A STUDY ON MANPOWER ENLARGEMENT IN SELECTED INDUSTRIES

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ABSTRACT:

The Human resources within an Organization are some of the most complex element in an Organization. The capacity of human resources in order to manipulate it, and to improve the technology, as well as the structure, which makes it a dominant player in any type of business. Follow up with the people, shaped by the expertise, experience, and psychological needs, and expectations, which are connected with each other and with the constant changes in the alignment process.

Keywords: Training, organizational structure

INTRODUCTION:

There are various Training' Programs organized by the Companies both in-house and externally. The employees are provided with the skills either Technical or behavioral based on the requirements of the organization and the Training needs of the employee. This makes the employees more focused and accomplish both Organizational and personal goals. The organizations' Training' budgets are kept in mind before scheduling Training.

The Training can be a changing of skills, knowledge, attitudes, and social behavior, learning within an Organization, in relation to the activities and interventions at the operational level. All new employees must have the knowledge and the skills to acquire, as to the motivation; it is likely to be high at the time of its accession to the Organization. They are easily able to learn the skills and behaviors expected of their position.

In addition their opinion about the importance given for Induction, the targets set to be achieved through induction, thorough evaluation of the participants who have undergone induction are also obtained.

The validity of the Training' Program depends on the course content which the organizations follow and also the Trainers ability and skill set to upgrade the technical knowledge of the employees along with other required etiquettes. The respondents are requested

to give their views as to the relevance of the course to their present positions, helping them in the process of networking and developing industry contacts facilitating business improvement.

NEED FOR THE STUDY:

The organizations take care of conducting the Training' programs as they are of greater value addition to the organization and knowledge addition to the participants. Employees also find networking and socializing much easier with regular Training' programs offered by the organizations. It is observed that the proper Training' schedules and up gradation of technology boost their confidence to face cutting edge technology and increasing competition.

RESEARCH METHODOLOGY

Research can be defined as "The scientific and systematic study of all the relevant information about a subject of Research is the identification and re-define a problem, formulate a set of hypotheses about the suggested solutions, collecting, organizing and evaluating data, and deduction, and the implementation of the application, and, finally, listen carefully to the words in order to determine whether or not they apply the formatting thesis. The method of the study, the data, and the tools we use to perform research operations.

DESCRIPTIVE RESEARCH:

A descriptive study is concerned with the finding of facts. Descriptive studies are those that relate to the descriptions of the characteristics of a particular person or group of people. The most important feature of this method is that the researcher has no control over the variables; it can only be to tell you about what has happened or what is going on.

DATA ANALYSIS AND INTERPRETATION

Employees views about Organization care for the Training Program

The respondents are asked to give their responses to the nine statements relating to the Organizational care for the Training Courses conducted. The validity of the Training Program depends on the course content which the organizations follow and also the Trainers ability and skill set to upgrade the technical knowledge of the employees along with other required etiquettes. The respondents are requested to give their views as to the relevance of the course to their present positions, helping them in the process of networking and developing industry contacts facilitating business improvement.

Employees views about Pre Training', During Training' and Post Training'

The respondents are asked to give their views about twelve statements relating to Pre-Training', During-Training' and Post-Training'. The employees have given their views about sufficient information being collected before organizing an external Training' program. Their views about the Training' policy, the steps taken by HRD department in providing sufficient knowledge about the Training' course are obtained. The employees have also rated their opinion as to the trainers' competency, the way they organize the in-house

program and the extent to which the managers help trainees to develop through Training'. Relating to post-Training', the employees have given their views about the changes exhibited by the trainee being incorporated for the benefit of the organization and the scope given by the managers for their upliftment

THE DIFFERENT AGE GROUPS OF EMPLOYEE'S

S. No	Age	No of Respondents	Percentage
1	20-30	22	22%
2	31-40	31	31%
3	41-50	26	26%
4	51 & above	21	21%
	Total	100	100%

The above table shows that out of a hundred Respondents 31% are under the age group 31-40. Employees have also expressed their positive opinion as to promotion of work life balance through health awareness, hygiene, and yoga provided by the organizations. The advent of technology along with the non-induction Training paves way for their upward hierarchical shift and assured career growth.

