



MANUFACTURERS AND EXPORTERS OF HAND
WOVEN FABRICS, MADE-UPS, GARMENTS AND
OTHER RELATED FABRIC PRODUCTS

HT/HRD/PROJECT CERTIFICATE/2017-2018/

26/03/2018

TO WHOMSOEVER IT MAY CONCERN:

This is to certify that **Mr. Bijith Damodaran V K (USN IIA16MBA10)** MBA II year student of Acharya Institute of Technology, Bangalore has successfully carried out his dissertation on **“A Study on Satisfaction of Employees towards Training with allusion to Hindustan Textiles”** from our Organization's, Human Resource Department from 15.01.2018 to 24.03.2018 under the guidance of Ms. Bindu.

During his tenure he was found very regular, attentive and hard working. His character and conduct were satisfactory.

We wish him the very best in his future endeavors.

FOR HINDUSTAN TEXTILES

**K P JAYAKUMAR
EXECUTIVE PARTNER**



POST BAG NO . 3001
KANNUR - 670 008, KERALA, INDIA
TEL : 0497 - 2741871, 2741402,
2741888, 2741930 FAX : 0497 - 2741671
E-mail : hindustantex@gmail.com

GSTIN : 32AAHFH6000J1ZS
PAN : AAHFH6000J



ACHARYA INSTITUTE OF TECHNOLOGY

(Affiliated to Visvesvaraya Technological University, Belagavi, Approved by AICTE, New Delhi and Accredited by NBA and NAAC)

Date: 16/05/2018

CERTIFICATE

This is to certify that **Mr. Bijith Damodaran V K** bearing USN **11A16MBA10** is a bonafide student of Master of Business Administration course of the Institute 2016-18 batch, affiliated to Visvesvaraya Technological University, Belgaum. Project report on “**A Study on Satisfaction of Employees Towards Training at Hindustan Textiles, Kannur, Kerala**” is prepared by him under the guidance of **Prof. Reena Mahesh Rao**, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belgaum, Karnataka.

Signature of Internal Guide

Signature of HOD
Head of the Department
Department of MBA

Acharya Institute of Technology
Soldevanahalli, Bangalore-560 107

Signature of Principal

PRINCIPAL
ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

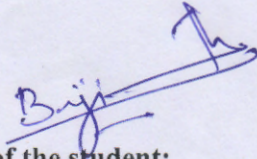
ACHARYA

DECLARATION

I, **Bijith Damodaran V K**, hereby declare that the Project report entitled "**A STUDY ON SATISFACTION OF EMPLOYEES TOWARDS TRAINING**" with reference to "**Hindustan Textiles, Kannur-09**" prepared by me under the guidance of **Prof. Reena Mahesh**, faculty of M.B.A Department, **Acharya Institute of Technology** and external assistance by **Ms. Bindu N, HR Manager, Hindustan Textiles**. I also declare that this Project work is towards the partial fulfillment of the university Regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum. I have undergone a summer project for a period of ten weeks. I further declare that this Project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University / Institution.

Place: *Bangalore*

Date: *28/05/2018*


Signature of the student:

ACKNOWLEDGEMENT

I deem it a privilege to thank our Principal, **Dr. Sharanabasava Pilli**, **Dr. Mahesh**, Dean Academics and our HOD **Dr. Nijaguna** for having given me the opportunity to do the project, which has been a very valuable learning experience.

I am truly grateful to my external guide **Ms. Bindu N**, HR Manager, Hindustan Textiles Private Limited, my internal research Guide **Prof. Reena Mahesh**, for their research guidance, encouragement, and opportunities provided.

I would like to convey my thankfulness towards my parents & member of **Hindustan Textiles**, for their kind co-operation and support which help me in finishing point of this project. I would like to convey my special thankfulness and thanks to industry persons for giving me such interest and time.

BIJITH DMODARAN V K

USN : 1IA16MBA10

TABLE OF CONTENTS

Chapter NO	Contents	Page No
	Executive Summary	
1	Introduction	1
	1.1 Introduction to study	1
	1.2 Industry profile	3
	1.3 Company Profile	5
	1.4 Vision	7
	1.5 Mission	7
	1.6 Quality policy	7
	1.7 Quality objectives	7
	1.8 Memberships	8
	1.9 Awards And Achievements	8
	1.10 Organization chart	9
	1.11 departments of Hindustan textiles	11
	1.12 Competitors	17
	1.13 SWOT analysis	18
	1.14 Future Growth & Prospects	19
2	Conceptual Background and Literature Review	20
	2.1 Theoretical background of the study	20
	2.2 Review of Literature	21
	2.3 Research Gap	25
3	Research Design	26
	3.1 Statement Of The Problem	26
	3.2 Need To Study The Topic	26
	3.3 Objectives of study	26
	3.4 Scope of study	27
	3.5 Sampling	27
	3.6 Data sources	28

	3.7 Data collection tool	28
	3.8 Tool Analysis	29
	3.9 Hypothesis	29
	3.10 Limitation of Study	29
4	Analysis And Interpretation	30
	4.1 data analysis and Interpretation	30
	4.2 Correlation	61
5	Findings, Conclusions and Suggestions	62
	5.1 Summary of Findings	62
	5.2 Conclusion	63
	5.3 Suggestions To The Organization	64
	Bibliography	
	ANNEXURE	
	WEEKLY REPORT	

LIST OF TABLES

Table No	TABLE NAME	Page No
4.1	Gender wise classification of respondents	30
4.2	Age Wise classification of respondents	31
4.3	Educational qualification of the respondents	32
4.4	Work experience of the respondents in Hindustan Textiles	34
4.5	TRAINING is important for employees	35
4.6	Satisfaction with regard to present training methods	36
4.7	Impact of TRAINING program	38
4.8	Number of TRAINING programs attended by employees in the organization in a year.	39
4.9	Number of TRAINING programs conducted in the organization in a year	40
4.10	Motivation from senior manager for attending the TRAINING program	42
4.11	Training Method Adopted In The Organization	43
4.12	Satisfaction with the TRAINING program with quality & its contents.	44
4.13	Satisfaction of employees towards Objectives of Training	45
4.14	Person assigned to give learning program	47
4.15	Satisfaction Levels Of Employees Towards Person Assigned To Give TRAINING Program	48
4.16	Evaluation Proper Planning Towards Company's Training Programmes	50
4.17	TRAINING program conducted based on relevance of job	51
4.18	Satisfaction Of Employee With Regard To Time Duration And Place Selected For Training Programmes	52
4.19	Preference for TRAINING	54
4.20	TRAINING helpful to identify the strength overcome the weakness of employees.	55
4.21	General Complaints about TRAINING session	57
4.22	Collection of Feedback by Supervisors about TRAINING Program	58
4.23	Rating given for the present TRAINING program	60

LIST OF CHARTS

Chart No	CHART NAME	Page No
4.1	Gender wise classification of respondents	31
4.2	Age Wise classification of respondents	32
4.3	Educational qualification of the respondents	33
4.4	Work experience of the respondents in Hindustan Textiles	34
4.5	TRAINING is important for employees	36
4.6	Satisfaction with regard to present training methods	37
4.7	Impact of TRAINING program	38
4.8	Number of TRAINING programs attended by employees in the organization in a year.	40
4.9	Number of TRAINING programs conducted in the organization in a year	41
4.10	Motivation from senior manager for attending the TRAINING program	42
4.11	Training Method Adopted In The Organization	43
4.12	Satisfaction with the TRAINING program with quality & its contents.	45
4.13	Satisfaction of employees towards Objectives of Training	46
4.14	Person assigned to give learning program	47
4.15	Satisfaction Levels Of Employees Towards Person Assigned To Give TRAINING Program	49
4.16	Evaluation Proper Planning Towards Company's Training Programmes	50
4.17	TRAINING program conducted based on relevance of job	52
4.18	Satisfaction Of Employee With Regard To Time Duration And Place Selected For Training Programmes	53
4.19	Preference for TRAINING	54
4.20	TRAINING helpful to identify the strength overcome the weakness of employees.	56
4.21	General Complaints about TRAINING session	57
4.22	Collection of Feedback by Supervisors about TRAINING Program	59
4.23	Rating given for the present TRAINING program	60

Executive Summary

Textile industry occupies a unique place in our country. It was second largest employment generator after agriculture sector. The study is being conducted in Hindustan textiles, Kannur on the topic, “**A STUDY ON SATISFACTION OF EMPLOYEES TOWARDS TRAINING**” the primary objective of the study, to find satisfaction of the employees on the training provided by the company. The secondary objective is to identify the problems of training and training programs conducted by the organization. Primary data collected through questionnaire from the employees of the organization having a total population of 85 employees with a sample size of 50 employees. The entire respondents are both male and female. By the correlation analysis it has found that the inter-relationship between satisfaction of employees with the quality and contents included in the training.

Hindustan Textiles is a leading player in the handloom exporting industry that made an excellent success in the foreign market. It is a partnership business owned by a reputed family in Kannur. The business is been running for more than seventy five years. It has five efficient departments and different sections and wings. Main factor that led the company to the success is the quality of its products, because the main motto of the business is finite quality and nil rejection by the customers. Since customers of the company are from abroad, it is facing tough competition from other countries like China, Bangladesh, Afghanistan and Vietnam.

Chapter 1

Introduction

1.1 Introduction to Study:

The company should treat the employees as kings, because they are the only active things in the company. Satisfaction of employees is one of the most important factor as far as an organization is been considered. There are various factors which influence the satisfaction of employees. It can depend on various factors as follows:

- Environment in which employees are working
- Usage of fair policies and practices
- Salary provide by the organization
- Feel of belongings
- Age
- Appreciation of senior employees to their subordinates
- Creating creativity in job
- Collecting feedback from the employees by the management
- Working conditions in organization
- Healthy relationship maintained by the employees and supervisors

Etc is some of the following factors depend on the satisfaction of employees. As per the International Journal and Research (IJSR) under the topic The Influence of learning on the Performance of Employees says “TRAINING is the main part of Human Resources development.

The theories on training have systemized the need for leadership that communicates the organizations vision and mission clearly to enable employees understand the organizations objectives for optimum performance.

- Recruitment: It is mainly known as Positive process of attracting the job seekers for applying the job. Recruiting Company will accept all the forms that are why it is known as positive process.
- Payroll: it is the list of employees in the company, but the term is mainly used for referring the total amount of money that a company pays for employees.
- Performance Management: the process by which top level workers and lower level together will work to plan, monitor and reviews an employee's work objectives and overall contribution to the organization.
- TRAINING: Providing information to the workers, providing awareness. Mainly training means providing guidance to employees to increase their skills
- Retention: It is the continued possession, or the control of something.
- Industrial Relation: Industrial relation simply means the relation between the management and workers in company. Etc.

Here the topic **“A STUDY ON SATISFACTION OF EMPLOYEES TOWARDS TRAINING WITH ALLUSION TO HINDUSTAN TEXTILES Pvt LTD. KANNUR, KERALA”** is chosen due importance given in TRAINING. In the present scenario no business can survive without introducing new technological change.

Employee satisfaction provides the organization by helping the management to retain the present employees as well as attracting new employees in the organization. As far as the satisfaction of employees is been considered the following are the various benefits to the organization.

- Employee turnover becomes low
- Helps to improves the productivity of the company
- Helps to increase the low level line profits
- It helps to creates brand ambassadors for the organization
- Decrease in both fixed as well as variable costs

Are some of the various benefits of employee satisfaction which can be attained in the company

1.2 INDUSTRY PROFILE

India's textile sector is one of the oldest and largest textile industries of the world. Textile industry occupies a unique place in our country. 27% of foreign exchange earnings are on account of export of textiles & clothing alone. 14% of the industrial production and 3% to the GDP of the country is been contributed by the textile industry. 8% total excise revenue collection is contributed by textile industry. Almost 35 million people are employed under the textile industry. Textile & clothing exports account one third of the total value of exports from our country. Most of the textile industries are permanently based on cotton products and it continues its dominance over other countries.

It has been reported that in India 1227 textile-mills with a capacity of 29 million spindles. As per the estimates it has been reported that our Indian textile industry value is around 124000 cores constituting 7% GDP. Textile exports of the country constitute 35% of the total foreign exchange earnings of the country. During the past 10 years, the industry's actions, government policies as well as market events have begun to expand by providing various growth opportunities for the domestic sector as well as in the global market.

Major textile industry in India are as follows:

- Mysore Silk Factory, Mysore city
- Lakshmi Mills, Coimbatore
- JCT Ltd., Punjab
- Reliance Textiles, Ahmadabad
- Raymond's, Mumbai
- Bombay Dyeing, Mumbai
- Aravind Mills, Ahmadabad
- Hindustan Textiles Ltd., Kannur Etc

1.3 COMPANY PROFILE

Hand weaving is one of the elastic aspects of Indian cultural heritage. This is the tradition of Hindustan Textiles. Hindustan Textile Company was founded in 1939. Made 60 high quality cotton bear backgrounds to satisfy the most discerning taste under the dynamic' leadership of the Late K.P.Kumaran. Hindustan Textiles began as a cottage industry by taking up the business of yarn purchase and re-selling. With the universal focus on quality Hindustan Textiles established a niche for itself effortlessly. The Hindustan Textiles have 'o sisters concern Five Star Textiles and R.M.I Industries.

