



SCRUTINIZING THE TRAINING AND DEVELOPMENT OF EMPLOYEES AT SARGAM METALSPRIVATE LIMITED, CHENNAI

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ABSTRACT

The article analysed the scrutinizing the training and development for a period of three months, Sargam Metals Private Limited is the subject of a research on training and development. Primary and secondary sources of data were used in the data collection process. Using questionnaires, different Sargam Metals private limited employees provide the primary data. Convenience sampling was employed by the researcher, who additionally gathered 50 samples for the study's analysis. The secondary data came from a range of sources, including firm documents, papers, periodicals, journals, and websites. The primary goal of this study is to highlight Sargam Metals Private Limited's training and development program. The collected data are assessed using a variety of methodological instruments. One of the most important aspects of determining long-term profitability is the caliber of personnel and how they are developed via education and training.

Keywords: Training, private, convenience, sampling, etc.

INTRODUCTION

One part of an organization's subsystem is training and development. It makes sure that learning or changing behavior occurs in an organized way and that randomness is minimized. It is the area of study that deals with organizational actions meant to improve both individual and collective performance in settings that are intended for organizations. It has gone by a number of names, such as learning and development, employee development, and human resource development. The long-term financial success of a small firm is largely dependent on the caliber of its workforce and how they are developed through education and training. It is a smart idea to spend in skill development for personnel you hire and retain, as this will help them become more productive.

Company Profile

SARGAM METALS PRIVATE LIMITED was established as a Partnership company in 1968 and incorporated as a Private Limited company in 1970. The company was founded by Mr. R.P. SARATHI, who

also managed the affairs of the company till his demise in March '92. Mr. Sarathi, a pioneer in the field of non-ferrous metals, was formerly a Director of Eyre Smelting Limited, a well-known British non-ferrous metal company (since taken over by the Cookson Group of U.K). A person of standing in society, he had been actively involved with organizations like the Indian Non-Ferrous Metals Manufacturers' Association, the Institute of Indian Foundrymen and the Madras Management Association.

ALUMINIUM & ZINC ALLOYS

PRODUCTS:

The company manufactures a wide range of Aluminium and Zinc foundry alloy ingots. These ingots are raw material to Sargam's customers who further process them into castings. Sargam makes Aluminium alloys to IS, EN, BS, JIS, DIN, AA and other specifications. In fact Sargam's specialty is alloys tailor made to customer specifications. Sargam maintains a database of several hundred individual customer specifications so that ordering becomes easy. While Aluminium scrap is a key raw material in many of the alloys and Sargam has some of the best scrap handling practices, Sargam's specialty is high-purity alloys with low impurity limits. Sargam's aluminium alloys are degassed and filtered and every ingot is inspected to ensure no problems at customer end. In fact Sargam is a self-certified supplier to practically all its alloy customers and takes great pride in the fact that its customer rejections have been zero for many years. With its over four-decades of experience Sargam's sales team is often called to assist foundries in trouble shooting. 7 Sargam's Zinc alloys are made exclusively from 99.995% pure special high-grade zinc and are used for making a wide range of hardware, electrical and electronic and automotive components.

REVIEW OF LITERATURE

- According to Hesseling (1991), "training and development programs are designed to modify the behaviour of the trainees in order to enable them to attain the predefined objectives".
- Baliga and Pulin (1993) are of the opinion that trainer plays a major role in team building process.
- Adrian Thornhill (1994) in his study reveals that evaluation of training and development programs should be a part of the culture of the organization.
- Geber, Beverly (1995) through an article affirms that the training efficiency can be improved through conducting deeper evaluation programs.
- According to Adeniyi (1995), training and development programs lead to improve the overall effectiveness of the organization which will lead to high profitability and this is possible through well trained staff that will make significant contribution.

OBJECTIVES

- To Analyse the Training and Development program conducted in the organization.
- To find out the need for training and development.
- Perception of employees pertaining to training program conducted.

METHODS OF DATA COLLECTION

Primary data and secondary data were used in this study.

PRIMARY DATA

The questionnaire consists of a number of questions involves both specific and general question related to Training and development.

SECONDARY DATA

Data are collected from the company's website and internet. Books, journals and articles relating to the topic.

POPULATION

Total population of employees working in the organization is 200.

SAMPLE SIZE

The sample size of 50 employees taken in Chennai.

SAMPLE TECHNIQUE

The sampling technique used for this study is Convenience sampling technique under non-probability sampling.

TOOLS FOR ANALYSIS AND INTERPRETATION

For the analysis the following tools are used

- Percentage method.
- Chi-square method.
- Correlation analysis

HYPOTHESIS

Null Hypothesis (H₀): There is no significant relationship between gender of employees and their perception towards time duration of training.

Alternative Hypothesis (H₁): There is a significant relationship between gender of employees and their perception towards time duration of training

FINDINGS

- The company has 14% of the employees below the age 25 yrs, 24% of employees between 25 – 35 yrs of age, 49% of employees between 35 – 45 and 13% of employees above 45.
- The company has 66% of male employees and 34% of female employees.
- The company has employed 12% of HSC employees, 44% of UG and 30% have done PG.
- 47% of the employees agree that training is considered as a part of organizational strategy, 16% of employees strongly agree, 24% of employees says neutral and 13% of employees disagree.
- 43% of the employees have attended less than 5 training programs a year, 34% of employees attend 5-10 and 23% of employees attend 10 – 20 programs a year.
- 51% of the employees feel that training is given to new staff, 18% to senior staff, 21% to junior staff and 10% based on requirements.
- 53% of the employees feel that time is a barrier for t & d, 13% as money, 18% as lack of interest by the staff and 16% says non availability of skilled trainer. 61% 63% of the employees say that they receive off the job training and 37% of employees receive on the job training.

SUGGESTIONS

Trainees should be rewarded for better performance during and after the Training programs. As 31% of the employees feel that training program takes more than 4 months to be implemented, this period can be reduced to make the t & d program effective. The company can also conduct counseling for trainees, who can not grasp the topic well or who cannot implement the learning well.

CONCLUSION

Training and development programs for staff members aim to enhance their current skill set or knowledge base, enabling them to perform their current duties more effectively or preparing them for promotions that come with more responsibility. Employee development and progress should be considered in light of the dynamic and ever-changing work environment. From the study conducted at Switching Technology Gunther Limited, most of the employees are satisfied with the training & development activities, though there is still scope for improvement in it. Finally, this project has been a value addition for me, in terms of learning and exposure to the various training and development aspects in the Company.

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Cite this Article:

Dr. K. Kalaiselvi, "SCRUTINIZING THE TRAINING AND DEVELOPMENT OF EMPLOYEES AT SARGAM METALSPRIVATE LIMITED, CHENNAI" *International Journal of Scientific Research in Modern Science and Technology (IJSRMST)*, ISSN: 2583-7605 (Online), Volume 3, Issue 4 , pp. 01-04, April 2024.

Journal URL: <https://ijrmst.com/>

DOI: <https://doi.org/10.59828/ijrmst.v3i4.198>