## THE DIFFERENT AGE GROUPS OF EMPLOYEE'S
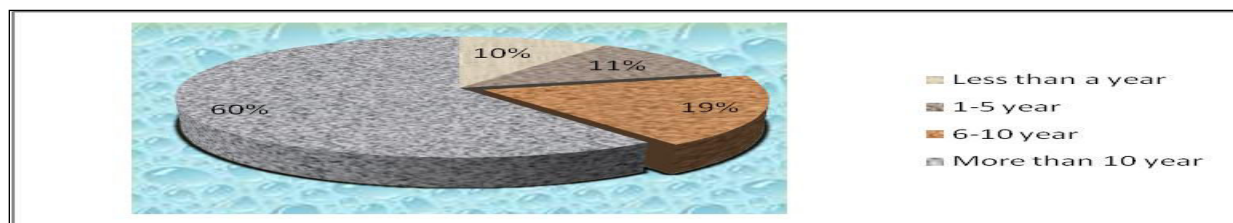
EDUCATIONAL QUALIFICATION OF EMPLO `YEE'S

S. No	Educational qualification	No of Respondents	Percentage
1	Graduate	28	28%
2	Post Graduate	46	46%
3	Professional Diploma	14	14%
4	Others	12	12%
	Total	100	100%

. It is visible that maximum of the Respondents had been graduates. This helps the organization to understand the needs of the trainees from both external and in-house Training provided to widen their knowledge base required by the projects in hand. Organizations take utmost care in delivering quality programs to attain Organizational objectives through fulfilling individual objectives by remaining learning organizations.

EDUCATIONAL QUALIFICATIONS OF EMPLOYEES
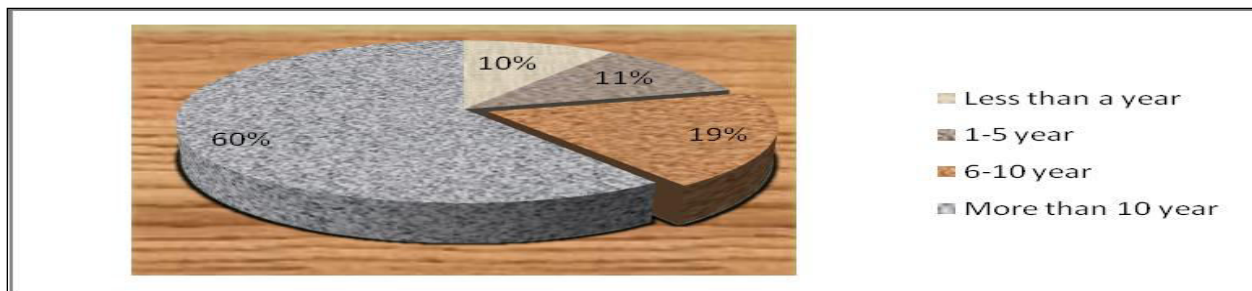
SATISFACTION WITH THE TRAINING PROGRAM

Age	No of Respondents	SA	A	N	D	SD	Weighted average score
20-30	22	9	4	7	1	1	3.863
31-40	31	10	5	13	1	2	4.032
41-50	26	12	8	1	4	1	4.115
51& above	21	10	8	1	1	1	4.191
Total	**100**	**41**	**25**	**22**	**7**	**5**	

Weighted average score 4.191 is better among the age fifty one . Training and Recruitment, enhancing morale of the employees and the steps taken to retain the employees. In relation to customer benefits, the views relate to the accuracy of work done at the lowest cost possible through timely delivery and smooth interaction

