

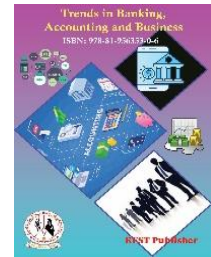


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A Study on Effectiveness of Training and Development towards Mylan Laboratories India Private Ltd with Reference to Hosur

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Abstract: Training and development empowers workforces to mature skills and proficiencies necessary to augment bottom-line results for their organization. It is a key component in any Mylan laboratories India private ltd organization to ensure better Service predictions for the patrons which eventually lead to occupational generation and market development for the brand. Having organized method of Training and development ensures the organized learning for the employees about their product which upsurges their job acquaintance also skills of workforces at each level and helps to magnify the horizons of human intelligence and an overall disposition of the employees. This paper analyses status of various need analysis-based training and development practices conducted by Laboratories for their both direct and indirect employees and explores the anticipate link between the training and employee's productivity. The study makes use of statistical techniques in analysing the data for finding the result. The result shown that the Training in spinners is Average towards Better and there is scope for improvement in training. The perception of employees regarding the Training and Development somewhat differs significantly on the basis of their designations. Consequently, the endorsements support for the remarkable of needs evaluation of training which will bring constructive worth in the organization as well as the entire Mylan laboratories India private ltd.

1. INTRODUCTION OF THE STUDY

Training is concerned with imparting and developing specific skills for a particular purpose. Training is a process of learning a sequence of programmed behavior. This behavior is relevant to a specific phenomenon that is a job. Training programmers helps in improving the performance of the employees which in turn lead to better output. The term development refers to the nature and direction of change induced in employees, particularly managerial personnel, through the process of training and educative process. Thus, training and development plays an important role in organization and it is unavoidable. The study focuses on to what extent training and development helpful in improving employee's performance in the firm. Train in intervention in human resources development is very crucial issue in an organization. To an organization, it is regarded as a means to achieve effective human resources development objectives.

Statement of Problem

This study was focused on analyzing the effectiveness of the training and development programmed at to Mylan Laboratories India Private Ltd Hosur. Feedback on the training programmed conducted and their effect of the programmed- on employee performance was the main source of data for the study. As the organization needs to improve its performance through personnel training and development, this study would help the organization to understand there a importance of training programmed on the personnel performance. This study also provides an opportunity to understand the key aspects of training programmed and to have insights into effectiveness of training sessions.

1. OBJECTIVES OF THE STUDY

Primary objective

A study on training & development towards Mylan Laboratories India Private Ltd with special reference to Hosur.

Secondary Objective

1. To know whether the training programmed helps in increasing the quality of service.
2. To give recommendation to improve the training effectiveness
3. To study existing status of training and development programmers for their employees.
4. To examine the effectiveness of training and development programmers for employees in fulfillment of their duties.
5. To evaluate the effectiveness of training to employees with special reference to automotive at Hosur.
6. To assess the training facility provided by the firm.

Scope for Future Study

The study includes evaluation of effectiveness soft raining program so employees in Mylan Laboratories at Hosur. It also covers the training facilities provided by the organization and the quality service included in the training. The study is confined to Mylan Laboratories at Hosur. There is a great scope to extent the study to whole milk field for better interpretations and this study can be used as a primary data work and impact of training to the employees. It can be used as a base study for further research on growth, expansion and modernization.

Limitation of The Study

The present study is limited to many aspects. Providing information about Training and Development is the outcome of various variables. It is not possible to take in to consideration each and every criterion in this study.

1. Some of the information given by the respondents may be bias.
2. Could not able to collect the information from all the employees of organization because of busy schedule of employees.
3. Analysis is done on the assumption that respondents have given correct information through the Questionnaires.
4. Due to the limitation of the time the research could not be made more detailed.