From 1970's till today the products of Hindustan Textiles are exported to various international countries such as USA, UK, Italy, Japan, Spain, etc. The artistic handwork and sophisticated refinement achieved in hand-made fabrics even goes beyond the scope of modern machines. Fabrics on traditional floor looms are only influenced by the skill of the company's artisans and companies. With traditional handmade textiles, the automatic looms and equipped with an impressive line up of dyeing units. Hindustan Textiles produces a variety of products, including yarns in cotton, lining, viscose, polyester, organic cotton and other blended fibers, dead fabrics, jacquard, embroidery and other accessories.

The Hindustan Textile has achieved the following merit certificates in these Years of travelling in business field. They are Certificate of Merit, 1995-1997; Silver Medal, 1997- 1998 Export House from Ministry of Commerce, Government of India; ISO 9001-2008 Certified Company since last twelve years S.A (Social Accountability Management System) Certified Company since last nine years. Being an ISO and S.A Certified Company, Hindustan Textiles has formulated a Corporate Policy such as Growth target. The company has got certain primary competitive advantages such as cast effective products, perfect management, total quality policy, ethical business strategies. The Hindustan Textiles is located in the place called Alavil at Kannur District, Which is known as the city of looms and Loes.

Profile of the company

Name of the Company	Hindustan Textiles Ltd.
Address and Location	Aaramkottam, Alavil (PO) Kannur 670008 Kerala, India
Year of establishment	1939
Nature of Business	Exporters of Handloom, Fabrics and Garments
Nature of organization	Partnership
Partners	<ol style="list-style-type: none">1. Sri. KP Bala Krishnan (Chief Executive)2. Sri. KP Jaya Kumar (Executive Partner)3. Sri. KP Anil Kumar (Partner)4. Srimt. KM Kousalya (Partner)
Website	www.hindustantextiles.com
E – mail	hindustan@md3.vsnl.net.in
Telephone	0497 – 2741841 0497 – 2741402
Number of employees	More than 100 employees (Both male and female employees)

Product range	<ul style="list-style-type: none"> • Fabrics, Plain cloth • Made ups, Apron and gloves • Garments, Dress material
Merits of the company	<ul style="list-style-type: none"> • ISO Certification • Social Accountability Management System (SA)
Sister concerns	RMJ Industries, Chovva, Kannur

1.4 VISION

“In Hindustan Textiles, we have established clear quality goals in order to achieve customer satisfaction. This is the core of our business policies and strategies.” Hindustan Textile Company committed to manufacturing, supplying, supplying, exporting and trading quality textile products & service. We are always happy to meet customer needs and exceed expectations through win-win relationships. Our vision is to serve our customers wholeheartedly and provide professional services with the best quality assurance.

1.5 MISSION

At Hindustan Textiles we have made it our mission to be leaders as manufacturers, suppliers, and exporters of High-quality fabrics and garments from Hindustani culture use the best technology to provide quality textile products and services at the most competitive prices to maintain long-term business partnerships.

1.6 QUALITY POLICY

"The management and employees of the Hindustan textiles are committed to manufacture and market hand-woven fabrics, made ups and garments and enhance satisfaction of our worldwide customers. We strive for continual improvement through the review of monthly performance reports and function-wise quality objectives".

1.7 QUALITY OBJECTIVES

"Hindustan textiles shall establish measurable objectives for all relevant functional levels. The objectives are framed in such a manner that facilities and efficient and monthly performance review focused on attaining continual quantitative and qualitative improvements of the organisation".

1.8 MEMBERSHIP

- Federation of Indian Export Organisation(FIEL)
- Handloom Export Promotion Council (HEPC)
- Cotton Textiles Export Promotion Council (TEXPROCIL)
- North Malabar Chamber of Commerce (NMCC)

1.9 AWARDS & ACHIEVEMENTS

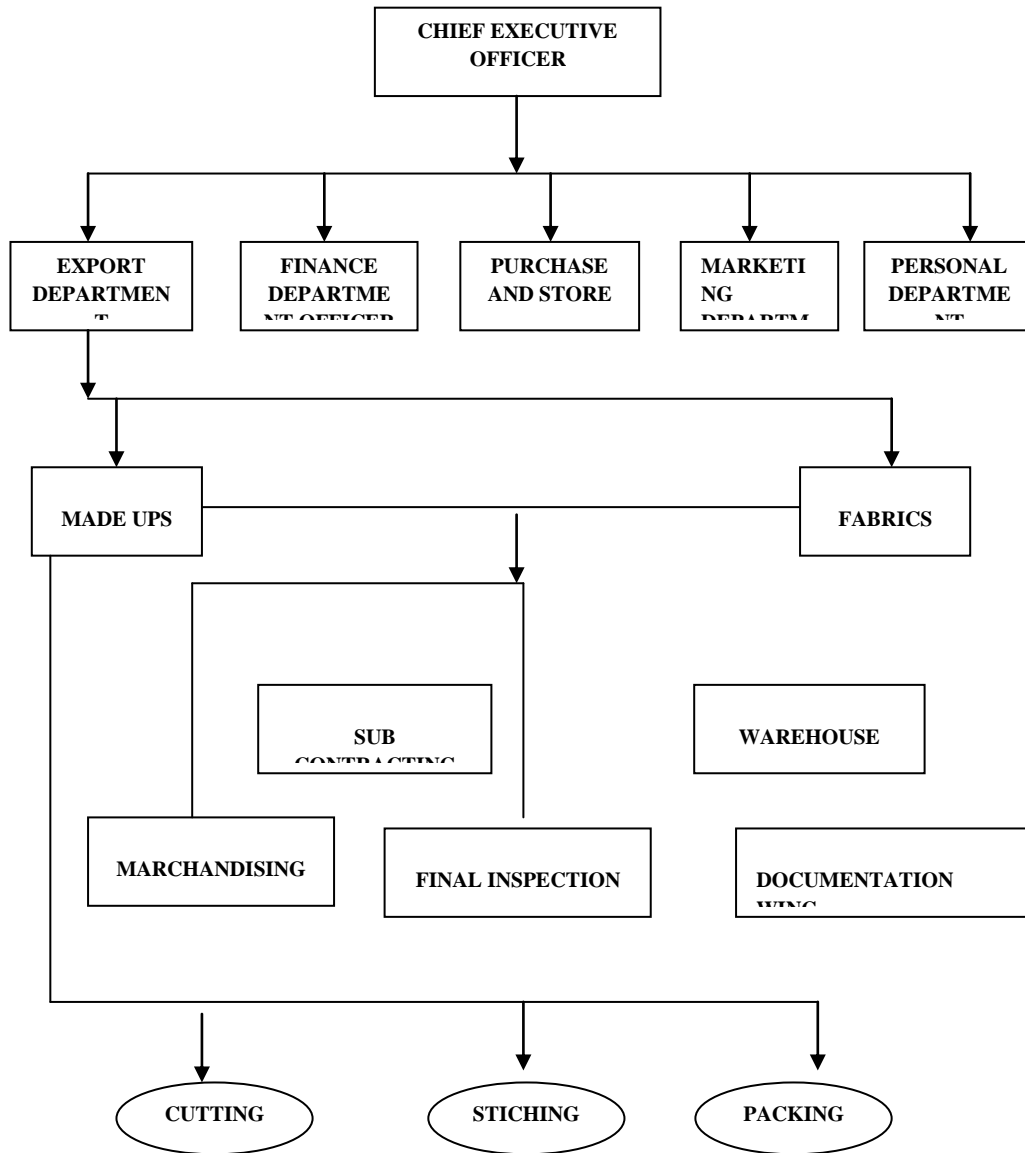
Indian textiles began exporting in the 1980s and began exporting this company today; it is one of the largest exporters of hand-woven fabrics in India. The company's reputation is as follows:

- “Excellent Certificate of Merit” for two consecutive years 1995-1997 issued by the Handloom Export Promotion Council.
- The 1997-1998 Silver Medal awarded by the Handloom Export Promotion Council.
- Export housing from the Indian government’s Ministry of Commerce.
- Social Responsibility Management System (SA): An 8000-certified company that focuses primarily on health and safety and complies with other laws and regulations set by national governments.
- ISO 9001 certified companies, with a special emphasis on quality standards comparable to ISO.

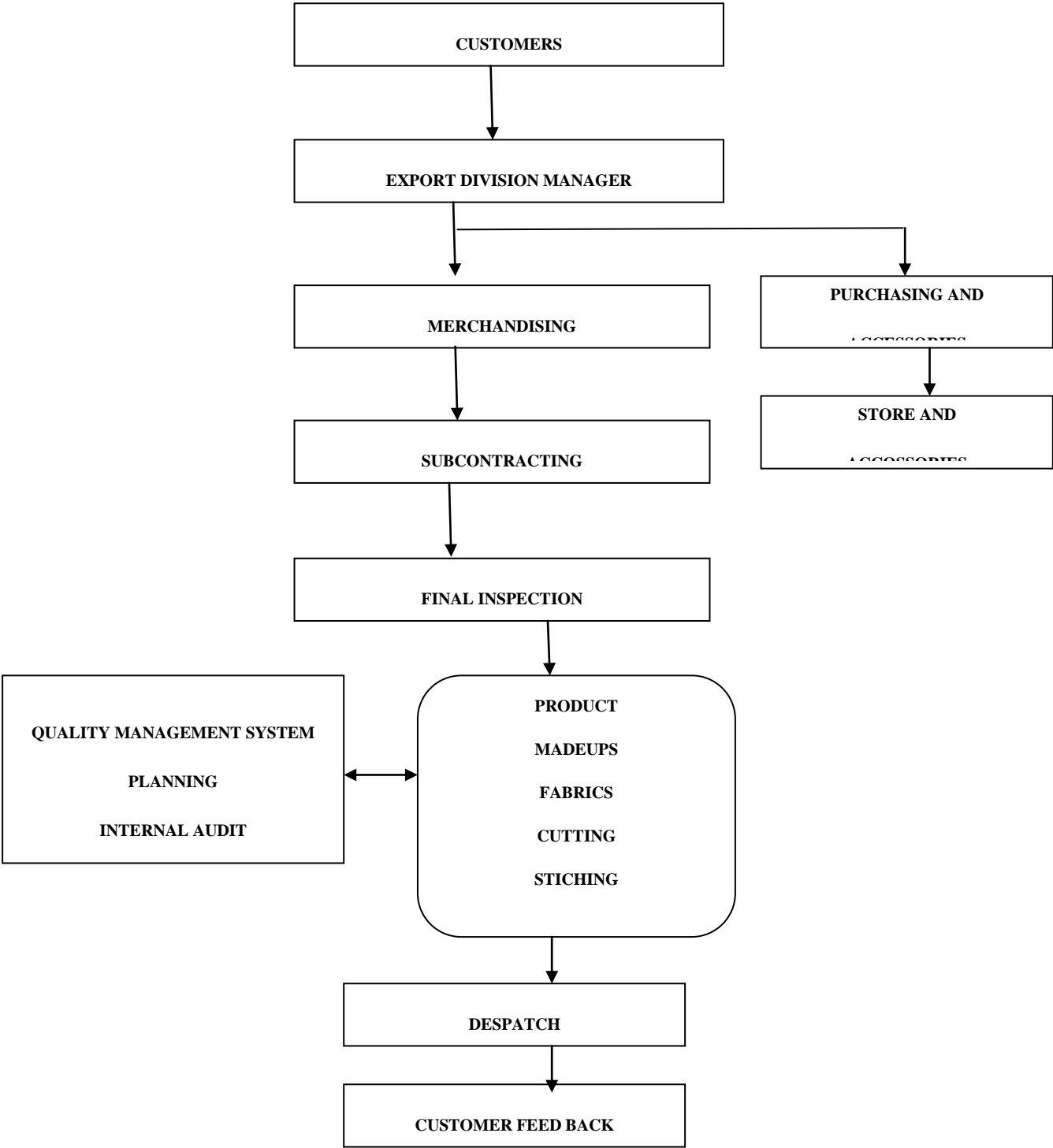
Hindustan textiles do not produce clothing directly. They are indirectly produced from companies such as Morazha Industrial Co-operative Society Limited, Chirakkal Industrial Co-

operative Society Limited, Kalyaserry Industrial Co-operative Society Limited, Pappinissery Industrial Co-operative Society Limited and the like.

1.10 Organization chart



FUNCTIONAL DEPARTMENT CHART



1.11 PRODUCTS of HINDUSTAN TEXTILES:

- Carpets
- Pillow Cover
- Napkins
- Kitchen Towels
- Placemats
- Printed Fabrics
- Mittens (Gloves)
- Sofa set covers
- Apron
- Baby GUILT
- roll up bed



Napkins



Bags

Sofa set Covers



Pillow Cover



Kitchen Towels



Mittens



Apron



Baby Quilt



Gauntlets



Roll Up Covers



Printed fabrics



placemats

1.12 DEPARTMENTS IN HINDUSTAN TEXTILES

PRODUCTION DEPARTMENT / EXPORT DIVISION

Hindustan Textiles do not have direct production of clothes. They produce indirectly from the companies like Morazha Industrial Co-operation Society Limited. Chirakkal Industrial Co-operation society Limited. Kalliaserry Industrial Co-operation Society Limited.

