
Chapter I

SCOPE AND LIMITATIONS:

This study is mainly concentrated on the training facilities available to the staff of the M.G.B. through its own training centres i.e. the training centres established by the sponsor bank to imparting training to the R.R.D staff and through other training centres like regional training centre Mangalore. The study concentrates on the importance given by the M.G.B. for training and development of staff. The aspects are taken into consideration in the present study. In view of the limited time within which the study is to be completed the researcher has not considered various other factors which effect efficiency of the staff like the organisation climate, placing of the employees, superior subordinate relations, other monetary and non-monetary incentives, educational qualifications of the workers, the selection procedure in industry.

LIMITATIONS:-

1) The questionnaire method was used to collect responses of the workers towards training programme adopted in the management of the mill. The responses collected by this method was not compleyely accurate.

2) It was felt that few workers were cusual on answering the questionnaire, so it was difficullt to get their correct responses.

OBJECTIVCES OF STUDY:-

The main object of training function is to prevent the desolation of the employee by adopting their skills, knowledge abilities etc. for efficient discharge of at all levels of organisation, irrespective of sincerity. But the secondary objectives noted for instance.

The objectives of study are,

- A) Importance given to the function of training in)
- B) Facilities provided by industry during the training period like leave with pay, travelling allowance, dearness allowance etc.
- C) The course contract 5+5 relevancy to the staff.
- D) The training period and feeling of the trainees regarding the same.
- E) Teaching materials handouts and others aids used in the process of imparting training.
- F) Analysis of tolerant programme conducted by the industry.
- G) The skill, qualification and experience of the training staff.

METHODOLOGY OF STUDY:-

The study has been made to throw the light on the actual training methods for the supervisory card in mill, and to he some suggestions in the light of survey following are the main sources used for collecting data information in the course of preparing of the report.

1) RECORDS AND FILES:

The various information, regarding the training programmes and procedures is collected form the previous records and files available in the Personal Department of the organisation. The profile of the organisation has been studied mainly from the files.

2) FORMAL DISCUSSION:-

Some of the information was also collected through the formal discussion with the various senior officers of the related department many classification were sougut by way of discussion. To obtain the necessary information and data, various questions were asked at the time of discussion such as.

What are the methods?

Which are the methods, which are adopted in company?

Size of Sample ?

3) REFERENCE BOOKS:-

Some information was also collected with the help of reference books.

4) After detail study of the above information available in the records, files and with the help of discussion with officers.