

# A STUDY ON TRAINING AND DEVELOPMENT WITH REFERENCE TO RASTRIYA ISPAT NIGAM LIMITED, VISAKHAPATNAM

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SYNOPSIS BY

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## Introduction:

Every organization needs to have well-trained and experienced people to perform the activities that have to be done. It is necessary to raise the skill levels and increase the versatility and adaptability of employees. Inadequate job performance or a decline in productivity or changes resulting of job redesigning or a technological breakthrough requires some type of training and development efforts. As the jobs become more complex the importance of employee development also increases. In a rapidly changing society, employee training and development are not only an activity that is desirable but also an activity that an organization must commit resources to if it is to maintain a viable and knowledgeable work force.

“**Training** is often interpreted as the activity when an expert and learner work together to effectively transfer information from the expert to the learner (to enhance a learner’s knowledge, attitudes or skills) so the learner can better perform a current task of job”

“**Development** is often viewed as a broad, ongoing multi-faceted set of activities (training activities among them) to bring someone or an organization up to another threshold of performance.” This development often includes a wide variety of methods, e.g., orienting about a role, training in a wide variety of areas, training on the job, coaching, mentoring and forms of self-development. Some view development as a life-long goal and experience.

Training and development can be initiated for a variety of reasons for an Employee or group of employees, e.g.:

- When a performance appraisal indicates performance improvement is needed to “benchmark”
- The status of improvement so far in a performance improvement effort.

- As part of succession planning to help an employee be eligible for a planned change in role in the organization.
- Pilot studies (or) test, the operation of a new performance management system.
- Train about a specific topic.
- Supervisors to conduct training among employees.

## **TRAINING & DEVELOPMENT**

The importance of human resources management to a large extent depends on human resources development and training is its most important technique. No organization can get a candidate who exactly matches with the job and the organization requirements. Hence, training is important to develop the employee and make him suitable to the job. Training works towards value addition to the company through HRD Job and organizational requirements are not static, they are changed from time to time in view of technological advancement and change in the awareness of the Total Quality and productivity Management (TQPM). The objectives of the TQPM can be achieved only through training, which develops human skills and efficiency.

Trained employees would be a valuable asset to an organization. Organizational efficiency, productivity, progress and development to a greater extent depend on training. If the required training is not provided, it leads to performance failure the employees. Organizational objectives like viability, stability and growth can also be achieved through training. Training is important, as it constitutes a significant part of management control. Training enhances 4Cs for the organization viz.

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 resources development. Employee training is the most important sub-system of human resources development. Training is a specialized function and is one of the fundamental operative functions for human resources management.

## **SCOPE OF THE STUDY**

The study covers various aspects like employee details, work nature, job specification and knowledge and personality development of employees of the organization. It also covers job nature of technical, behavioral, awareness and various aspects of training programs conducted by the personnel department.

The study has a scope of learning about the various programs organized by the personnel department till date and the programs which they are going to organize and also the analytical based programs which we will be suggested based upon the survey.

To know the function of the organization as a whole and as well to know how the policies are made and implemented and conveyed to the employees. The study is to know in brief about the following departments.

- Training and Development Center.
- Human Resource Development Department.

## **OBJECTIVES OF THE STUDY**

- To study the genesis and concept of human resource development with particular reference to training and development.
- To portray the organizational profile of Visakhapatnam steel plant (VSP) with focus on HRD department.
- To access and analyze the training and development programs in Visakhapatnam steel plant (VSP).
- To analyze whether the training programs are meeting the objectives of the management.
- To make necessary suggestion to bring about meaningful relationship between training and development efforts and efficiency of organization.

## NEED OF THE STUDY

Job and organizational requirements are not static; they are changed from time to time in view of the technological advancement. Trained employees would be valuable asset to an organization.

- Training is important, as it constitutes significant part of management.
- The Human Resource Department is involved in activities that lead to the Efficient & Effective Management of Human Resources.
- The Department identifies & develops Existing and Potential Human resources towards meeting Organizational Needs.
- The Department is committed to attaining Continuous Improvement in meeting its Customer Requirements.
- Improves profitability and more positive attitudes towards profits orientation.
  - Improves the job knowledge and skills at all levels of the organization.
  - Improves the moral of the workforce.
  - Fastens authenticity, openness and trust.
  - Improves the relationship between Boss and Subordinate.
  - Aids in organizational development
  - Provides information for future needs in all area of information.
  - Aids on development for promotions.
  - Develops leadership skills, motivation, loyalty, better attitude and other aspects that successful worker and manager usually display.
  - Aids in increasing productivity and quality of work.
  - Improves labour management relation.

## RESEARCH METHODOLOGY

From the Above study We can get the data from two types of Methodologies.

- PRIMARY DATA
- SECONDARY DATA

For this project, **primary data** can be collected from the employees of the organization. The basic approach for the collection of primary data is by conducting a survey with the help of a questionnaire.

Towards the accomplishment of the said objectives, information would be obtained from primary as well as secondary data sources; Primary data will be generated by way of meeting different executives concerned with training and development programs. Also a survey on training program is conducted by means of a questionnaire to derive the training programmes effectiveness at VSP. Efforts will be directed in obtaining the view of employees/ executives who got trained in the in-house/outside training programmes.

**Secondary data** is such data, which is already published, collected for some purpose other than the one confronting the researcher at a given point of time.

Information pertaining to training and development programs organized over a period will be obtained by way of referring to record of the statistical departments, personal department, and training and development departments. In-house magazines, journals, newspapers, any other published materials will be referring to in collection of necessary data.

For this project, the secondary data was collected from the following:

- VSP website
- Library
- Annual calendars
- In-house magazines
- Journals, etc.

## **LIMITATIONS**

### **Limitations of the present study are specified below:**

- The time constraint is there to study all the policies of VSP, as it is a very vast topic.
- Sample size collected is not very large.
- Subjectivity on this part in interpretation and analysis.
- The collection of information is mainly through secondary data.

### **Presentation of Study**

1. CHAPTER 1: The first chapter deals with introduction and methodology
2. CHAPTER 2: The second chapter focusing on industrial profile of the organization
3. CHAPTER 3: The third chapter comprises with the theoretical approach
4. CHAPTER 4: Fourth chapter presented on data interpretation
5. CHAPTER 5: presents the summary, findings and suggestions.

### **Scope for future Research**

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 resources development. Employee training is the most important sub-system of human resources development. Training is a specialized function and is one of the fundamental operative functions for human resources management. As such any research in this area will lead to the future research.