Export Manager is in charge of the export division and they will give order to the subordinates. Export division is considered as a production department. His main role is to control of export division starting from receipt of buyer order to final inspection.

Following are the duties of export Manager in Hindustan Textiles,

- Meeting with buyer to know the taste and preferences of the customers.
- Receipt of sample development sheet from the customer.
- Development of samples.
- Approval of sample and execution of first order.
- Receipt of buyer order.
- Redressal of customer complaint.

MADE UP DEPARTMENT

Made up section involves other three main sections,

- **Cutting section**

Cutting is the process in which a marked or predetermined size is cut from an evenly spread fabric sometimes using pattern, templates etc. The cutting is performed either manually or using cutting machines. The machine cutting is generally performed on the layers of fabrics evenly spread.

Following are the responsibilities of cutting section in Hindustan Textiles

- Receipt of work instruction approved samples from merchandiser of the company.
- Maintenance of proper registers or records updated on daily basis in respect of receipt of fabric measurement, production quality, balance or excuses or reused details.
- Concern merchandisers daily checking before sending to stitching.
- **Stitching section**

Stitching is a process of fabrication by rolling or folding the ends firmly joining one over the other duly positioning the parts and accessories, such as labels, zips, pockets etc in the required place.

Following are the responsibilities of stitching section in Hindustan Textiles

- Receipt of work orders and instructions approved sketch and sample accessories delivery slip etc.
- Handling over of finished made ups to delivery section for own transmission to made ups and packing department.
- Keeping proper records for return of finished madeups.

- **Packing section**

The role played by this department in the organisation is it is overall responsible to conform quality packing.

The following are the responsibilities of packing section,

- Receipt of work instruction together with finished products, approved sketch samples, accessories etc.
- Receipt of sketch.
- Trimming, washing, cleaning, ironing and folding.
- Providing identification for immediate traceability.
- Packing of finished products in the poly bags.
- Providing cartoon numbers.
- Conforming packing details mentioned in the packing list.
- Recording weight details.
- Handling over packing list copy to documentation wing for preparation of pre – shipment documents.
- Pasting wonder taps, winding sealed straps and identification slip that contains the name of export and importer.
- Keeping registration of records of packing in respect of sharp tools, metal detection, stuffing report, checking report, final inspection etc

FINANCE STOCK / ACCOUNT DEPARTMENT

This department is under the control of the Accounts Manager of the organisation. The accounts manager is responsible for handling the day to day activities of the finance department. The Assistant Manager assists the Account Manager in the activities.

Main functions of Account Manager in Hindustan Textiles are as follows,

- Formulation of objectives.
- Estimate capital requirement.

- Determining capital structure.
- Choice of source of finance
- Procurement of funds
- Utilization of funds
- Disposal of profits
- Maintenance of books such as cash book, journal, ledger, bank book, profit and loss account, balance sheet etc.
- Release of payment, this provide the top management all the information regarding the Hindustan textiles current position
- Helping in decision making process for the top management of the organisation.
- Management of cash and working capital

HUMAN RESOURCE DEPARTMENT

Human resource is an important part of any organisation. Like the same human resource plan a vital role in Hindustan textiles. The Hindustan Textiles formed its own standing order which shall be applicable to employees. Human resources management is a specialized function that involves all aspects of human resources management, from recruitment to retirement, including employment conditions, selection, training, placement, promotion and welfare activities.

Textile workers in Hindustan are divided into the following categories:

- Temporary
- Permanent
- Probation
- Contract employees
- Apprentice
- Part time
- Daily wages
- Cashier

MARKETING DEPARTMENT

The outlook for the future of the Indian textile industry is global. The group plans to establish its own R&D and design development department with advanced dye facilities to meet the requirements of different customers. Textile events in India are controlled by senior management (CEOs and executive partners) and export managers. The main activity of the Indian Textile Marketing Department is to sell its products in the international market. The product is produced according to the customer's requirements. Hindustan Textiles exported its products to the following countries,

- Australia
- Europe
- Japan
- New Zealand
- Singapore
- Spain
- South Africa
- Sweden
- Switzerland
- United Kingdom
- United States of America

1.12 COMPETITORS

- Mysore Silk Factory, Mysore city
- Lakshmi Mills, Coimbatore
- JCT Ltd., Punjab
- Reliance Textiles, Ahmadabad
- Raymond's, Mumbai
- Bombay Dyeing, Mumbai
- Aravind Mills, Ahmadabad

1.13 SWOT ANALYSIS WITH REFERENCE TO COMPANY

Strength

- ❖ Good reputation among the customers of the company.
- ❖ Huge export potential for the company.
- ❖ Large international market.
- ❖ Entrepreneurial skills of the partners in carrying out the business.
- ❖ Hereditary knowledge of the present partners about handloom, yarn, fabrics and textiles.
- ❖ Good technical knowhow prevailing in the organization.
- ❖ High quality products of the company.
- ❖ Healthy employer employee relationship.

Weaknesses

- ❖ Lack of modern marketing techniques.
- ❖ The customers are now not willing to purchase products at prevailing price rates.
- ❖ High transportation cost.
- ❖ Under utilization of health & safety training by the employees.
- ❖ Outdated technology in production field

Opportunities

- ❖ Potential for new product development.
- ❖ Diversification of products.
- ❖ Utilizing greater demand for handloom products in foreign markets.
- ❖ Understanding and exploiting the opportunities in changing customer needs and preferences.
- ❖ Entering into domestic market
- ❖ Online marketing which caters a large group of customers across the world.

Threats

- ❖ Increasing competition.
- ❖ Downfall of textile industry.
- ❖ Increased production cost.
- ❖ Policy and regulations by the Government affecting the manufacturing industry.
- ❖ MNC's entering the textile industry.
- ❖ Dynamic changes in market trends.

1.14 FUTURE GROWTH AND PROSPECTS

Hindustan textile is a leading player in handloom exporting market in the Kannur district. Basically it is an export house. It has 20% market share in Kannur itself. It is dealing with products like finished fabrics, made ups and garments. These products are exclusively meant for exporting. Handloom products have a great demand in foreign countries. So the customers of Hindustan Textiles are the clothing and apparel companies from abroad. These foreign companies are wholesalers of textiles products. These customers are from different European countries and American countries. They buy fabrics, made ups and garments from Hindustan Textiles as their raw material. Then they further sell these products to clothing and apparel selling retailers in their countries. The main target of the company is to achieve maximum sales in the foreign countries for its survival and growth.

Chapter 2

Conceptual Background and Literature Review

2.1 THEORETICAL BACKGROUND OF THE STUDY

TRAINING plays important role in effectiveness of organizations, experience of people in work. Satisfaction of employees in the organization based on the training provided by the organization should also be considered. Training helps the employees to increase their performance as well as to retain them in the organization. There may be a number of dissatisfaction among the employees with the training provided by the organization. These problems regarding the trainings provided by the organization should be carefully studied and should also try to rectify the same. There by its helps the employees as well as the organization to attain various personal goals as well as organizational goals.

Dale S. Beach defines training as an organized program through which people learn knowledge and skills for the purpose of definition. Training refers to training and teaching activities to help members of organizations acquire and apply the knowledge, skills, abilities, and attitudes required for a particular job and organization.

Training is also a function of human resource management related to organizational activities and aims to improve the performance of individuals and groups in the organizational environment. It already has several names, including human resources development, training and development.

Training and development include three main activities, mainly known as TED (Training, Education and Development)

- Training: Training focuses on both what individuals are doing and what they are doing. This is a process of training a series of programming behaviors. It is the application of knowledge. It provides awareness of the rules and procedures that guide behavior and attempts to improve

performance in the current job to prepare for the intended job. This is the act of increasing the employees' knowledge and skills in specific jobs. This is a short-term education process

- Education: This activity focuses on what individuals may hold in the future and evaluates them.
- Development: This activity focuses on the activities of hiring individuals' organizations to participate in the future, and it is almost impossible to assess.

2.2 REVIEW OF LITERATURE

Human resource is the important & main part of organization and it is one of the most important resources of the organization. Most of the companies invest big amount on the human resource capital because the performance of human resource will automatically increase the performance of the organisation. Performance is the major multidimensional construct aimed to achieved results and has a strong link to strategic goals of a company

- 1) A study conducted by **Raja Abdul Ghafoor Khan, Furgan Ahmed Khan and Dr. Muhammad Aslam Khan** “Impact Of TRAINING (Training) and Development On Organizational Performance” **Global Journal Of Management and Business Research** Volume 11, July 2011 says, “It is very necessary organization to design TRAINING very carefully. The design training should be according to the needs of the employees. Those organizations which develop good TRAINING design according need of the employees as well as the organization always get good results”.
- 2) **Deming, 1982, Flynn et al, 1995, Kaynak 2003, Heras 2006** says “ job training helps employees get knowledge there, and better ways to make people learn their practical experience better, so as to better master the book knowledge. Work reduces costs and saves time. Because it is cost-effective and time-saving, training for employees is better. Organizations can provide vocational training to employees and allow their employees to learn in a practical way

- 3) **Ogunu (2002) M.A.** the study was conducted in Guinness Nigeria studied management programs & was discovered that, preparing staff to job they do management-training programs which is relevant & effective

- 4) **Henemann and Schwab (1978)** Training is to provide learning experienced employees. Many organizational facilitators & inhibitors which help to determine what has been learned in training will actually be used by trainees when they arrive job was identified by Roullier & Goldstein in 1993.

- 5) **Balgir2 (1991)** attempt to study the hygiene-motivational factors as mentioned in Herzberg based on their priorities and needs that dominate the values and needs of managers in India, while continuing service in their respective Organisations. Job Security, Job Satisfaction, , Salary, better chances of promotion, high Position, friendly social circle and happy Personal life are the factors which influence the Indian Managers.

- 6) **Mathew (1991)** in his study he tested the relationship between Organisational commitment and Satisfaction in accordance with a Non-recursive model. He conducted a simultaneous examination to check the influence of commitment on satisfaction and influence of satisfaction on commitment. The study mainly concentrated on the two variables where indirectly related, influence of satisfaction on commitment was stronger.

- 7) **Raymond A Neo** said in a research study at the University of Ohio “Employee Training and Development”: “Training refers to the company’s efforts to plan and promote employee training and work-related competencies. It uses training to gain a competitive advantage. Training should be seen as a broad approach to creating intellectual capital, including basic skills (the skills needed to perform work). , Skill improvement, such as how to use technology to share information with other employees, understand customer’s creativity or manufacturing system and self-motivation.

8) **According to Carter McNamara's** The study "Employee Training and Development" shows some of the benefits of training and development as follows. Improve job satisfaction and morale, bring economic benefits, increase the ability to adopt new technologies and new methods, increase strategy and product innovation, reduce employee turnover, and enhance company image and risk management.

9) **Mira Singh and Pestonjee1 (1990)** believe that his satisfaction with his work is affected by the different levels of work, participation, and participation in the organization. A

sample of 250 officers from the state-owned Bank of West India and 250 civilian cadres was selected. The job satisfaction of bank employees is positively affected by the professional level. Job participation and participation are confirmed in the study.

10) **According to Pattnayak (1998)**, the effectiveness of HRD activities organized in India depends to a large extent on training needs assessment and training effectiveness evaluation. According to him, to make an organization productive, it is necessary to develop individual skills and meet the needs of the organization. Human resources development, especially training and development, play an important role in this critical environment.

11) According to the research of the **American Institute of Human Resources Development (AHRI)**, the theme "Training and Development" shows that employees can carry out their work in various ways, including induction training, on-the-job training, internal training and external courses and seminars. , compliance training, support for external learning, coaching and supervision. This section explores different approaches to training and development, and how to use them to develop different employees.

12) **Salman Khalid (2010)** as per the data collected information collected from 144 employees, four different companies. Employees for the survey were randomly selected from both private sector as well as public sector organizations. According to him there are 5 components of Job Satisfaction. Such as pay, employee employer relationship,

- 13) employee security, promotion and employee recognition plays a vital role in employees overall job satisfaction as well as influencing the employees perception of job satisfaction.
- 14) **Castro and martin (2010)** the study was to explore the relationship between job satisfactions and with organization climate as well as the perception of employees in the work environment which influence the level of job satisfaction. The data was collected with a sample of 696 employees among 1453 employees doing their work in 3 different regions. The study proved that there is a positive relationship between job satisfaction level as well as organization climate scores.
- 15) **Roberts, et al, 2011** The study was based on a sample of 170 respondents who answered questionnaires and commented on the purpose and criteria of the PA. There are different assessment methods, such as behaviour-based, objective, and judgment-based. This study provides HR practitioners with advice on how to understand the fairness of the public relations system.
- 16) **Origo and Pagani (2008)** in the analysis they checked the various aspects of flexibility namely quantitative and functional flexibility, on different areas of intrinsic & extrinsic job satisfaction. As per the study there is no effect on quantitative flexibility where as there is positive influence on functional flexibility. The satisfaction for intrinsic aspects of the job has a greater and positive impact on functional flexibility.
- 17) **P.N. Singh (1989)**, based on his book "**Management Development Training,**" pays more attention to the importance of management and training activities in organizations in rapid technological development, the areas of change in managerial responsibilities, and the recent changes in management style.
- 18) **Virmani (1995) According to his book "Management Training and Development"**, the training provided for managers conforms to the goals of the entire organization. The goal of the organization is to enhance employee-based personal output

performance and worker behavior. And attitude, future development goals and employees' self-development goals.