2. REVIEW OF LITERATURE

Raja Suzana (2020) the recognition of training as an important development of human resource in implementing the quality of its human capital needs is no longer a new issue. However, despite several attempts trying to improve the success of training transfer onto the job, majority of the employees attending training had indicated that they had less successfully transferred the knowledge, skills and attitudes they have learnt and even further minimal change in behavior in their job-related performance. In this paper, the qualitative and quantitative investigation was conducted to examine the extent of training transfer knowledge activities (in compiling, gathering, collating and synthesizing the employees experience, knowledge, skills and abilities) among executives at selected agribusiness and agro-technology based organizations. Final knowledge on training transfer performance and program were further formulated with feedback from training transfer expert. This paper contributes to the alternate model in favor of innovative and sustainable governance of a holistic agribusiness policy framework. **David Romero (2021)** Paper Manufacturing Industry Is Facing Important Challenges in Terms of Sustainability, Flexibility, Ramp-Up and Time-To-Market Shortening. This Is Pushing Rtd Towards Digital Tools and Methods to Simulate and Test Production Processes Beforehand and Thus Bridging the Gaps Between Manufacturing Engineering and Production. For Example, Virtual Training Offers a Huge Potential to Reduce the Time and Effort of Traditional Hardware Training and Thus Leading to Shorter Production Ramp-Up Time. However, Before Being Deployed in An Industrial Environment, Virtual Training Systems Need to Prove Their Reliability and User Acceptance. The Purpose of This Study Was to Determine the Impact of Gaming Experience on The Learning Process of a Manufacturing Operation Using the Virtual Simulation and Training (Auto motive) System, A Serious Game That Simulates Manufacturing Environments in Order to Train Operators to Perform Manual Tasks. The Simulated Operations Take Place at A Welding Workstation for Truck Chassis Parts, Where Automation and Manual Tasks Are Combined. **Dominic (2022)** The objective of this article is to analyses and present current Human Resource Management (HRM) practices in Chinese paper manufacturing companies. This work is an initial study of research focused on comparison of Human Resource Management in Chinese and Czech manufacturing companies. A questionnaire consisting of 58 questions devoted to specific aspects of HRM such as recruitment, performance evaluation and remuneration, training and development, was designed to acquire necessary data. Data acquired from 67 Chinese companies were analyzed; descriptive statistics and analysis of variation were applied in order to yield the most beneficial outcomes. Results show significant differences in various aspects of HRM depending on the size and the ownership of monitored companies. Results followed with discussion and implications emphasize the importance of proper practices

implementing all aspects of HRM in one functional complex.

3. RESEARCH METHODOLOGY

Research methodology is away to systematically solve research problem. Research methodology is understood as a source of the study how to research is done scientifically. The various steps adopted by are searcher in studying there search problem along with the logic. The project work entitled “A study on Training & Development towards with special reference to Mylan Laboratories India Private Ltd at Hosur.

Research design

The research design constitutes the blue print for the collection, measurement and analysis of data. There are types of research design; they are exploratory research design, experimental research design and describe and diagnostic research design. The research had adopted descriptive research design for the study.

Sample Design

A sample is a subset from the total population. A sample is a subset from the total population. It refers to the techniques or the procedure to the research would adopt in selecting items for the sample (i.e.) the size of the sample.

Details of population

The study was conducted on the employees of valves products.

Population frame

The data was collected from the company man power portfolio. This includes the list of 120 respondents (refer to the analysis of data).

Sampling method:

Sampling method utilized was convenient sampling was adopted.

Methodology of the data collection

Descriptive research was under taken to the study of the problem. The study is descriptive in nature. Descriptive research is those which are concerned with describing the characteristics of a particular individual of a group. The descriptive researched scribes the demographic the characteristic of the respondents and is typical concern with determining frequency with something occurs how the variables vary together.’

Primary Data

It was collected through questionnaire further this data, are processed and tabulated using graphs the tables where analyzed and the finding has been drawn manufacturing ordinal.

Secondary Data

It refers to a special kind of ratio, it is used to make comparison between two or more series of data, since the percentage reduce everything to a common base and there by allow meaningful comparison be made.

Tools Used For Research

1. Simple Percentage Method
2. Correlation
3. Chi Square test

Simple Percentage Method

Percentage refers to a special kind of ratio making comparison between two or more data to describe relationship between the data. Percentage can also be used to compare the relative terms, the distribution of two or more series of data.

$$\text{Simple percentage} = \frac{\text{No. of respondents}}{\text{Total No. of respond}} \times 100$$

Correlation

The correlation coefficient *r* is a measure of the linear relationship between two attributes or columns of data. The correlation coefficient is also known as the Pearson product-moment correlation coefficient. The value of *r* can range from -1 to +1 and is independent of the units of measurement. A value of *r* near 0 indicates little correlation between attributes; a value near +1 or -1 indicates a high level of correlation.

$$\frac{\sum}{\sqrt{\sum} \quad \sum}$$

Chi-Square Test

It is one of the simplest and widely used non parametric test in statistical work. The quantity chi-square describes the magnitude of the discrepancy between theory and observation. This is defined as,

Chi – Square = $\sum \frac{O_i - E_i}{E_i}$

O_i = Observed frequency, E_i = Expected frequency

In general, the expected frequency for any can be calculated from the following equations

