YES	35
NUMBER OF NO	0

RESPONSE TO REGULAR TRAINING

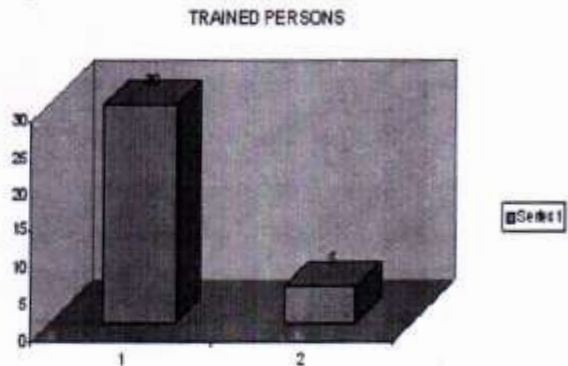


Inference:

from the above finding it shows that field workers not completely aware about this programme.

4. Have you undergone any training programme in your organization?

NUMBER OF RESPONDENTS	35
NUMBER OF YES	30
NUMBER OF NO	5

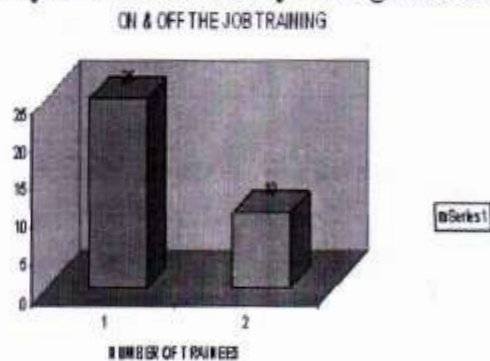


Inference:

this organisation deciding about training programme regularly based on the man pwer planning & after analysis of workers perference.

5. What type of training programme have you come across in your organization?

NUMBER OF RESPONDENTS	35
ON THE JOB	25
OF THE JOB	10

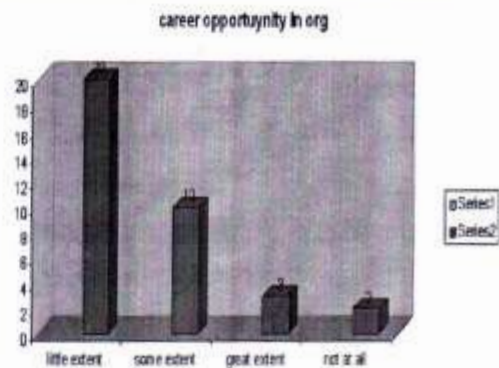


Inference:

In this organisation workers ill be finding out for the training purpose depending upon their performance, then after they decide about training programme.

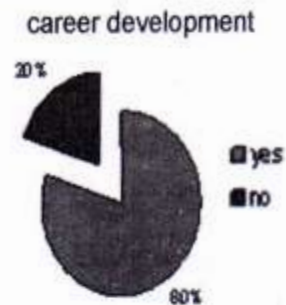
6. Do you think that your organization has a career planning and development system in place?

NUMBER OF RESPONDENTS	35
TO LITTLE EXTENT	20
TO SOME EXTENT	10
TO GREAT EXTENT	3
NOT AT ALL	2



7) Are you met with your personal career objective through training programmes?

NUMBER OF RESPONDENTS	35
NUMBER OF "YES"	28
NUMBER OF "NO"	7



In 35 respondents, here 28 respondents said this training leads to develop their career, remaining people said no.

Inference:

here training & development is helps to workers fullfill ther selfactualiation needs.it helps in development of their career life,& achievement of individual goal

8) How your professional/ target objectivs met by the training programmes?

NUMBER OF RESPONDENTS	35
NUMBER OF YES	30
NUMBER OF NO	5



By above table shows 30 workers says training programme helps to achieve trgets said by company, remaining 4 said no.

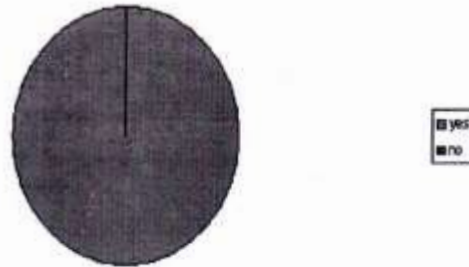
Inference:

so training is very help full to achieve said target in these type of companies.

9) Are you happy with the training management at your work place?

happy with with training management

NUMBER OF RESPONDENTS	35
NUMBER OF YES	35
NUMBER OF NO	0



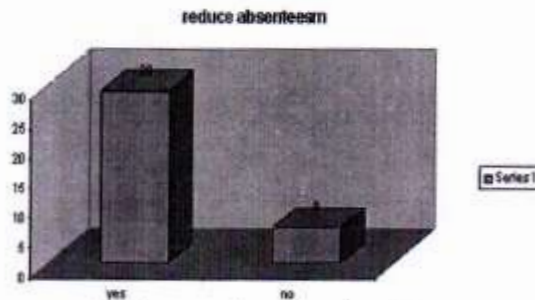
this table shows every workers are very happy with the training programme providede by the company.

Inference:

so training programme ill be very important factor of motivation in all ofganisation, while retention of workers also possible by provding training.

10) Did training programme leads to reduce absenteeism to work?

NUMBER OF RESPONDENTS	35
NUMBER OF YES	29
NUMBER OF NO	6



from the above table shows training programme leads to reduce the absenteeism to the some extent only,here 29 respondents said it ill reduce,but 6 respondents said not to full extent.

Inference:

Training & development programme will work well to reduce absenteeism.

FINDINGS

The training & development programme given to the employees in MYSORE PAINTS VARISH LTD, I Personally feel that if more motivation & encouragement is given to them, the employees will strive harder to

achieve their personal as well as the organizational goals.

The company recruits well qualified personnel to man its operations. The company recruits both internally & externally & their maintenance & appraisal are performed effectively. The company's training & devel-

opment policy is very effective because satisfies every stage of the training process right from identification of training needs to its evaluation. The unit has an effective procedure as it employee's questionnaire.

Based on this method where employees are given the freedom & privilege to express their views & ideas on the training programme. Employee's suggestions are also invited by the management for the improvement of the training programme

RECOMMENDATIONS

The training programme is very effective in the process of retention of human power in the organization,

The company has to provide better on the job training to the workers.

The company has to conduct any workshop for the all the levels of employees in the organization.

The company has to take initiative for conduct training in their own premises.

References:-

- a. Personnel Management: C.B. Memoria
- b. Human Resource Management: V.S.P Rao
- c. Personnel Management: Koontz and Wehrich
- d. Essentials of Management: Koontz and Wehrich
- e. Principles of Management: Terry and Franklin
- f. Business Management: C.B Gupta
- g. www.wikipedia.com

CONCLUSION

The objective of Human Resource Development are to achieve organizational goals by establishing and maintaining an adequate organizational structural and a desirable working relationship among all and group with the organization and to generate maximum individual/group development within the organization.

The study has been initiated in the MYSORE PAINTS VARISH LTD,, identifying the needs of training and training process one of the few findings made by the reasonable is that performance appraisal and exit interview can be best utilized for the base of training and development

No doubt the company has achieved good standards in Human Resource Development the company has to improve upon the present state to reach even higher horizons of HRD and set an example to other individual organizations.