

**EMPLOYEES ATTITUDE TOWARDS TRAINING AND DEVELOPMENT A STUDY
CONDUCTED ON ANDHRA PAPER ., LTD., KADIYAM – A.P., INDIA**

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ABSTRACT

This project work has been conducted in ANDHRA PAPER LTD KADIYAM-AP. This study to understand the HR role in Training and Development, review the effectiveness of the Training and Development process and to find about the used in Training and Development process and satisfactory level of employees using this process.

Primary data were collected from 100 respondents with the help of structured interview and Observation methods. Since the study was the Population Study, the data were collected from all the employees in the training and development department.

The Secondary sources of data were collected through company profile, organization Website and other related library books. The collected data were analyzed with the help of training and development program.

INTRODUCTION

Management of Human Resources, as a subject of study even though of relatively recent origin—the concept upon which the theory is based—dates back to 400 B.C. The Chinese as early as 1650 B.C had originated the ‘Principle of Division’ of labour (specialization). The ‘span of management’ and the related concepts of organization were well understood by Moses around 1200 B.C. In India, Kautilya observed a sound base for systematic management of human resources, as early as 4th century B.C.

Prior to Industrial Revolution, the status of labour was extremely low and the human relationships among the employees were characterized by slavery, serfdom and the guild system. The guild system involving the master craft men (the owner), the journeyman (the traveling worker) and the apprentice marked the beginning of HRM for selection, training and development of workers and emergence of collective bargaining for wages and working conditions.

OBJECTIVES OF THE PRESENT STUDY

The major objective of the study is to find out the effectiveness of training and development programs and also to find out whether it enhances productivity in the Andhra Paper Ltd., Unit: Kadiyam. Besides this a few more objectives are:

To analysis the present training and development in the organization

- ✓ To study the employee attitude towards the training program
- ✓ To find out obstacles of the training programs
- ✓ To know whether there is any development change in the mindset of the Employees after training and development programs.

SCOPE OF THE STUDY

To know and understand how Andhra Paper Ltd.,; Unit: Kadiyam is following the HRD functions especially Training and Development and to evaluate the effectiveness of training and development programmes the scope of the present study is as follows:

- ✓ Visiting the plant.
- ✓ Meet the HR Managers and the Assist. Managers to know the employee profile.
- ✓ Meet the training Managers to collect the details of employee training techniques and related data that are in practice.

LIMITATIONS OF THE STUDY

The present study aimed at achieving the set objectives in full earnest and accuracy, but it was hampered owing to certain limitations. The study is how ever subjected to certain limitation. These might be summarized as follows:

- ✓ During the interview most of the people had difficulty in expressing themselves.
- ✓ Most of the trainees are found busy in their training activities and information given by them is limited.
- ✓ Only limited numbers of trainees covered by the study due to various reasons like non-availability of time and their busy schedule.

The History of Paper

Paper making is one of the inventions by Chinese.105 A.D is often cited as the year in which papermaking was invented. In the year, historical records show that the invention of paper was reported to the eastern Han Emperor Ho-di by Ts'ai Lun, an official of the imperial court. Recent archaeological investigations. However, place the actual invention of papermaking some 200

years earlier. Ts'ai Lun broke the bark of a mulberry tree into fibers and pounded them into sheets. Later it was discovered that the quality of paper could be much improved with the addition of rags hemp and old fish nets to the pulp. The paper was soon widely used in china and spread to the world through the Silk Road. An official history written some centuries later explained.

In ancient times writing was generally on bamboo or on piece of silk. Which were then called ji. But silk being expensive and bamboo heavy tehse two materials were not convenient. Then Tsai Lun thought of using tree bark, hemp, rangs, and fish nets. In 105 he made a report to the emperor on the process of paper making, and received high praise for his ability. From this time paper has been in use everywhere and is called "Paper of Marquis Tsai".

