

Training And Development At Aurobindo Pharma Ltd.

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INTRODUCTION:

Human Resource Management is relatively new concept, emerging during the 1970's. Many people continue to refer the discipline by its older, more traditional titles, such as Personnel Management or Personnel Administration.

The trend is changing. The term now-a-days used in industry circles is HRM. Coming to the evolution of HRM,

Human Resource Management includes all activities used to attract & retain employees and to ensure they perform at a high level in meeting organizational goals.

OBJECTIVES OF THE STUDY

The main objectives of the study are:

1. To study the training needs being assessed for employees in the organization.
2. To study the various training and development practices being adopted by the organization
3. To study the impact of training on the work performance of employees

4. To analyze the effectiveness of training programs and suggests areas of improvement.

SCOPE OF THE STUDY

Training is a continuous process and not a one shot affair. The objective of training is to bridge the gap between existing performance ability and desired performance. Since training consumes time and entails much expenditure, it is necessary that training program should be prepared with great thought and care because it should serve the purpose of the organization as well as the need of employees.

The purpose of training and development should be to meet organizational objectives by providing opportunities for the employee's at all hierarchical levels to enquire the requisite knowledge, skills and attitude. Keeping all the above facts in mind, the present study is an attempt to make an in depth study on training and its effectiveness in Aurobindo Pharma Ltd. The scope of the study is limited to the supervisory, manager officer's levels employee's working in Aurobindo Pharma Ltd.,

RESEARCH METHODOLOGY

There are two basic types of sampling depending on whom on what is allowed to govern the selection of sampling. They are probability sampling and non probability sampling

In probability sampling the decision whether a particular element is include in the samples or not governed by chance alone in non-probability sampling samples may be picked up based on the convenience of the numerator

For the present study random sampling methods has been adopted or chosen. The sample size is 100.

The method used for collecting the data was questionnaire based. Tools used for analysis were percentage method, charts and graphs.

Sources of Data

Primary Data:

The source for collecting primary data or Firsthand information is the Questionnaire.

Secondary Data:

The source of secondary data is the literature part, Institutional library and the internet.

LIMITATIONS

- The study was exclusively on supervisors and managers level. That is only 20 employees were taken into consideration for the study.

- Due to non-response from some employees for some type of questions, only the responses were given for 100% were considered in the study.
- Because of non-availability of some the employees, II could not get the opportunity to interview personally all the employee.

2. LITERATURE SURVEY

TRAINING AND DEVELOPMENT

Organization and individual should develop and progress simultaneously for their survival and attainment of mutual goals. So every modern management has to develop the organization through Human Resource Development. Employee training is a specialized function and is one of the fundamental operative for Human Resource Management.

Meaning

In an increasingly competitive world it is essential for an organization to be flexible, innovative and adoptive. This necessitates a clear definition of roles and responsibilities of the employees. Training and development is extremely critical in ensuring this. Organizations and individuals have to develop and grow simultaneously in order to survive. Times are changing and to keep pace with continuous changes organizations must progress continuously. This can be done only through human resource development Human resources development professionals have to play a strategic role in preparing employees for unpredictable

changes in a highly competitive business environment. As the business environment is becoming more complex there is a premium placed on the competent individuals, it is the responsibility of the human resource development professionals to enable the organization to meet its need of highly competent individuals to be able to retain its edge in the global market. An employee training is a specialized function and is one of the fundamental operative functions for human resources management.