- 19) **Agochiya (2001)**, based on his findings in his book **“Each Trainer's Handbook,”** believes that he mentions the importance and value of organization and employee training, that employees who need training do not provide it, and they have no financial commitment. Some companies tend to nominate people who can save training time and available staff.

- 20) **According to Shore's research, Newton et al. 2012**--higher job satisfaction relates to employees who are able to exercise autonomy and those who have higher levels of work commitment. The relationship between employee job satisfaction and job performance has been used in many studies. Job satisfaction refers to the employee's positive emotions or pleasure due to his evaluation of his work experience and work.

- 21) **Dhar and Jain (1992)** as per his observation there is an appropriate relationship between age, length of service, job involvement and job satisfaction. Another crucial finding with the study conducted was, job satisfaction and job involvement have positive correlates which implies that involvement in job satisfaction job increases and vice versa.

2.3 RESEARCH GAP

Lot of research articles have taken place in the subject TRAINING and Development. Those studies mainly involve finding effectiveness of training, training as a motivational factor, employee attitude towards training etc. Most of

This research study fills the gap of finding the benefits of TRAINING and development to employees. The study aims to find the not only the benefits to the employees, but also to the company. The research study also analysis various departments to know the effectiveness.

Chapter 3

Research Design

3.1 STATEMENT OF THE PROBLEM

TRAINING & development plays a vital role in any organization. L&D improves productivity and company image. Hindustan Textiles has good TRAINING & Development programs for employees. However, the company feels that the investment in TRAINING & Development is not giving enough benefits to the employees and organization.

3.2 NEED TO STUDY THE TOPIC

Training of employees is one of the most important aspects of any company's development and success. In order to maximize the company's overall performance, the organization must understand how to train employees and their effectiveness. A well-defined training system is an effective way to improve the skills of employees. Therefore, the organization must understand the training plan to improve the staff's skills, as well as the interests of the organization and the staff.

3.3 OBJECTIVES

- To evaluate effectiveness of training in the organization.
- To assess if training is a motivating factor in the organization.
- To study and analyse the opinion of employees with regard to training programmes.
- To study the employee attitude towards the training programs and assess if training methods are planned on the basis of training need.
- To study the level of employees satisfaction with the training program and make recommendation if any

3.4 SCOPE OF THE STUDY

The present training method used in the organization is On-The-Job training. The research mainly focuses on studying and analyzing the benefits of TRAINING by using different types of TRAINING policies, programs, and methods existing in Hindustan Textiles Ltd, Kannur.

The scope of the study is limited to employees of Hindustan Textiles Ltd., Kannur, Kerala. Respondents were selected irrespective of gender and occupation.

3.5 SAMPLING

"Sampling is the process of selecting units from a group of interested people so that we can fairly summarize our results to the people they choose through sample studies."

•Sample size

The sample size should be large enough to provide the width required for the confidence interval. The sample size of the project is 50 people.

• Sampling technology

The sampling technique used in this study is a simple random sampling method. This method is also known as the method of choice of opportunity. Each project of each population has the same opportunity to be included in the sample.

• Sampling units

The sampling unit is a lower-level employee of Indonesia Hindustan Textile Company.

3.6 Data Sources

• Main data

For your research purpose, collect all this information specially. One of the advantages of raw data is that it is tailored to your research needs. The disadvantage is the high cost of acquisition.

The main data was obtained by distributing questionnaires to 50 employees of Kannur Hindustan Textile Co., Ltd. Respondents include people from all age groups

- **Used data**

Second-hand data covers various journals, newspapers, books, websites, etc.

3.7 Data Collection Tool

- **Questionnaire**

The questionnaire includes various questions for employees to answer. Multiple choice questions and binary questions were used in the construction of the questionnaire.

- **Interview**

The face-to-face conversation between the interviewer and the interviewee. Interview with human resources manager and other HR staff of Indian Hindustan Textiles Ltd

- **Observed**

The best way to collect data is through observation. This can be done directly or indirectly. The subject knows or does not know that you are observing them. It can be collected through continuous observation or according to the time period set by the project. In this study, observations will mainly focus on employee performance, their body language and work behavior.

3.8 Tool Analysis

Each paper's methodology requires an analysis plan. This plan is crucial because it tells the reader what kind of analysis will be performed to check each hypothesis. In the data plan, the changes and assumptions of the analysis should be addressed.

- Percentage method
- Tabulation
- Pie chart
- Bar chart

3.9 HYPOTHESIS

Hypothesis:

H₀: There is no relationship between Satisfaction and Quality of Training.

H_a: There is relationship between Satisfaction and Quality of Training.

3.10 LIMITATION OF THE STUDY

- Most of the employees were busy, so getting reliable information was difficult task
- The response of the employees could be biased
- The study depends entirely on the response of the 50 employees
- Many respondents hesitated to answer the questionnaire and cooperation towards the study was less.

Chapter 4

Analysis and Interpretation

4.1 DATA ANALYSIS AND INTERPRETATION

The literal meaning of literal analysis is broken down into parts. Employees' analysis is the process of breaking complex feelings or attitudes into simple words for better understanding. The meaning of literally explaining this word is to explain. This means interpreting the meaning and significance of the data.

Analysis and interpretation are two different processes. But both are interrelated. This is because interpretation cannot be without analysis, without explaining that analysis has no value or meaning.

Analysis refers to the calculation of relationships between certain metrics and search data sets. But the explanation refers to the tasks inferred from the collected facts after the analysis and analysis.

GENDER WISE CLASSIFICATION

Table 4.1 Gender wise classification of respondents

SL. NO	GENDER	NUMBER OF RESPONDENTS	PERCENTAGE
1	Male	29.	58
2	Female	21	42
	TOTAL	50	100

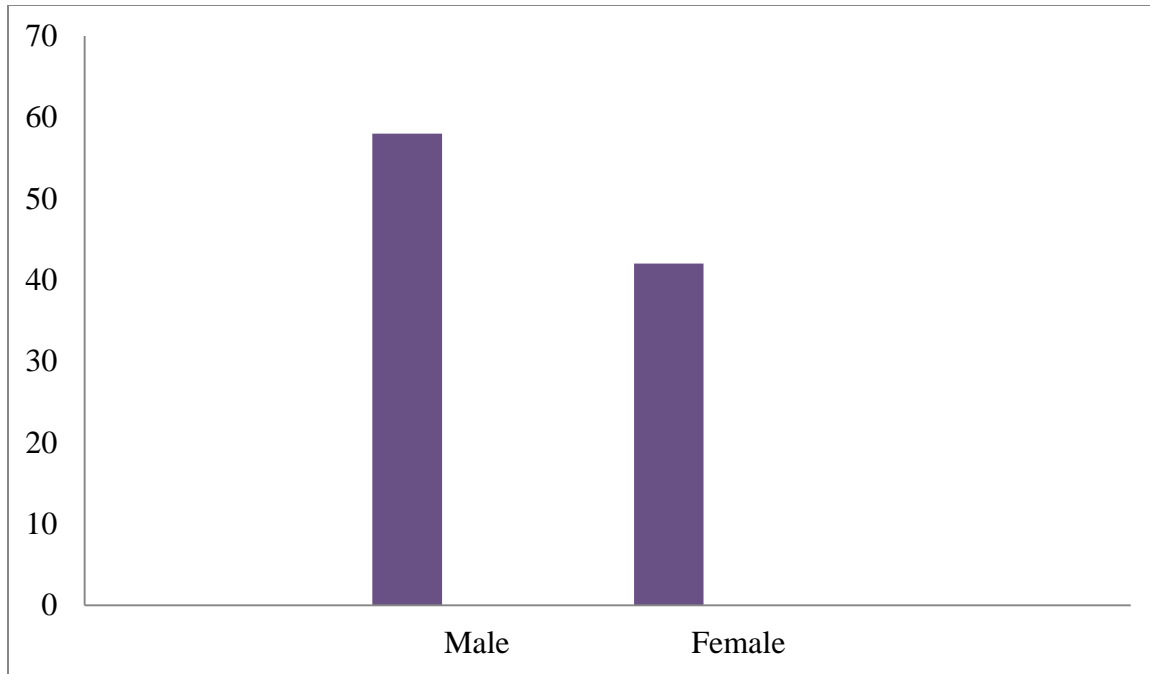


Chart 4.1 Gender wise classifications of respondents

Analysis and interpretation

The above table depicts that out of the (50) respondents taken for the study 58 % are male and 42 % are female.

Age WISE CLASSIFICATION

Table04.2 Age Wise classification of respondents

SL. NO	AGE	NUMBER OF RESPONDENTS	PERCENTAGE
1	Below 30	15	30
2	30 - 40	15	30
3	Above 40	20	40
	TOTAL	50	100

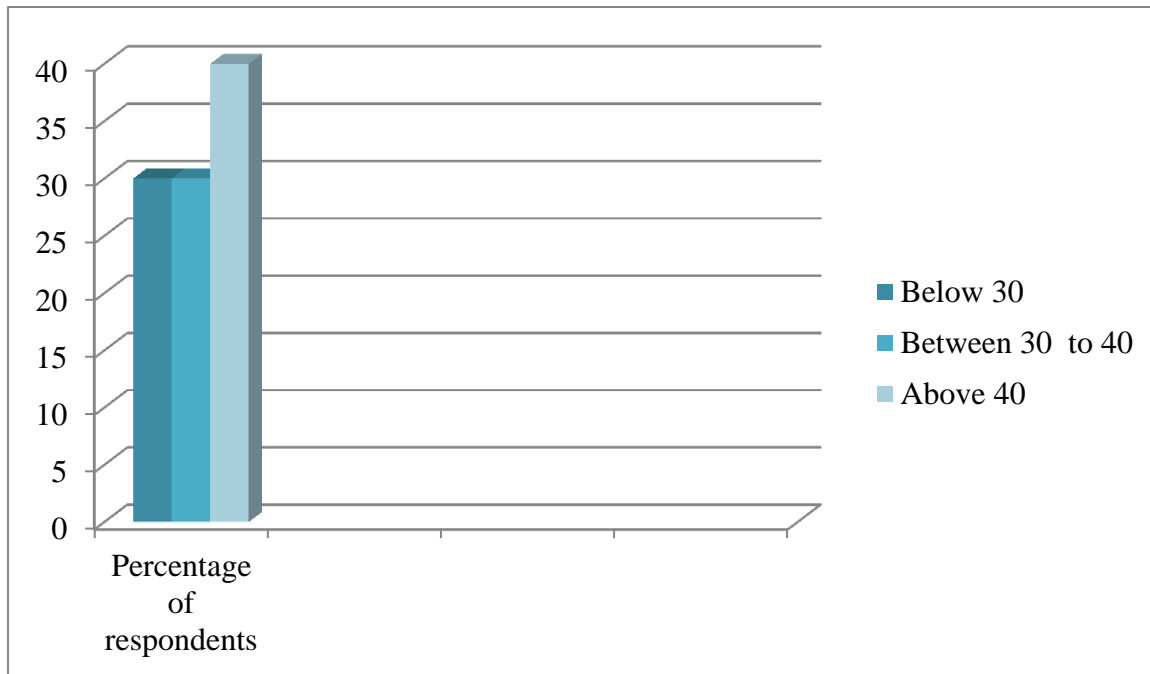


Chart 4.2 Age wise classification of respondents

Analysis & Interpretation

The on top of table and chart shows Hindustan Textiles having 60 % employees are age lesser than 40 and remaining 40 % is above 40 years.

