

## **CHAPTER-1**

### **INTRODUCTION**

- 1.1 Introduction.**
- 1.2 Statement Of The Problem.**
- 1.3 Hypothesis Of The Study.**
- 1.4 Objectives Of The Study.**
- 1.5 Research Methodology.**
- 1.6 Significance Of The Study.**
- 1.7 Scope & Limitations Of The Study.**
- 1.8 Arrangements Of The Chapters.**

# **CHAPTER-I**

## **INTRODUCTION**

### **1.1 INTRODUCTION**

Every organization needs the services of trained person for performing the activities in a systematic way. The complexity of jobs increases the need for training. Training polishes the insight of employees. Training provides necessary instructions for the performing the current job. The fast changing technological do makes the employee's knowledge obsolete. They require constant training to cope with the needs of jobs. The use of modern technology has created new jobs in the organization, which require training. Training is treated as an investment, which generate income. Training is provided for competency development. Training is a staff function. Human Resource department should make necessary arrangements for training such as providing proper trainers and experts, arranging conferences, seminars etc.

Training of any kind should have, as its objectivity's are redirection or improvement of behavior so that the performance of the trainee becomes more useful and productive for himself and for the organization. Training normally concentrates on improvement of operative skills, interpersonal skills, and decision-making skills. Modern thinking is that expenditure incurred on training is an investment for the development of employees. Edwin B. Flippo defines

training as “ the art of increasing the knowledge of skill of an employee for doing a particular job.”

To sum up, training is a short term learning process which is application specific intended for improving skill or knowledge which has immediate application to the benefit of the individual as well as the organization. Organisations often compete on competencies- the core set of knowledge and expertise that give them an edge over their competitors.

## **1.2 STATEMENT OF THE PROBLEM**

A study of “Impact of training on human resource of Universal Luggage Manufacturing Pvt Ltd., Satara” is undertaken to understand general impact of training and the importance of training programs for the smooth functioning of organization in today’s speed age. This study also helpful in understanding advantages as well as disadvantages of each training program and taking review and feedback of implemented programs. By the suggestions and conclusions made in this study management will be able to find out which method is more suitable to implement at different working levels, output from programs implemented.

## **1.3 HYPOTHESIS OF THE PROBLEM**

Following Hypothesis are formulated for the purpose of this study-

1. The Universal Luggage Manufacturing Pvt. Ltd., Satara has made satisfactory progress since its inception.
2. An organization has been implementing the various training programs for the

purpose of upgradation of employees.

3. An organization has generated employment opportunities to the local people at large scale.

4. An organization has few problems to tackle with but it has both prospects in future.

#### **1.4 THE OBJECTIVE OF THE STUDY**

- 1) Introduction of Universal Luggage Manufacturing Pvt. Ltd., Satara
- 2) To study organizational structure and administration of Universal Luggage Manufacturing Pvt. Ltd., Satara
- 3) To study personnel policies in Universal Luggage Manufacturing Pvt. Ltd., Satara
- 4) To study methods of training implemented at different levels in Universal Luggage Manufacturing Pvt. Ltd., Satara
- 5) To study impact of training on human resource at Universal Luggage Manufacturing Pvt. Ltd., Satara
- 6) Conclusion and suggestions.

#### **1.5 METHODOLOGY OF THE RESEARCH**

For the data collection the researcher used primary and secondary source.

- 1) Data collections by direct method by means of random sampling.
- 2) Interviews of the workers.
- 3) Questionnaire for labours, officers & union leaders.

4) Researcher also used the Training reports from labour officer, reference books, periodicals etc.

## **1.6 SIGNIFICANCE OF THE STUDY**

As training is itself ongoing issue for each and every organization. Thus this study will be helpful for the management of Universal Luggage Manufacturing Pvt. Ltd., Satara as well as others; as it reveals the need for training programs, ideal methods of training, feed-backs of training programs, followup of training programs etc. Also this study is suggestive towards future challenges to organizations of the 21st century arising out of globalisation, Free Trade Policies etc.

## **1.7 SCOPE AND LIMITATIONS OF THE STUDY**

The study is restricted due to time bound i.e. study is undertaken especially for the period from the year 1995 to onwards. The obstacle is that there are some personal limitations on researcher on undertaking research work as researcher have to work on material provided and available. Many of the officials are reluctant and prejudiced to provide detail information. This has put limitations on the scope of research work.

## **1.8 ARRANGMENTS OF CHAPTERS**

The present study is divided into seven chapters-

Chapter first is introductory chapter. In this chapter an attempt is made to review the purpose and scope of study, Hypothesis of the study, research method followed and objectives of the study at Universal Luggage Manufacturing Co. Ltd, Satara.

Chapter second deals with organisational structure and Administration of Universal Luggage Manufacturing Pvt. Ltd, Satara. In this chapter attempt is made to introduce the reader with organisational background and working conditions in Universal Luggage Manufacturing Pvt. Ltd, Satara.

Chapter third gives overall personnel policies regarding training in Universal Luggage Manufacturing Pvt. Ltd, Satara. Through this chapter we will be able to understand labour welfare facilities provided in an Organization, working conditions in an organisation, relationship between management and workers, implementation of labour laws, refresher programs etc.

Fourth chapter gives more details of Methods of training implemented at different levels in Universal Luggage Manufacturing Pvt. Ltd, Satara

Chapter fifth gives more details of overall impact of these training programmes implemented at all levels in Universal Luggage Manufacturing Pvt. Ltd, Satara

This chapter deals with the analysis & interpretation of the collecting data.

This is the last chapter. This chapter deals with observations and conclusions.