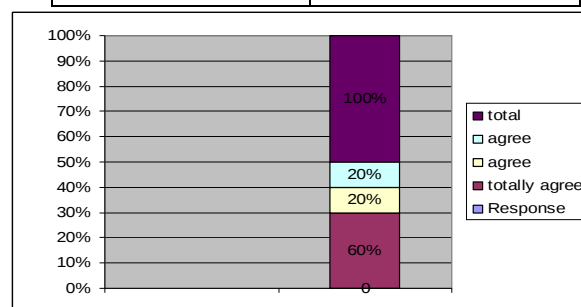
Job and organizational requirements are not static; they are changed from time in view of technology advancement and change in the awareness of the total quality and productivity management.. The objectives of the total quality and productivity management can be achieved only through training as training develops human skills and efficiency. Trained employees would be valuable assets to an organization. Organizational efficiency, productivity progress and development to a greater extent depend on training. Organizational objectives like viability, stability and growth can also be achieved through training. Training is important, as it constitutes significant part of management control.

During the past decade a number of factors have emerged in the field of training and development that are of prime importance. The most obvious of these is that training and development for today and for tomorrow must not be deep trouble. If it is, then sooner or later the employing organization will be in deep trouble.

3. DATA ANALYSIS & INTERPRETATION

1. The knowledge/ skills (technical & behavior) imparted through training is relevant to your job/work.

Accepted level	% of response
Totally agree	60%
Agree	20%
Agree	20%
Total	100%

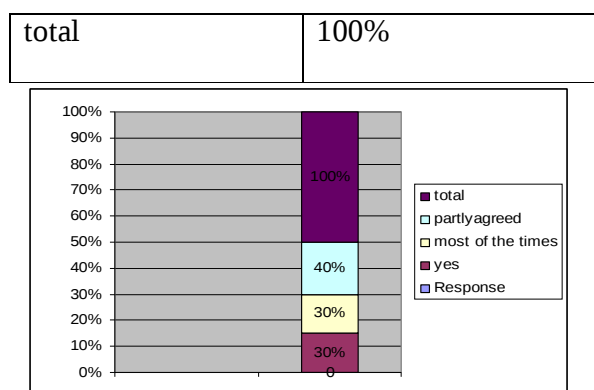


Interpretation;

60% of the employees totally agree that training is relevant to their job/work, 20% agree and 20% partly agree.

2. Do you think training is a continuous process in your organizations?

Accepted level	% of response
yes	30%
most of the times	30%
partly agreed	40%

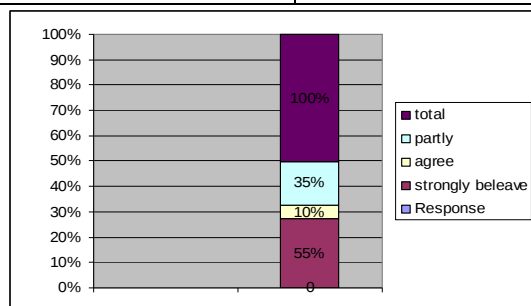


Interpretation;

30% of employees accept that training is a continuous process in their organization, 30% of employees accept it is most of the times and 40% partly agreed.

3. Training will accelerate in updating your knowledge& skills?

Accepted level	%of response
Strongly be leave	55%
agree	10%
partly	35%
total	100%



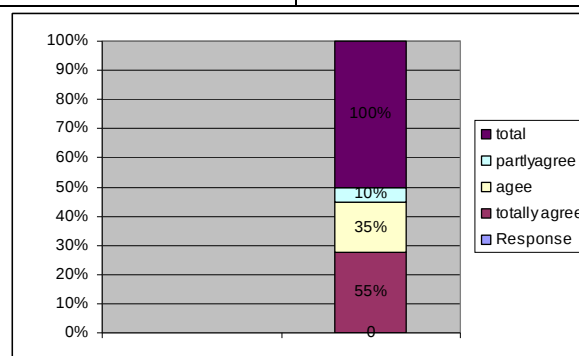
Interpretation:

55% of employees strongly believe that training will accelerate in updating

knowledge and skills whereas 10@ just agree, 35% partly agree.