EDUCATIONAL QUALIFICATIONS

Table 4.3 Educational qualification of the respondents:

SL.NO	EDUCATIONAL QUALIFICATION	RESPONDENTS	PERCENTAGE
1	SSLC	4	8
2	Higher Secondary	6	12
3	Diploma	16	32

4	Graduation	18	36
5	Post Graduation	6	12
	TOTAL	50	100

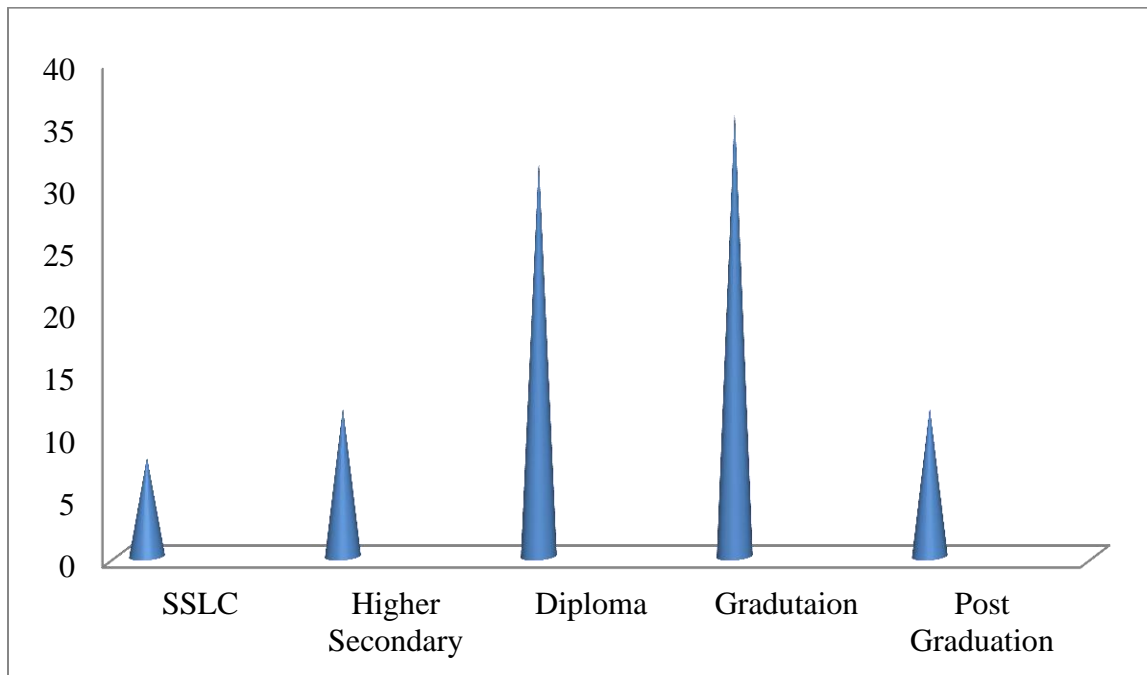


Chart 4.3 Educational qualifications of employees

Analysis & interpretation

The above chart shows that out of total respondents taken for the study 8% of the respondents having SSLC, 12% hold Higher Secondary qualification. 32% of respondents are Diploma Holders, and 36% of the respondents have attained Graduation whereas the remaining 12% of the respondents are PG Holders

WORK EXPERIENCE

Table 4.4 Work experience of the respondents in Hindustan Textiles

SL. NO	EXPERIENCE IN YEARS	NUMBER OF RESPONDENTS	PERCENTAGE
1	Less than 1 yr	17	34
2	Between 2 - 5 yr	12	24
3	Between 5 to 10 yr	16	32
4	Above 10 yr	5	10
	TOTAL	50	100

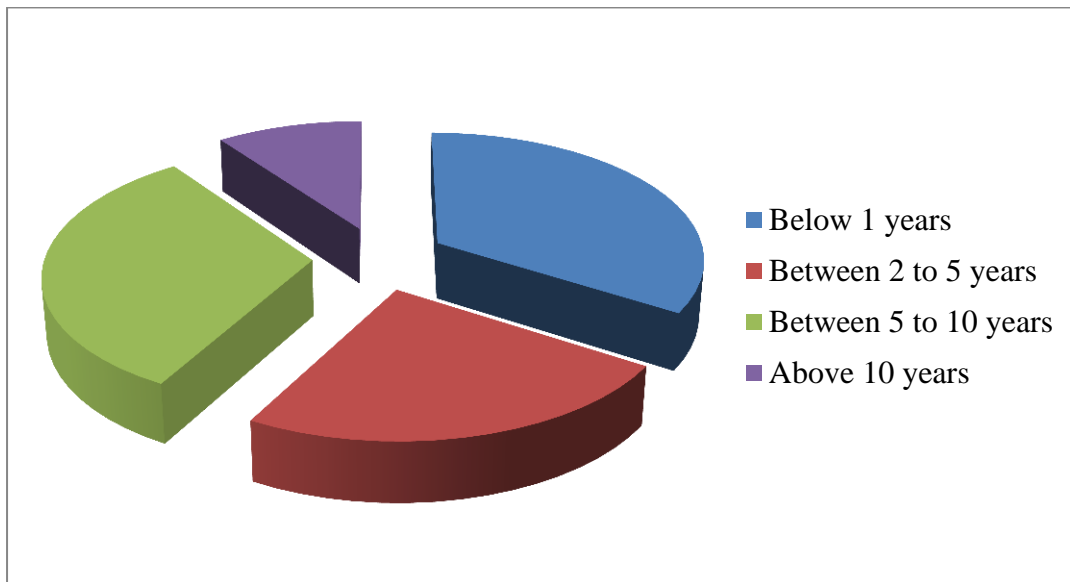


Chart 4.4 Work experiences of the respondents in Hindustan Textiles

Analysis and interpretation

Above chart shows that out of the total respondents taken for the study, 34% of the respondents are having less than 5 years work experience in Hindustan Textiles. 24% of respondents belong to 5 to 10 year's experience, 32% of the responding belongs to 10 to 12 years experience. 10% of respondents only assisting the Hindustan Textiles more than 13 year.

TRAINING IS IMPORTANT FOR EMPLOYEES

Table 4.5 TRAINING is important for employees

SL NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE (%)
1	Strongly Agree	25	50
2	Agree	12	24
3	Neutral	9	18
4	Disagree	4	8
5	Strongly Disagree	0	0
	TOTAL	50	100

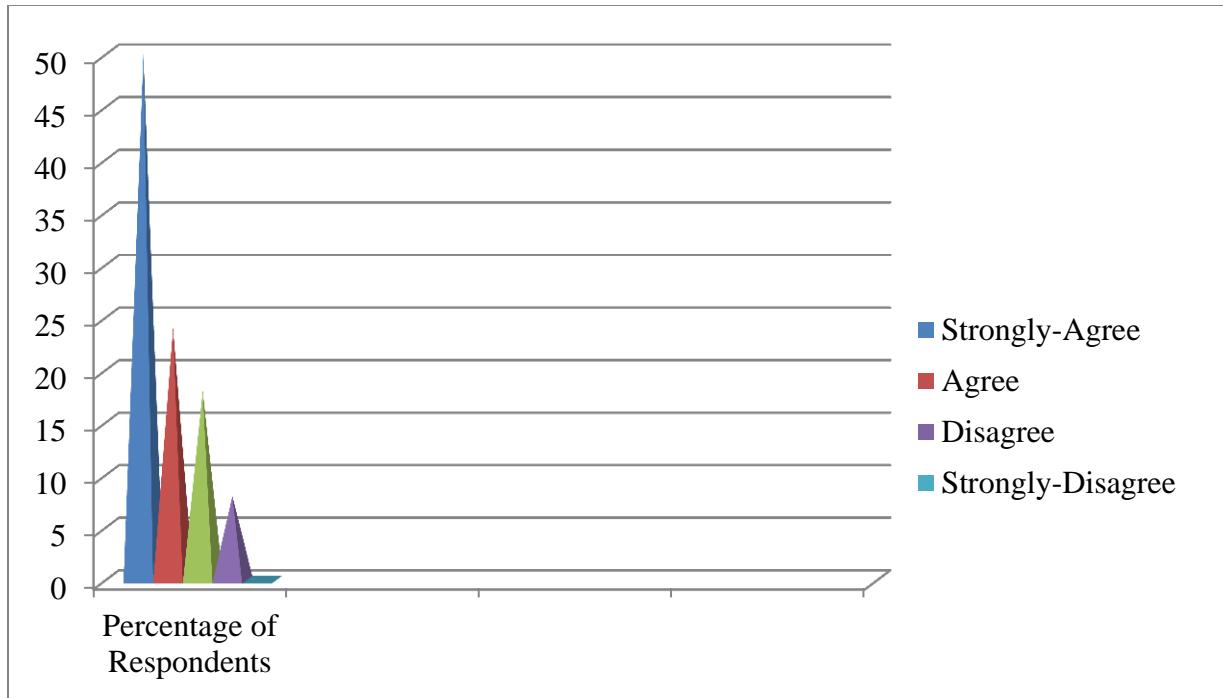


Chart 4.5 TRAINING is important for employees

Analysis & interpretation:

The above Chart shows that respondents taken for the study, 50% of the respondents opined that training is very essential and should be provided for all the employees, whereas the 8% of the respondents do not consider so.

SATISFACTION WITH REGARD TO PRESENT TRAINING METHODS

Table 4.6 Satisfaction with regard to present training methods

SL NO	SATISFACTION LEVEL	No. of Respondents	PERCENTAGE
1	Highly Satisfied	19	38
2	Satisfied	20	40
3	Neutral	9	18
4	Dissatisfied	2	4

5	Highly Dissatisfied	0	0
	TOTAL	50	100

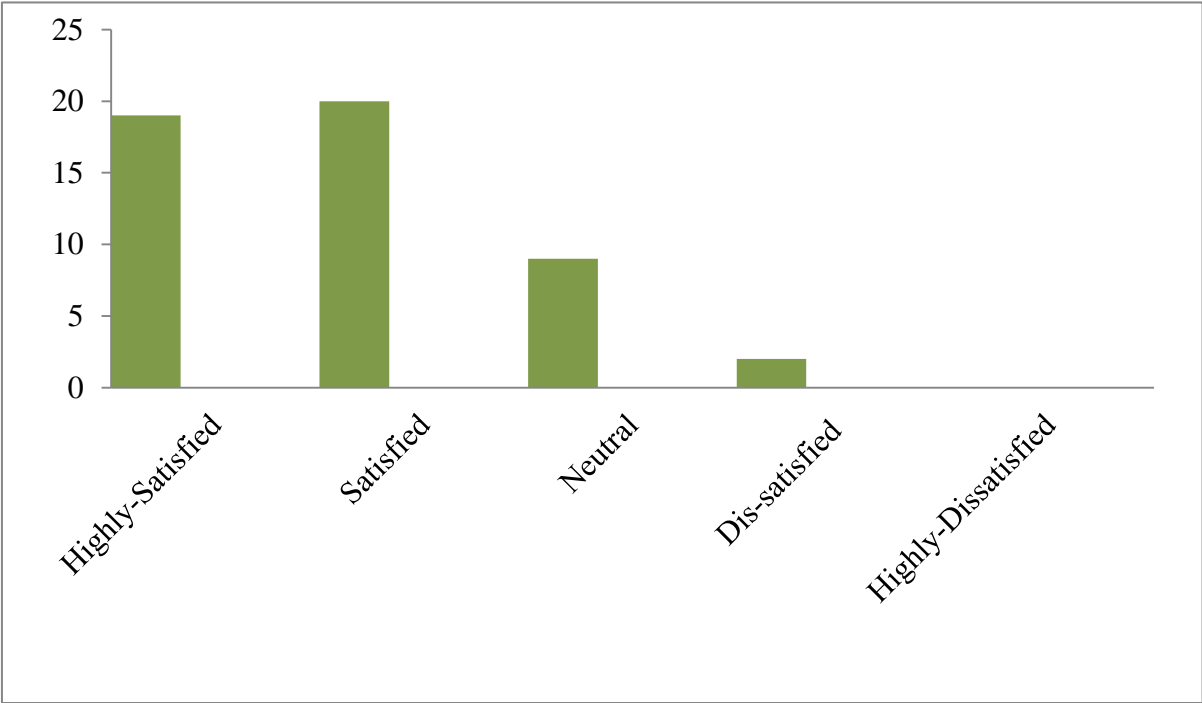


Chart 4.6 Satisfaction with regard to present training methods

Analysis and interpretation:The above Chart shows that out Of the total respondents taken for the study, 38% respondents are highly satisfied in the present job in Hindustan Textiles.4% of the respondents gave an average opinion where as 18% of the respondents opined that they are neither satisfied nor dissatisfied in their present job.

