

**CHAPTER VIII : EMPLOYEE DEVELOPMENT FACILITIES :****8.1. Facilities for Development of Employees :**

Facilities for development of employees provided by selected undertakings are shown in Table No.8.1.

**Table No.8.1 Showing Employee Development Facilities  
In Selected Undertakings**

S.No.	Facilities	Number of Units	Percentage
1	2	3	4
1	Tuition Rebates	6	86
2	Leave Facilities	7	100
3	Time Off	7	100
4	Participation in Seminars & Conferences.	7	100
5	Travel	7	100
6	Transport	7	100
7	Subscription Allowances	Nil	Nil

Facilities such as transport, travel, time off, leave facilities, participation in conferences and seminars

are provided by the selected undertakings. Except Shri Shahu Chh. Mills, all the other undertakings-6-(86 %) provide tuition rebates for acquiring advanced degrees and additional qualifications.

No undertaking provides subscription allowance for obtaining management journals, periodicals etc. However, with a view to keep touch with changing world and with the purpose of achieving development all the selected undertakings maintain library.

Providing subscription allowance for obtaining management journals and periodicals can be a sound policy.

#### 8.2. Training Budget Practices:

Richardson 7 Cruddas(1972) Ltd; Byculla Iron Works, Bombay does not prepare separate training budget. The amount to be spend on training is flexible and depends on requirements of training. The authority to sanction the training expenditure is General Manager.

SCI Ltd; has separate training provision but flexible according to the situation.

IOC(Marketing Division) Ltd; has separate training budget but flexible.

CCI Ltd; does not prepare separate budget but as per requirements the finance will be provided.

H.A.Ltd; Pimpri has definite provision for training purpose.

Shri Shahu Mills, has no special provision. The necessary finance will be provided as per requirements.

Thus RCF, IOC (Marketing Division) and H.A.Ltd; Pimpri prepare separate training budget. Others get sanction for necessary finance as per requirements. These units have no planned training programmes, so they are not in a position to prepare separate budget for training.

The Table No. 8.2. shows that 4 (57 %) undertakings indicate that they have a budget for training. The budget provision is variable in case of 3 undertakings (43 %) and definite provision in case of 1 (14 %) undertaking. In case of the rest 3 (43 %) undertakings as per requirements the necessary finance is made available.

Table No. 8.2: Showing Information Of Training Budget Practices

In Selected Undertakings.

S.No.	Particulars	U N I T S							Per-centage.
		1	2	3	4	5	6	7	
1	2			3					4
1	Separate Budget	*	*	*	*	*	*	*	57
2	No Separate Budget	*			*	*	*	*	43
3	Provision Fixed						*	*	14
4	Provision Variable			*	*	*	*	*	43
5	As per Requirements	*				*	*	*	43

### 8.3. Training and Profitability :

Executives of all the selected undertakings have reported that training is useful for increasing the profitability of the undertaking. However, there are no norms to apply for the purpose. Only in case of the Cotton Corporation of India it is reported that inter-personal comparison (trained <sup>and</sup> ~~and~~ untrained) is the norm, the corporation applies, but it is subjective one.

The response is shown in the following Table No. 8.3.

Table No.8.3: Showing Training, Profitability and Norms

S.No.	Particulars	Number	Percentage.
1	2	3	4
1	Training Useful for increasing <del>ly</del> profitability.	7	100
2	Norms to apply	1	14