

APPENDIX III

A case study of Human Resources Management Policies and Practices at INDAL, Belgaum.

Please Rank the following in order of priority (1-most important _____ 6 -least important.)
 Training needs as regard individual operatives are most efficiently determined, keeping in mind-

- a. The Employees promotional prospects
- b. The enhancement of knowledge & skills of employee & in turn his job responsibilities
- c. The observed faulty practices & deficiencies in performing operations.
- d. The Complaints for related department / supervisors about employee.
- e. The organisational policy (as a formality).
- f. The employees performance appraisal chart.
- I. Please rank the following methods of training with respect to the operations (1- Most efficient _____ 4- Least efficient)

Functions operations	Methods	On the Job (at the work place)	Computer Formulation	Class room training (Working instruction charts)	Video/Audio	Please tick [✓] from the below mentioned statements, reasons for giving highest preference for the method you have ranked first. (more than one reasons may be ticked)								
						1	2	3	4	5	6	7	8	
Maintenance														
Safe operations machines														
Control operations														
Inspection / quality check														
Induction / orientation														
Calibration														
Process operations														

STATEMENTS

1. There is congruence (better understanding) between the job and the training that is imparted
2. Methods is more safe /danger of mishap is reduced (Worker is subjected to actual working conditions without stalling the ongoing process)
3. Strength of trainers for such type of training is often large — 9
4. Time tested method in the organization
5. Save time and will be a very efficient method
6. Theory is best taught by this method
7. Cheaper compared to other methods
8. Other reasons : _____