IMPACT OF TRAINING PROGRAM

Table 4.7 Impact of TRAINING program

SL. NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE (%)
1	Highly impact	15	30
2	Medium impact	28	56
3	Low impact	7	14
	TOTAL	50	100

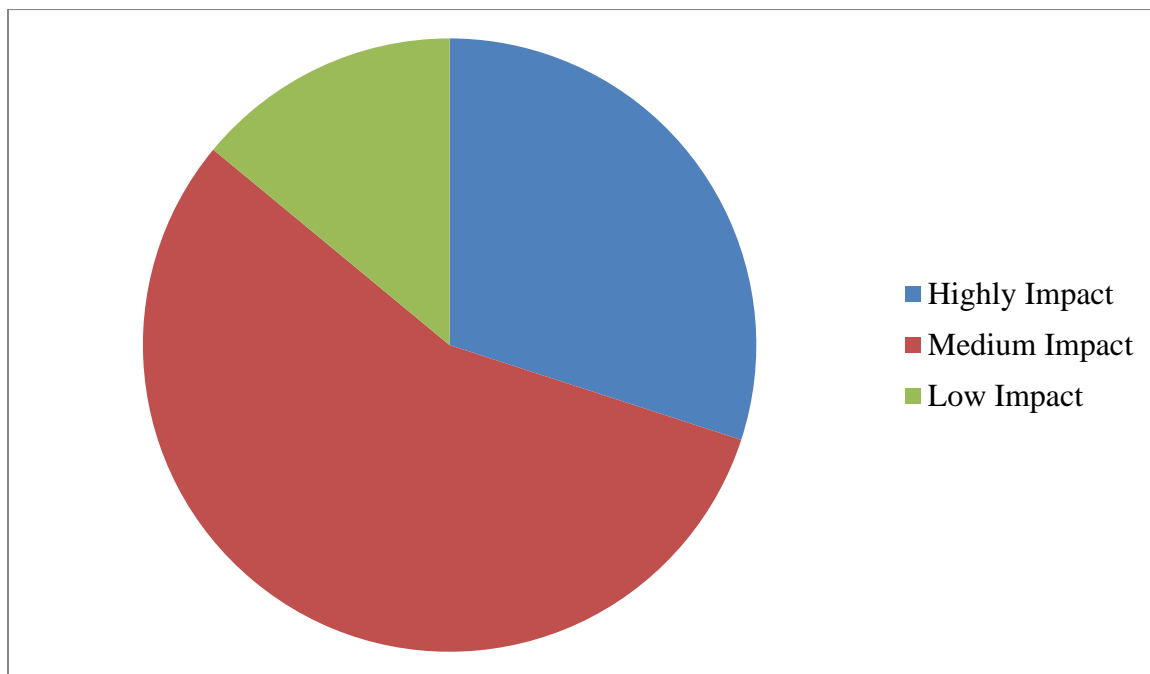


Chart 4.7 Impact of TRAINING program

Analysis & interpretation

Above chart shows total respondents taken for the study, 56% respondents opined that there is only average impact of TRAINING program on career prospect, 30% of the respondents opined that there is a great influence of TRAINING program on career prospect whereas the remaining 14% of respondents opined that there is very less influence of TRAINING program in career prospect.

NUMBER OF TRAINING PROGRAMS ATTENDED BY EMPLOYEES IN THE ORGANIZATION IN A YEAR

Table 4.8 Number of TRAINING programs attended by employees in the organization in a year.

SL NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE (%)
1	Less than 2 times	5	10
2	2 to 5 times	30	60
3	More than 5 times	15	30
	TOTAL	50	100

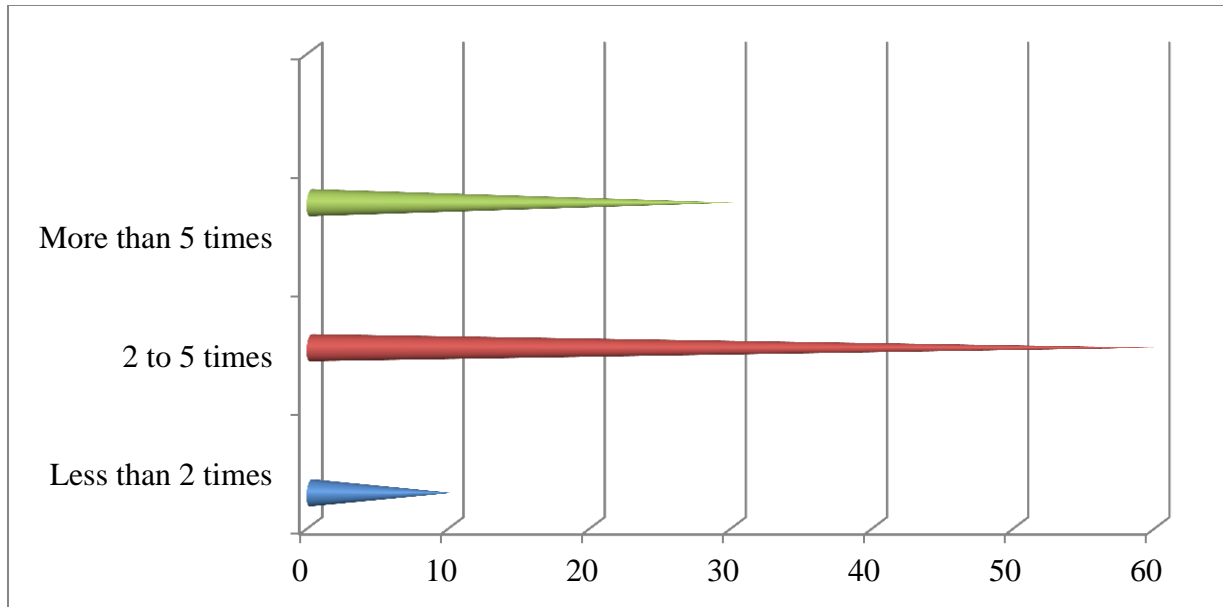


Chart 4.8 Number of TRAINING programs attended by employees in a year

Analysis and interpretation

Out of the total respondents taken for the study around 60% of the employees attend 2 to 5 training programmes in a year. Whereas 30% of the employees attend more than 5 training programmes in a year. Only 10% of the employees attend less than 2 training programmes in the year.

NUMBER OF TRAINING PROGRAMS CONDUCTED IN THE ORGANIZATION IN A YEAR

Table 4.9 Number of TRAINING programs conducted in the organization in a year

SL. NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE
1	Less than 2 times	0	0
2	2 to 5 times	0	0

3	More than 5 times	50	100
	TOTAL	50	100

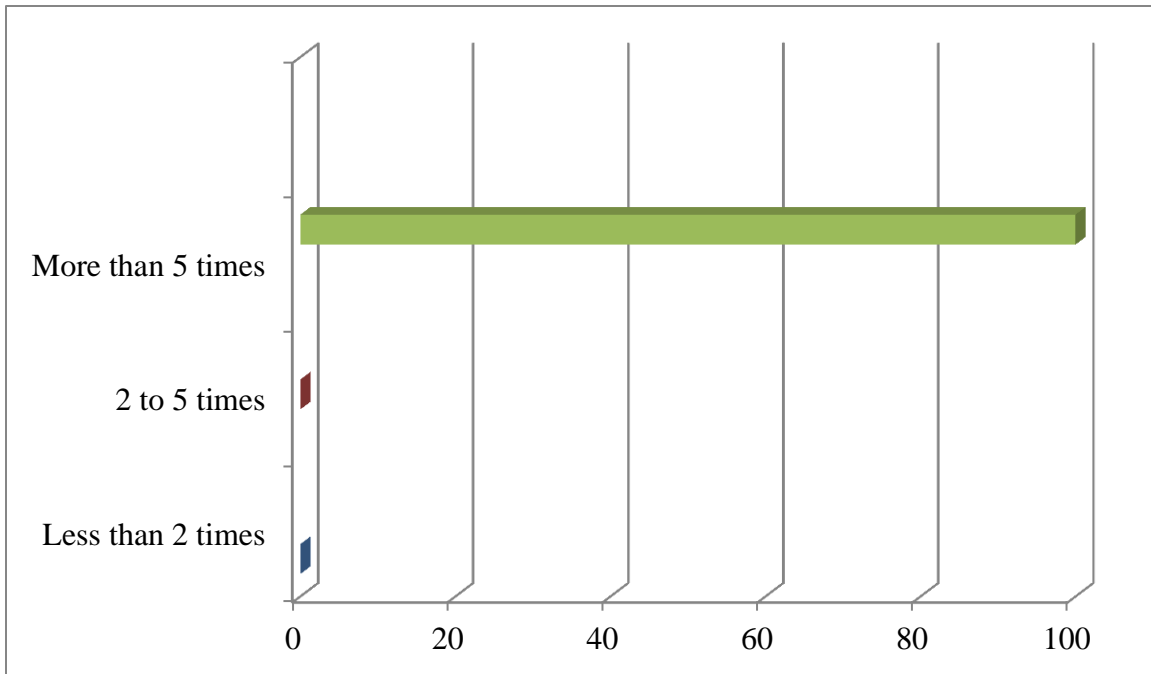


Chart 4.9 Number of TRAINING programs conducted in a year

Analysis & interpretation

The above chart shows amongst total respondents taken for the study, all the respondents opined that the organization is conducting more than 5 TRAINING programs in a year.

MOTIVATION FROM SENIOR MANAGER FOR ATTENDING THE TRAINING PROGRAM

Table 4.10 Motivation from senior manager for attending the TRAINING program

SL. NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE
1	Always	30	60
2	Occasionally	20	40
3	Not at all	0	0
	TOTAL	50	100

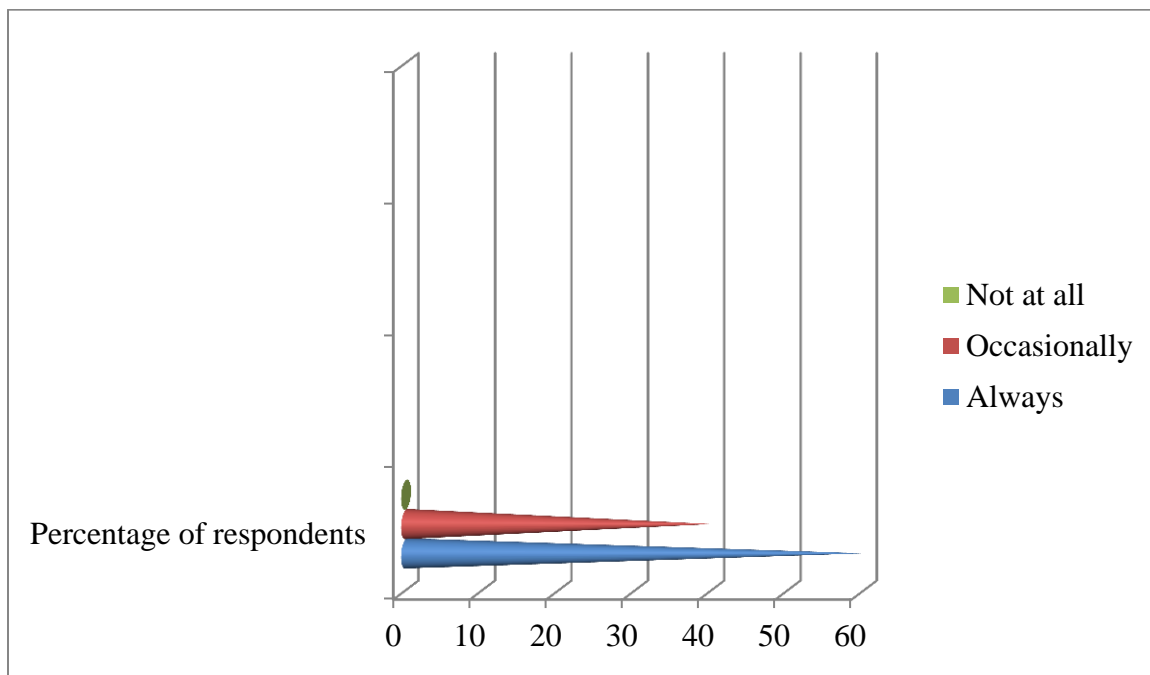


Chart 4.10 Motivation from senior manager for attending the TRAINING program

Analysis & interpretation

Above table chart shows that the total respondents for the study, 60% of the respondents opined that their supervisor/senior manager always motivate them to attend the TRAINING program. 40% of the respondents opined that their supervisor/senior manager occasionally instructed them to attend the TRAINING program.

TRAINING METHOD ADOPTED IN THE ORGANIZATION

Table 4.11 TRAINING method adopted by Organization.

SL NO	OPINION	No. of Responents	PERCENTAGE (%)
1	On-the Job Training	43	86
2	Off-the Job Training	7	14
	TOTAL	50	100



Chart 4.11 TRAINING method adopted in the organization

Analysis & interpretation:

Above chart shows among the total respondents taken for the study, 68% of the respondents opined that organization training method undertaken by the organization is on-the-job type, 20% of the respondents opined that the organization is adopting other types of methods.

