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## **Chapter VI**

**SUGGESTIONS :**  
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- 1) Workers selection should be done by fresh appointment and by promotion.
- 2) Aptitude tests should be compulsory for fresh workers.
- 3) Psychological tests are to be given to the workers.
- 4) Groups of 10 to 15 workers are to be formed for training.
- 5) V.D.O. films, slides, film strips, overhead projects, audiovisual aids, different charts, diagrams, models are to be used. *Per what*
- 6) Both theoretical and practical knowledge are necessary for the training.
- 7) All the material required for the training should be available in the mill premises.
- 8) For machine training both theory and practical are of equal importance.
- 9) After training related test is to be given to the workers.
- 10) For preparing the syllabus for training programme the trained workers are to be involved.
- 11) After training there is complete change in the attitude, skill, behaviour of the workers.

- 12) Cost reduction, wastage reduction, improvement in quality, increase in production, No. of accidents will be reduced.
- 13) Training increase the relation between worker's and management.
- 14) For good house keeping, safety in life, & happiness in life, training is necessary.
- 15) For practical work there should be a separate place for the maximum no. of workers is round about 50 .
- 16) Allmost all the training programme should be conducted through the ' Hindi' language because it is the national language.
- 17) National language is generally understood all the workers in India.
- 18) While conducting training programme total trainer's are requested to train the trainer's.
- 19) Training programme is to be conducted during duty hours.
- 20) While arranging the training programme trainees should be given stipend.
- 21) Stipend should be given according to type of work, duration of work and qualification.
- 22) For frish workers the training period should be 3 to 6 months and for trained worker's 1 hour per day for 15 to 20 days.

- 23) Workers at all levels should be participated in the training programme.
- 24) Beneficial and useful training programme should be arranged.
- 25) Praticipants in the training programme must be regular workers of trained. 9

**CONCLUSION.**

The study reveals that the training programmes to be conducted for the employees of Shri. Shahu Chhatrapati Mill is unsatisfactory.

First of all no training programme is conducted by the organization for the past 5 years, and the employees felt that in order to increase efficiency & productivity, training should be important to them.