4. Is need based training imparted in tour organization?

Accepted level	%of response
Totally agree	55%
agree	35%
partly agree	10%
total	100%

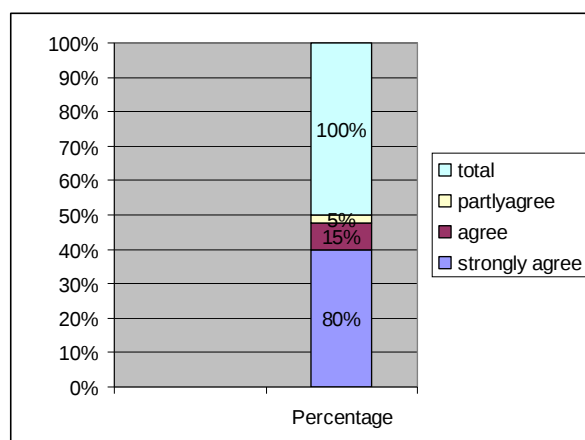


Interpretation;

55% of employees totally agree that training is imparted in the organization. And 35% agree and 1% partly agree.

5. Employees in Aurobindo are nominated to training program based on Individual training needs.

Accepted level	%of response
Strongly agree	80%
agree	15%
partly agree	5%
total	100%

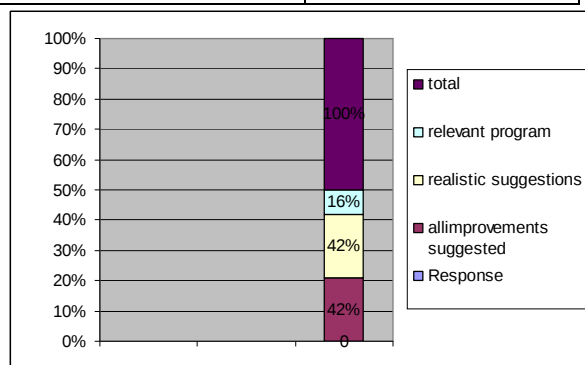


Interpretation:

80% of the employees strongly agree that they are nominated for training program and 15% agree where as 5% partly agree.

6. Suggestions given regarding the training program are taken in to Consideration for future improvement of the training programs.

Accepted level	%of response
All improvements suggested	42%
Realistic suggestions	42%
relevant	16%
total	100%

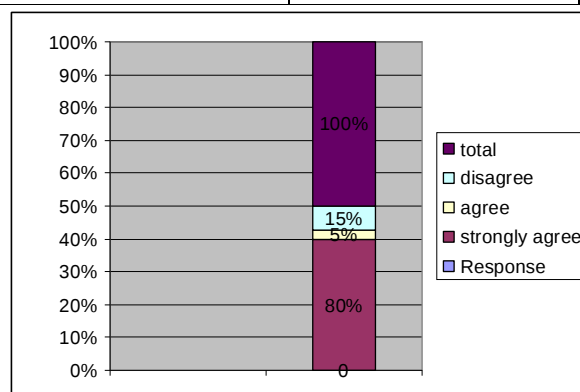


Interpretation:

42% of the employees accept that improvements are suggested 42% of the employees accept that suggestions are realistic, 16% of employees says tat suggestions are relevant

7. Training imparted will improve productivity directly or indirectly.

Accepted level	%of response
Strongly agree	80%
agree	5%
disagree	15%
total	100%



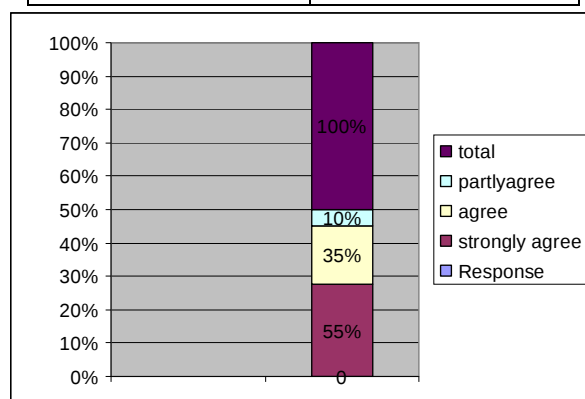
Interpretation:

80% of the employees strongly agree that training will improve productivity, 5% of employees agree and 15% disagree.