In few years, the Chinese began to use paper for writing. Around 600 A.D. woodblock printing was invented and by 740 A.D., The first printed newspaper was seen in China. To the east, papermaking mover to Korea, where production of paper began as early as the 6th century A.D.Pulp was prepared from the fibers of hemp, rattan, mulberry, bamboo, rice straw, and seaweed. According to tradition, a Korean monk named Don-Cho brought papermaking to Japan by sharing his knowledge at the Imperial Palace in approximately A.D 610, years after Buddhism was introduced in Japan.

METHODOLOGY

SELECTION OF THE STUDY:

Training and development plays a very important role in every organisation. It is an integral function of Human resource development. It is regarded as a means of achieving the highest level of efficiency from the employees by providing them the necessary skills needed for the job. It is a continuous process in every organization. So, to know and understand or to analyze the training techniques adopted and procedure followed in evaluating the effectiveness of training and development in Andhra Paper Limited; Unit: Kadiyam; M. R. Palem.

SOURCE OF DATA: The data is gathered for the present study through primary & secondary sources.

1) Primary Data:

The majority of the data relating to functioning of training and development in APL Limited; Unit: Kadiyam is drawn from primary sources. The questionnaires are administered to the respondents and the relevant information is gathered from the responses.

2) Secondary Data:

The secondary data has been collected from annual reports, partly from records, company magazines and library sources. Some information is also gathered through personal talks with the concerned officials.

TARGET POPULATION:The researcher has focused for hundred employees in the organization of Andhra Paper Ltd.,; Unit: Kadiyam and the data collected from them as a primary data to evaluate the effectiveness of training programs conducted in the organisation.

DATA ANALYSIS AND INTERPRETATION

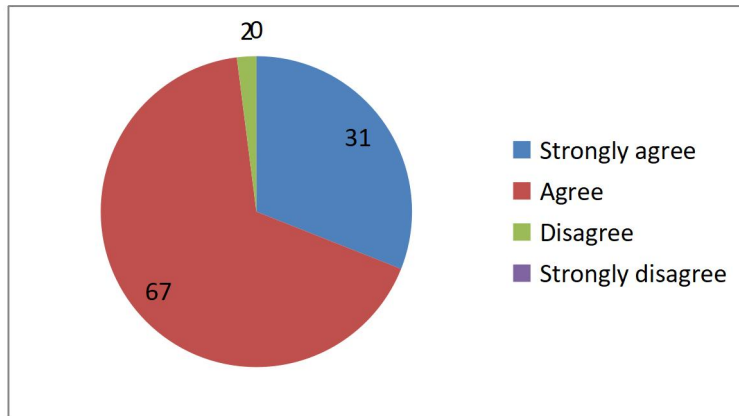
The data collected has analyzed in the following manner with the help of tables and charts and is interpreted in a brief manner. The questionnaire is enclosed as an annexure.

1. Do you agree that the training programme helps to improve the productivity in the factory?

a) Strongly agree b) agree c) disagree d) strongly disagree

TABLE 5.1

S.No	Item of scale	No. Of respondents	In(%)
1	Strongly agree	31	31
2	Agree	67	67
3	Disagree	2	2
4	Strongly disagree	0	0
	Total	100	100



Source: Field Study

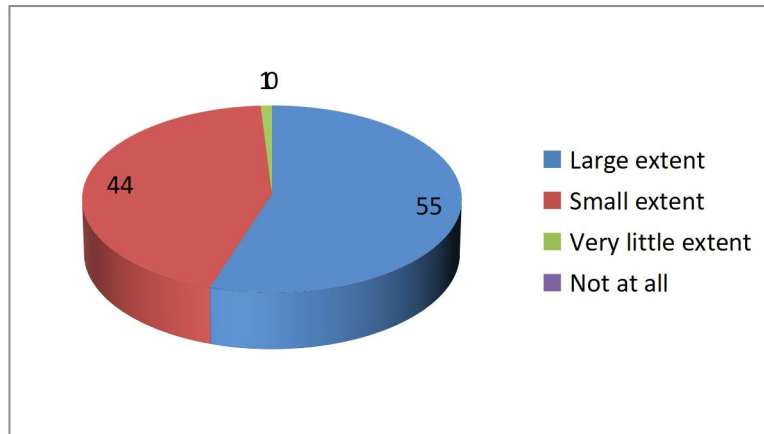
Most of the employees upto 67% are agreed to the fact that Education & Training helped them to increase the ability to perform at their best to increase the productivity. The track record of the also indicates the same thing.