SATISFACTION WITH THE TRAINING PROGRAM WITH QUALITY AND ITS CONTENTS**Table 4.12 Satisfaction with the TRAINING program with quality & its contents.**

SL NO	OPINION	No. of Respondents	PERCENTAGE
1	Highly-Satisfied	10	20
2	Satisfied	30	60
3	Neutral	6	12
4	Dissatisfied	3	6
5	Highly-Dissatisfied	1	2
	TOTAL	50	100

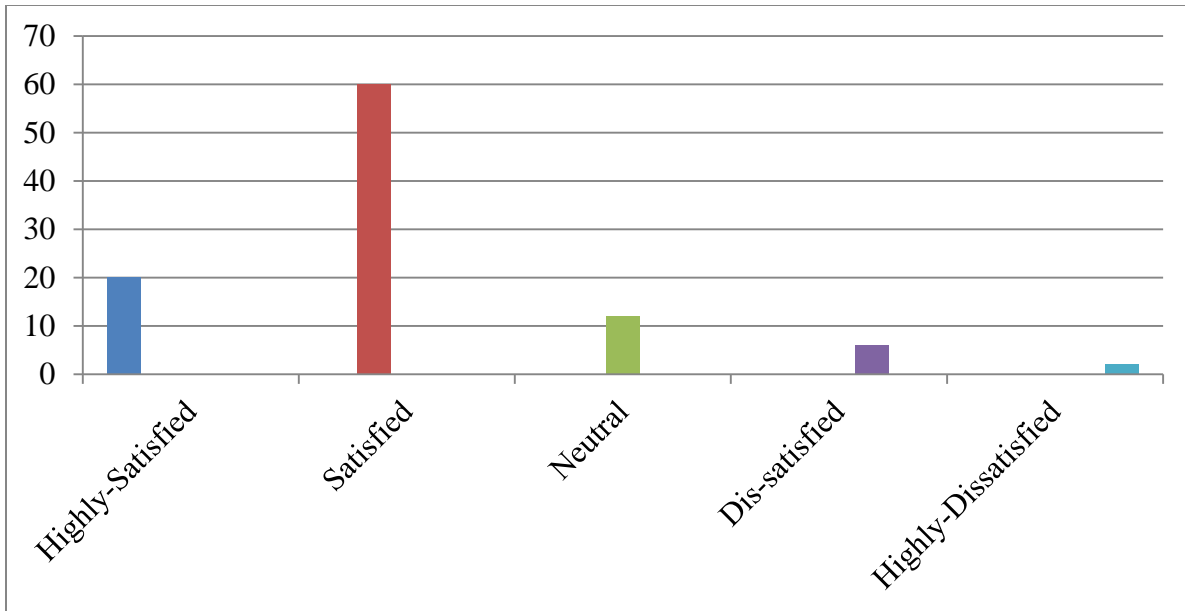


Chart 4.12 Satisfaction with TRAINING program and its contents

Analysis & interpretation:

Above chart shows majority of the respondents 60% opined that they are highly satisfied with the present TRAINING program pattern, quality and the content taken for the program whereas 8% of the respondents are not satisfied with it. As well as 20% is highly satisfied and remaining 12% is neither satisfied nor dissatisfied.

SATISFACTION OF EMPLOYEES TOWARDS OBJECTIVES OF TRAINING

Table 4.13 Satisfaction of employees towards Objectives of Training

SL NO	OPINION	NUMBER OF RESPONDANTS	PERCNTAGE
1	Highly-satisfied	16	32
2	Satisfied	20	40
3	Neutral	12	24

4	Dissatisfied	2	4
5	Highly-Dissatisfied	0	0
	TOTAL	50	100

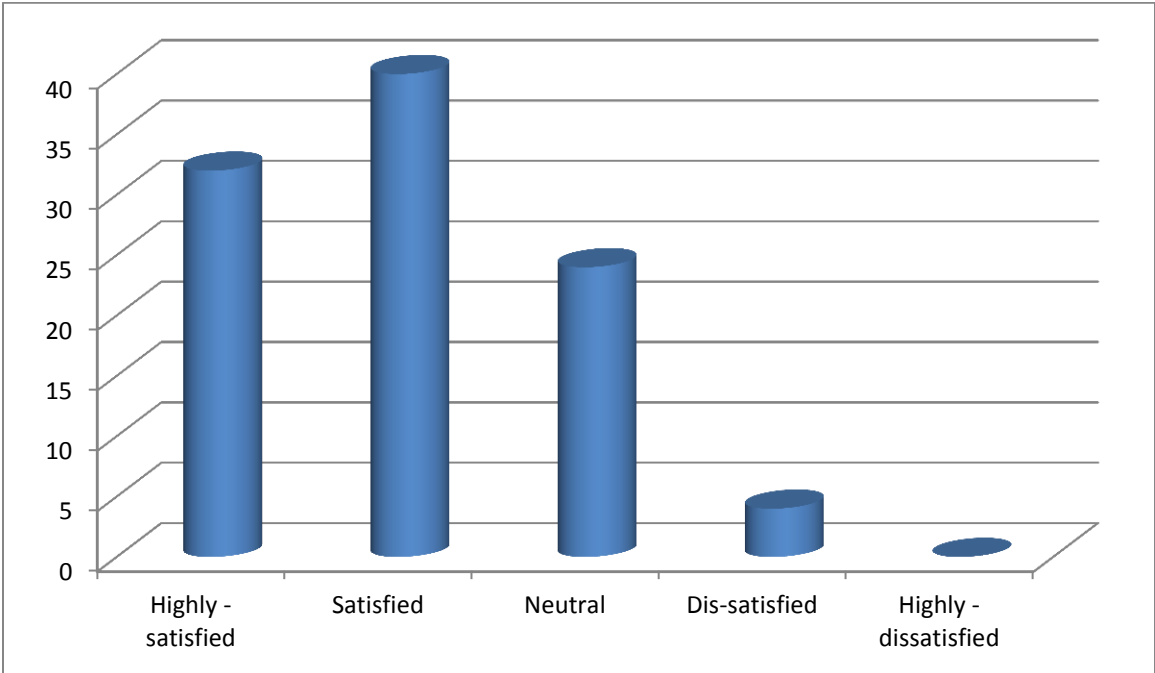


Chart 4.13 Satisfaction of employees towards Objectives of Training

Analysis & interpretation:

As per the data collected from the employees 32% of the employees are well aware of the objectives of training and highly-satisfied with the objectives of training 40% employees are satisfied with objectives where as 4% of the respondents are dissatisfied. 24% of the employees stated that they are neither satisfied nor dissatisfied with objectives of the training programme.

PERSON ASSIGNED TO GIVE LEARNING PROGRAM

Table 4.14 Person assigned to give learning program

SL. NO	PERSONS ASSIGNED	NUMBER OF RESPONDENTS	PERCENTAGE
1	HR Manager	1	2
2	In House Trainers	41	82
3	Trainers from outside	8	16
	TOTAL	50	100

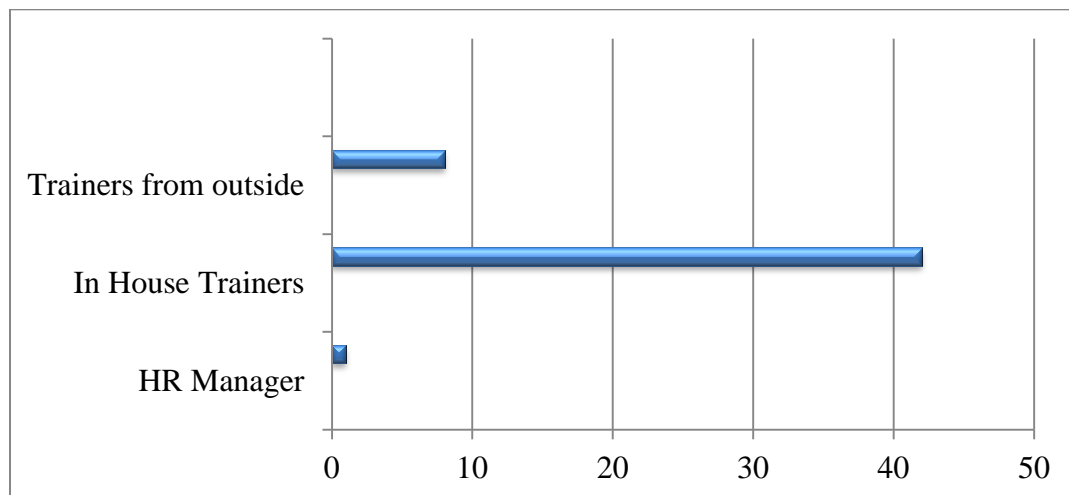


Chart 4.14 Persons assigned to give learning program

Analysis and interpretation

Above chart shows 84% employees opined that in- house trainers conduct the training program in the organization whereas the remaining 16% of the respondents opined that they have attended the training program which was undertake by trainers from outside.

SATISFACTION OF EMPLOYEES REGARDING WITH THE PERSON ASSIGNED FOR TRAINING PROGRAMME.

Table 4.15 satisfaction levels of employees towards Person assigned to give TRAINING program

SL. NO	Satisfaction levels	NUMBER OF RESPONDENTS	PERCENTAGE
1	Highly-satisfied	15	30
2	Satisfied	25	50
3	Neutral	7	14
4	Dissatisfied	3	6
5	Highly -Dissatisfied	0	0
	TOTAL	50	100

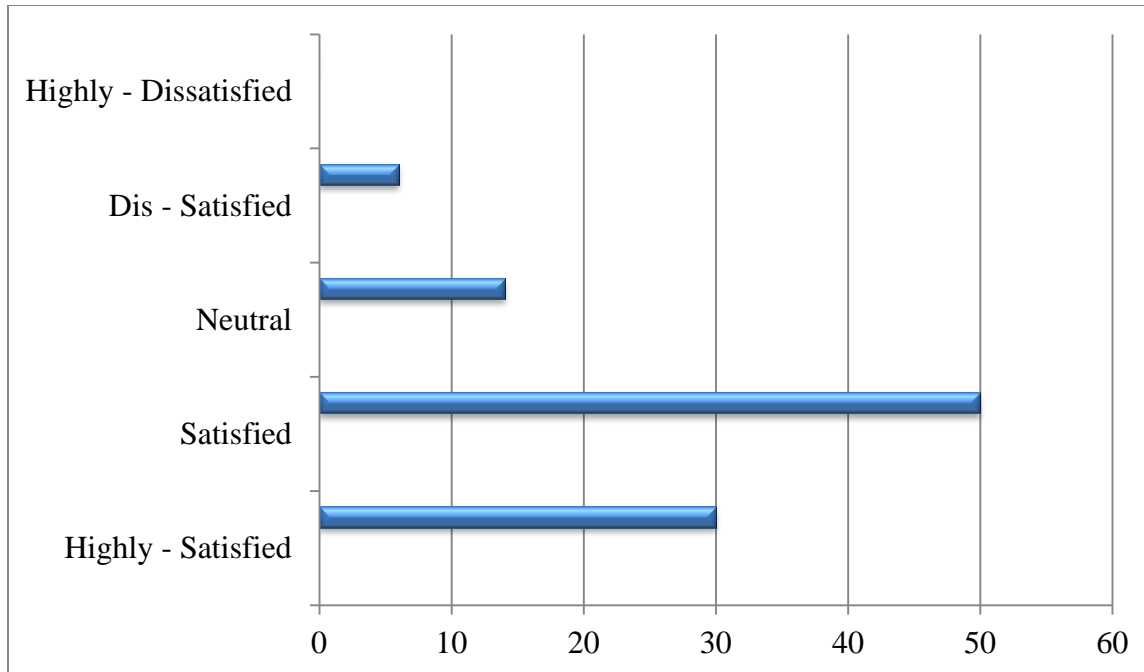


Chart 4.15 Persons assigned to give TRAINING program

Analysis and interpretation

The above table and chart shows 50% of the respondents are satisfied with the trainers who conduct the training program in the organization whereas 6% of the respondents opined that they are not satisfied with the trainers whom the organisation brings for the training programmes.

EVALUATION PROPER PLANNING TOWARDS COMPANY'S TRAINING PROGRAMMES

Table 4.16 Evaluation Proper Planning Towards Company's Training Programmes

SL NO	OPINION	NUMBER OF RESPONDANTS	PERCENTAGE
1	Strongly-agree	12	24
2	Agree	31	62
3	Neutral	5	10
4	Disagree	2	4
5	Strongly-Disagree	0	0
	Total	50	100

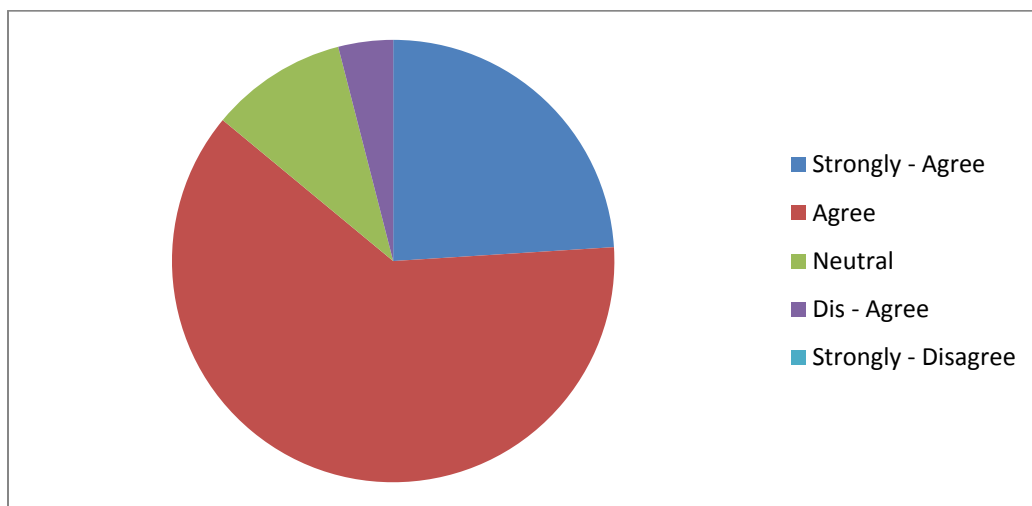


Chart 4.16 Evaluation Proper Planning Towards Company's Training Programmes.