8. The training methodology and policies will have impact on the culture Of the organization.

Accepted level	%of response
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Strongly agree	55%
agree	35%
partly agree	10%
total	100%



Interpretation;

55% of employees strongly agree that training methodology and policies will have strong impact on the culture of the organization, 35% of the employees agree and 10% partly agree.

4.FINDINGS OF THE STUDY

1. The above analyses I can find out 60% of the employees totally agree that training is relevant to their job/work, 20% agree and 20% partly agree.
2. 30% of employees accept that training is a continuous process in their organization, 30% of employees accept it is most of the times and 40% partly agreed.
3. 55% of employees strongly believe that training will accelerate in updating knowledge and skills whereas 10% just agree, 35% partly agree.

4. 55% of employees totally agree that training is imparted in the organization. And 35% agree and 1% partly agree.
5. 80% of the employees strongly agree that they are nominated for training program and 15% agree where as 5% partly agree.
6. 42% of the employees accept that improvements are suggested 42% of the employees accept that suggestions are realistic, 16% of employees says tat suggestions are relevant
7. 80% of the employees strongly agree that training will improve productivity, 5% of employees agree and 15% disagree.
8. 55% of employees strongly agree that training methodology and policies will have strong impact on the culture of the organization, 35% of the employees agree and 10% partly agree.
9. 65% of employees are agree that need based training programs are organized level keeping in view of the present and future requirements of the organization and 20 % of employees agree mostly relevant and 15% not relevant.
10. 65% of employees agree that the atmosphere of employee development center in their organization its friendly and 20% of employees say that is formal. 15^ of employees say it is up to expected level.
11. 60% of employees strongly agree that training has a positive motivational effect on the employees, 20% of employees agree, 20% partly agree.
12. 60% of employees say that the quality of faculty identified for training programs in general are very efficient and 20% of

employees sat that they are qualified and 20% of employees say that they are satisfactory.

13. 50% of the employees agree that the training schedule is structured with flexibility and 50% of employees agree that it is structured.
14. 42% of employees say yes that training needs are identified and relevant training is given in the organization and 42% of employees say some times, and 16% say no.
15. 65% of employees agree that the immediate boss plays major role in identifying the training needs head of the department 15% and human resource development 20%
16. 70% of employees agree that through increasing productivity the training has helped them, 5% through enhanced skills and 25% other.
17. 30% of employees says that they use on the job training in their company, 25% says job instruction training 25% says apprentice ship, 25% class room method or off job method.
18. 20% of employees agree development is mainly designed for managers, 10% for executives, 10% for staff 60% for managers, executives, staff.
19. 30% of the employees agree duration of training programs monthly, 40% quarterly, 20% twice in a year 10% once in a year.
20. 50% of the employees sat that the main objectives of training to make individual efficient, 30% to fast service, production activities, 10% to improve the quality of the service production rate 10% to understand about norms

5. CONCLUSION

- 1) Through these Training Program the employees of the company get to know the realities of the company working procedures and thereby come up with the vision of the organization. So, these kind of training programs should be conducted quite regularly in the company so as to assure development of the employees.
- 2) This kind of training also helps in building networks through different people from different backgrounds coming under one roof through such Training and Development programs, which actually integrates the whole organization through sharing of different skills and cultures.
- 3) These kind of training programs brings a ray of confidence in the employees, that they are updated with the global procedures, new technological developments etc.;
- 4) The training provided ensures that employees enhance their overall skills i.e. behavioral and technical skills for their overall development

6. REFERENCES

- 1) Training and Development
- 2) Training instrument of HRD and OD
- 3) Developing the individual
- 4) Personnel management
- 5) Human resources and personnel management.