

CHAPTER NO VII

CONCLUSATION & SUGGESTION.



CONCLUSIONS

1. The turnover amongst the workers is almost nil.
2. The turnover is more in the category of professional employees.
- 3) Due to layoffs and transfer from one department to another the workers are facing problems.
- 4) The major drawbacks existing in the present training programmes conducted by the karkhana on the basis of executive interviewed are less stressed on on-the-job training. less technical training and shortage of external faculty.
- 5) In karkhana more emphasies is given to develop existing employees for high positions. This shows, that the existing employees are cared for as a result of which their morale is increased.
- 6) Comparitively young workers are very few. Most of the workers are in the age group of 40 to 50 year.
- 7) Acoording to the opinion, ~~of~~ most of the executives training programmess are very effective.
- 8) At present there is training for 2.3 mandays which is not enough to cover all the employees that is Training programmes held are inadeguate and moreover duration of the programmes is also inadguate.

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SUGGESTIONS

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- 1) The karkhana should do something to avoid power cut so that the workers don't have to face the problems of lay-off transfers and demotion.
- 2) As karkhana is large a separate training department will have to be developed for handling of training programmes which is not there at present.
- 3) More practical sessions should be included rather than only theoretical and descriptive.
- 4) Duration of the training programmes must be made adequate by increasing it so as to include all the spheres with respect to the training being given.
- 5) The workers would like to have classes explaining to them in the layman language, the rules, regulations and policies followed by the management.
- 6) Induction should be effective to every new entrant and individuals should be trained rather than in groups and training imparted should be more specific rather than general.
- 7) Along with internal training programmes karkhana should give more stress on external training programmes also.
- 8) Employees participation and suggestions relating to training should be encouraged and implemented in practice also.
- 9) The karkhana should follow a sound procedure of evaluation of training programmes that is some measuring yard stick to know the exact effectiveness of training programme. so that it may be objective one.

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