SATISFACTION WITH THE TRAINING PROGRAM
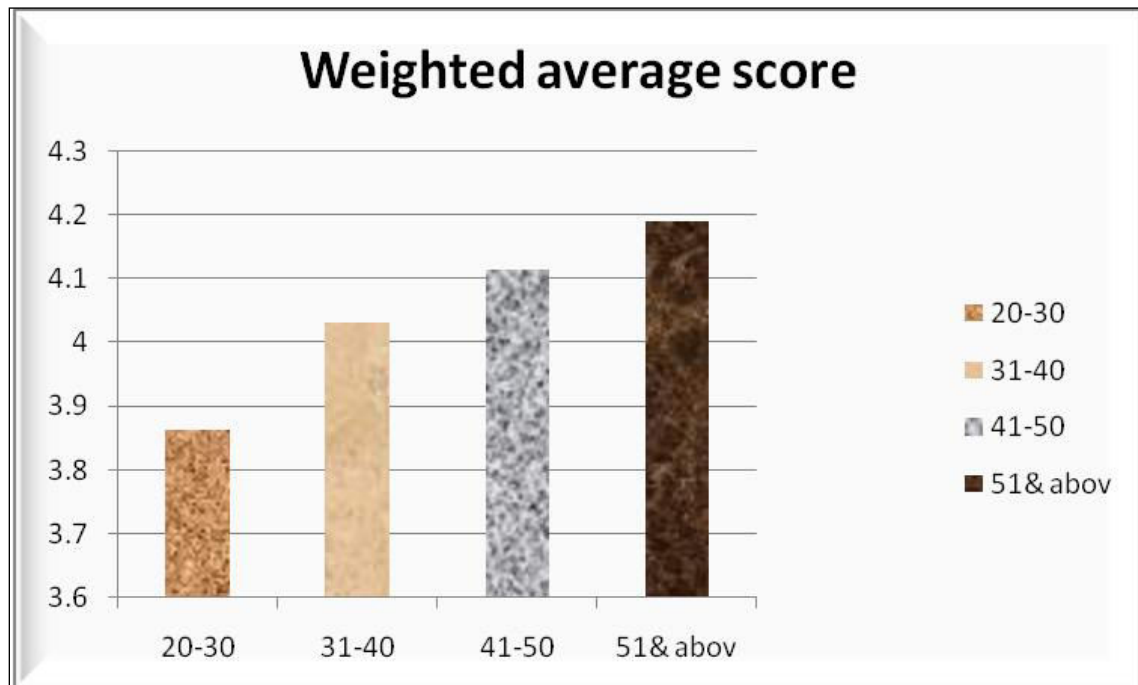
TRAINING CALENDER CIRCULATED TO DEPARTMENT HEADS IS SUFFICIENT TO GET TRAINING INFORMATION

Age	No of Respondents	SA	A	N	D	SD	weighted average score
20-30	22	6	12	1	1	2	4.227
31-40	31	8	12	7	2	2	3.838
41-50	26	7	13	4	1	1	4.153
51& above	21	7	9	2	2	1	4.001
Total	**100**	**28**	**46**	**14**	**6**	**6**	

The age group between 31-40 is 3.838 is lower compared to others. The employees individually realize their strengths after undergoing Training programs which helps in promoting a successful work atmosphere. They are satisfied with the opportunities provided to enlighten their knowledge which builds loyalty towards organization. Employees have high morale directing towards high accuracy and timely delivery of projects with less of rework.

FINDINGS

❖ Most of the employees in the Organization between the ages group 36-45.

❖ It has been observed that maximum of the personnel within the Organization have at least Fifteen years of experience.

❖ It is visible maximum of the Respondents are graduates.

❖ It has been observed that 41% of the personnel had been satisfied with the training programs.

❖ It has been inferred that most of the employee that the training program helps in better understanding between superior and sub-ordinate to perform better.

❖ The management must arrange experienced faculty to conduct the training program successfully. In fact, the employees welcome this decision and appreciate their innovative training methods, good reading materials, reputed institutions and application of knowledge to increase the effectiveness of the training program.

❖ Most of the Respondents in the Organization were participated in discussion in assessing training needs so this helps to perform task effectively and helps them to handle job competently without any wastage.

❖ It is observed that most of the employee are satisfied with the guidance Provided by the superior.

SUGGESTIONS

To increase the satisfaction level to a higher degree the following suggestion were made.

❖ Training needs may be identified by individual concerned or departmental heads, but participation must be with the consent of the individual.

❖ There should be more of 'pull' instead of 'push' and the attendance should be on a voluntary basis and not a forced one.

❖ Apart from the existing conventional method of lecturing more of modern techniques like lecture coupled with group discussion, case study, role plays, demonstration. More visual aids to be used so that the total concentration of the employ `eye we glued on the training session and training will turn to be an effective one.

❖ Training should be imparted as far as possible to a homogeneous group.

CONCLUSION

➢ In a rapidly changing society, employee training and development are not only on an activity that is desirable but also an activity than an Organization must commit resources too if it is to maintain a visible and knowledgeable work force.

➢ Newer methods of training like business games, First aid training and transaction analysis to be introduced in the program. More audio visual aids usage in the training program will fetch better results.

➢ Most of the supervisors concluded the survey that the training program was interesting. Effective planning of the training system coupled with effective utilization of resources would go a long way in making the Organization a truly comfortable place to work in where knowledge, skills attitude would be enhanced.

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