2. To what extent does the training programme helps the employee in this competitive atmosphere?

- a) Large extent b) small extent c) very little extent d) not at all

TABLE 5.2

	Items of scale	No. Of respondents	In (%)
1	Large extent	55	55
2	Small extent	44	44
3	Very little extent	1	1
4	Not at all	0	0
	Total	100	100



Source: Field Study

The response of 55% acceptance to a large extent indicates that the trainings given increases competent atmosphere in the organization, this also helps in improving skills levels.

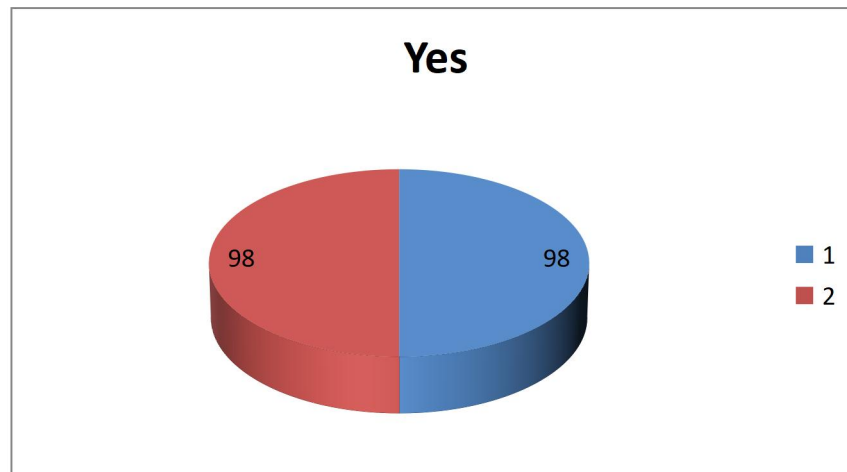
3. Are you intentionally attending to the training programme?

a) Yes

b) No

TABLE 5.3

	Items of scale	No. Of respondents	In (%)
1.	Yes	98	98
2.	No	2	2
	Total	100	100



Source: Field Study

Motivational levels in Andhra Paper Limited; UNIT Kadiyam are high which encourages the employees in attending the training program and get benefited from it.

FINDINGS

- ✓ Most of the employees agreed to the fact that Education & Training helped them to increase the ability to perform at their best to increase the productivity. The track record of the Andhra Paper Limited; Unit: Kadiyam also indicates the same thing.
- ✓ The response indicates that the trainings given increases competent atmosphere in the organization, this also helps in improving skill levels.
- ✓ Motivational levels in Andhra Paper Limited; Unit: Kadiyam are high which encourages the employees in attending the training program and get benefited from it.

SUGGESTIONS

To the organisation point of view:

- ✓ The organization should note that the training programs did not prove stressful and hence should encourage the employees to attend training.
- ✓ Training session must be made more interactive.
- ✓ Training material must be in the form of multimedia presentation.

CONCLUSIONS

All the respondents are satisfied with the training programs conducted in The Andhra Paper Limited; Unit: Kadiyam. The course was interesting, interactive and enlightens the staff members. They were well experienced and were able to communicate effectively. All the employees are well aware of the goals and standards of the work to be done in the organization. Training is the main pillar of TPM (Total productivity maintenance), it improves skills among employees.

REFERENCES

The books referred for the analysis and interpretation of the project on Training and Development are mentioned below:

Author

Book Name

L.M. Prasad	Human Resource management
P. Subba Rao	Essential of HRM and IR
C. B. Mamoria	Personnel Management
Ashwathappa	Human Resource & Management
C.B. Mamoria	Dynamics of industrial relations
Deepek Kumar Bhattacharya	Human Resource management

WEBSITE

www.andhraper.com