E = $\frac{RT \times CT}{N}$

E = Expected frequency

CT = Column total

RT = Row total

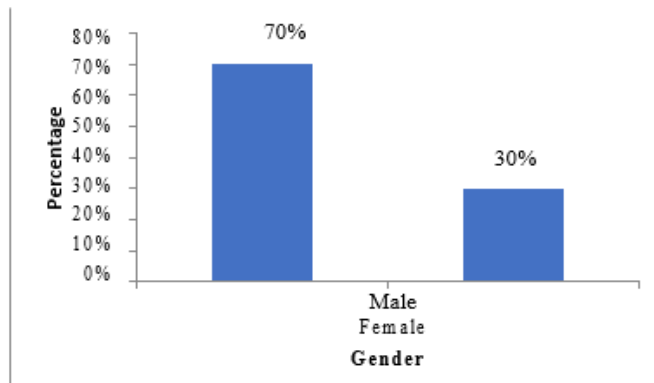
N = Total number of observations

4. DATA ANALYSIS & INTERPRETATION

Gender of the respondents			
S.no	Gender	No.ofrespondents	Percentage
1	Male	84	70%
2	Female	36	30%
	Total	120	100%

Source: Primary data

GENDER OF THE RESPONDENTS



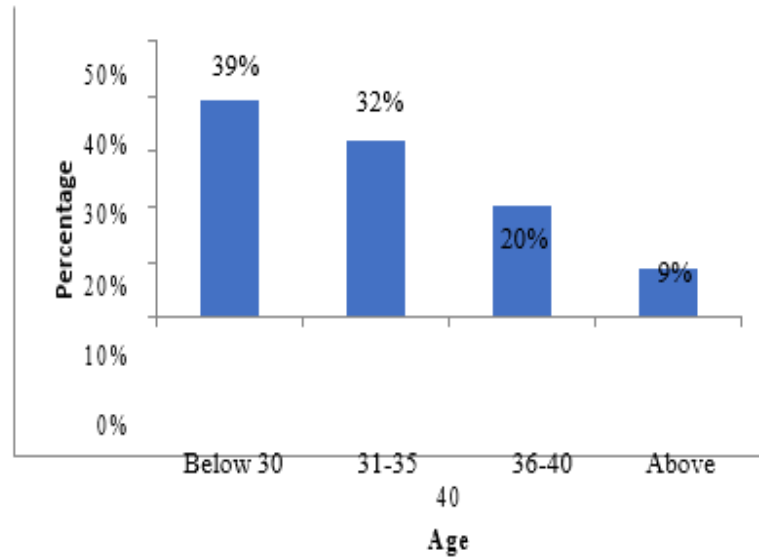
Interpretation

The above table shows that gender of the respondents, 70% of the respondents are male and 30% of the respondents are female. Majority of the respondents are male (70%).

Age group of the respondents

S.no	Age	No. of respondents	Percentage
1	Below 30	47	39%
2	31-35	38	32%
3	36-40	24	20%
4	Above40	11	9%
	Total	120	100%

Source: Primary data



Interpretation

The above table shows that age group of the respondents, 39% of the respondents are under the age group of below 30, 32% of the respondents are under the age group of 31-35,20% of the respondents are under the age group of 36-40 and 9% of the respondents are under the age group of above 40.Thus, the majority 39% of the respondents are under the age group of below 30.

Correlations Analysis

The table shows that the relationship between Educational Qualifications and Monthly income of the respondents

X	Y	X ²	Y ²	XY
51	6	2601	36	306
25	54	625	2916	1350
14	38	196	1444	532
24	14	576	196	336
6	8	36	64	48
Σ 120	Σ 20	Σ	Σ	Σ

Result:

This is a positive correlation. There are relationships between Educational Qualifications and Monthly income of the respondents

5. SUGGESTIONS

The following recommendations emerge from our research findings:

1. The company provides more training needs given to the employees.
2. The company has given fully automated technology training provided to the labors.
3. The Home care must be increasing productivity whichever reason for effective training.
4. The employee suggests that the training Co- hence to the safety requirement.
5. Most of the employees are technical training from the homecare.
6. The employee should training earn from private and government.
7. The Home care Provide better training facility for employees.
8. The organization Provide challenging work profile and clear career path.
9. The Home care Provide and open work culture facilitating individual growth.
10. The industry Provide an increase in responsibility and quality work.
11. Using retraining to continuously upgrade employee's skills.

6. CONCLUSION

- The qualified trainer must place forgiving training to its employees. The company should create awareness and interest in the minds of employees about training. The training programmers must be revised based on the company environment. It should try to complete the training programmers within the scheduled time. It should take necessary steps to give both on the job and off the job training. The training and development programmers must be based on its business needs.
- Finally, it determines that the training programmers give satisfaction to the employees. So, the company should follow the same patterns by providing well experienced trainer storetain the same level of satisfaction among the employees. So, it leads the company's better performance in all the activities.

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