Analysis and Interpretation

Around 62% of the employees agree to the statement that there is proper planning towards the training programmes given to the employees by the organization. 4% of the employees state that, there is no proper planning towards the training programme.

TRAINING PROGRAM CONDUCTED BASED ON RELEVANCE OF JOB

Table 4.17 TRAINING program conducted based on relevance of job

SL No	OPINION	No. OF Respondents	PERCENTAGE
1	Strongly - Agree	9	18
2	Agree	17	34
3	Neutral	10	20
4	Disagree	14	28
5	Strongly - Disagree	0	0
	TOTAL	50	100

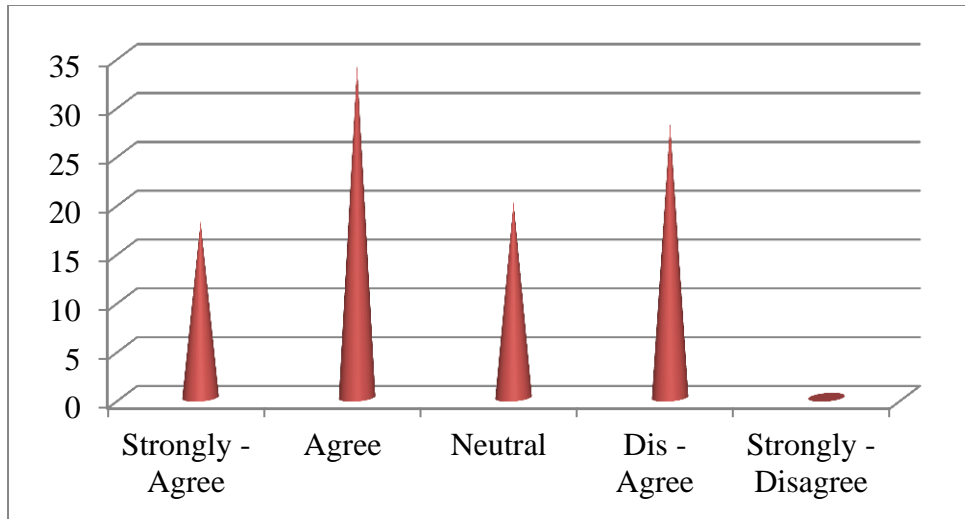


Chart 4.17 TRAINING program conducted based on the relevance of job

Analysis & interpretation:

Above chart shows major portion among respondents taken for the study, 34% of the respondents agreed that organization is providing TRAINING program based on the relevance of job whereas the remaining 28% of respondents do not agree with the statement.

SATISFACTION OF EMPLOYEES WITH REGARD TO TIME DURATION AND PLACE SELECTED FOR TRAINING PROGRAMMES.

Table 4.18 Satisfaction Of Employee With Regard To Time Duration And Place Selected For Training Programmes.

SL NO	OPINION	No. of Respondents	PERCENTAGE
1	Highly - Satisfied	13	26
2	Satisfied	19	58
3	Neutral	10	20
4	Dis-Satisfied	8	16

5	Highly-Dissatisfied	0	0
	TOTAL:	50	100

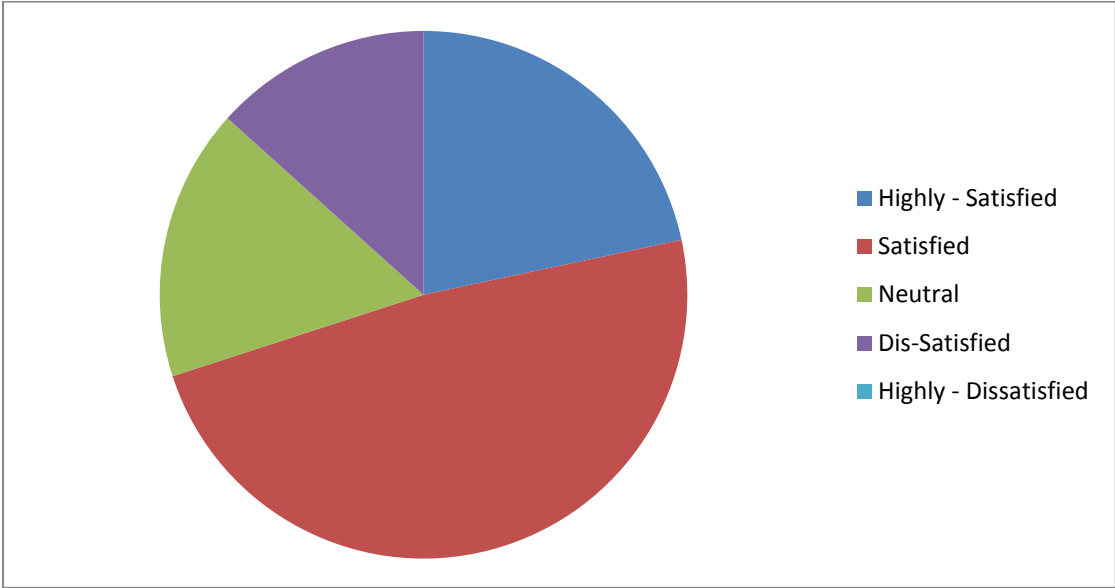


Chart 4.18 Satisfaction Of Employee With Regard To Time Duration And Place Selected For Training Programmes.

Analysis and interpretation

Above chart shows 58% respondents opined that time duration allotted for the TRAINING period is sufficient for attaining objectives. 16% of respondents opined that the time duration allotted should be reduced whereas the remaining 26% of respondents opined that it should be extended.

PREFERENCE FOR TRAINING

Table 4.19 Preference for TRAINING

SL. NO	OPINION	NUMBER OF RESPONDENTS	PERCENTAGE
1	Junior Staff	17	34
2	New Staff	26	52
3	Based on requirement	7	14
	TOTAL	50	100

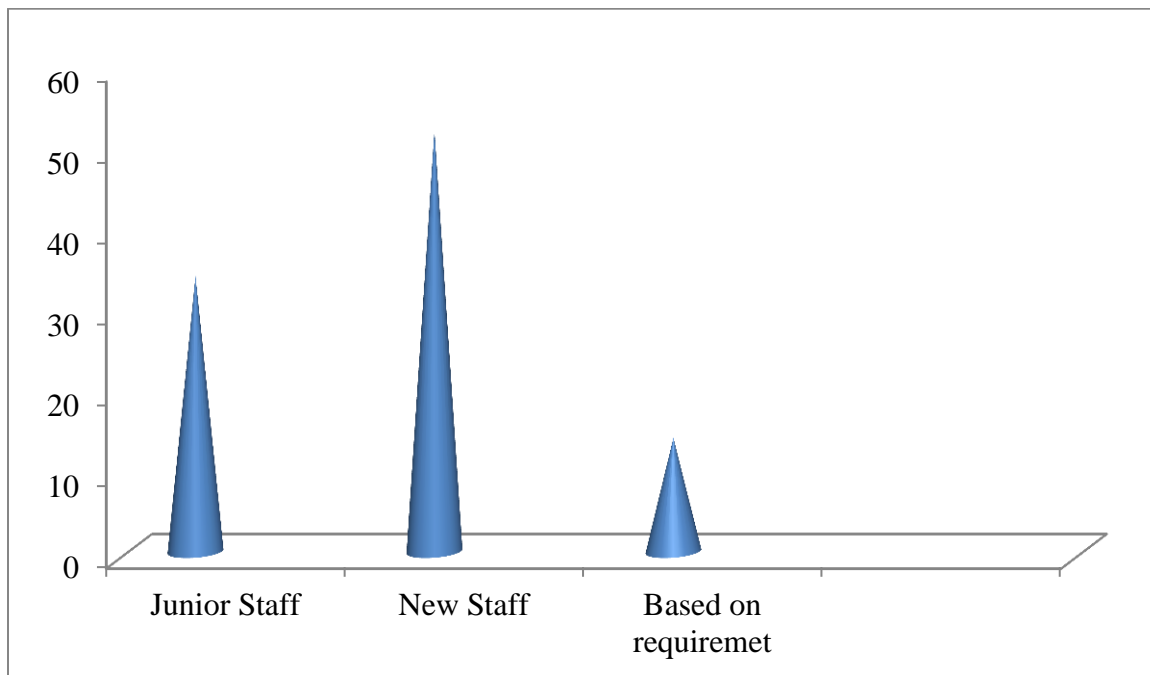


Chart 4.19 Preferences for TRAINING

Analysis and interpretation

Above chart shows among total respondents taken for the study, 52% respondents opined that organization should give more preference to new staff for giving TRAINING program. 34% of the respondents opined that junior staff got preference. And only 14% opined that the organization given preference based on requirements.

TRAINING HELPFUL TO IDENTIFY THE STRENGTH AND OVERCOME THE WEAKNESS OF EMPLOYEES.

Table 4.20 TRAINING helpful to identify the strength overcome the weakness of employees.

SL NO	OPINION	No. of Respondents	PERCENTAGE (%)
1	Strongly - Agree	15	30
2	Agree	20	40
3	Neutral	10	20
4	Dis - Agree	5	10
5	Strongly-Disagree	0	0
	TOTAL:	50	100

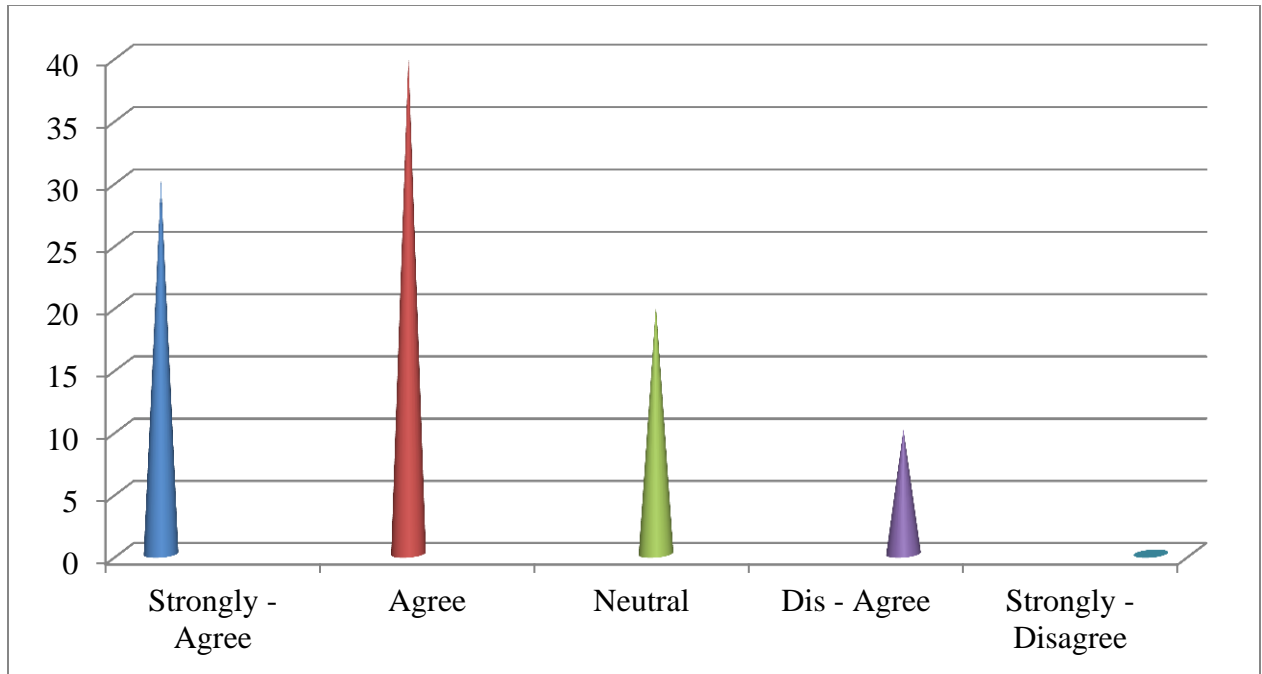


Chart 4.19 TRAINING helpful to identify the strength overcome the weakness of employees.

Analysis and interpretation

Most of the Respondents are agreeing with TRAINING helpful to overcome the weakness of employees. Almost 30% employees strongly agree with the statement, 40% employees agrees the statement and 10% employees disagrees the statement. None of the respondents are strongly disagreeing. 20% employees neither agree nor disagree with the statement.

GENERAL COMPLAINTS ABOUT TRAINING SESSION

Table 4.21 General Complaints about TRAINING session

SL. NO	COMPLAINTS	NUMBER OF RESPONDENTS	PERCENTAGE
1	Take away precious time of employee	30	60
2	Too many gaps between the session	10	20
3	Training sessions are unplanned	8	16
4	Boring	2	4
	TOTAL	50	100

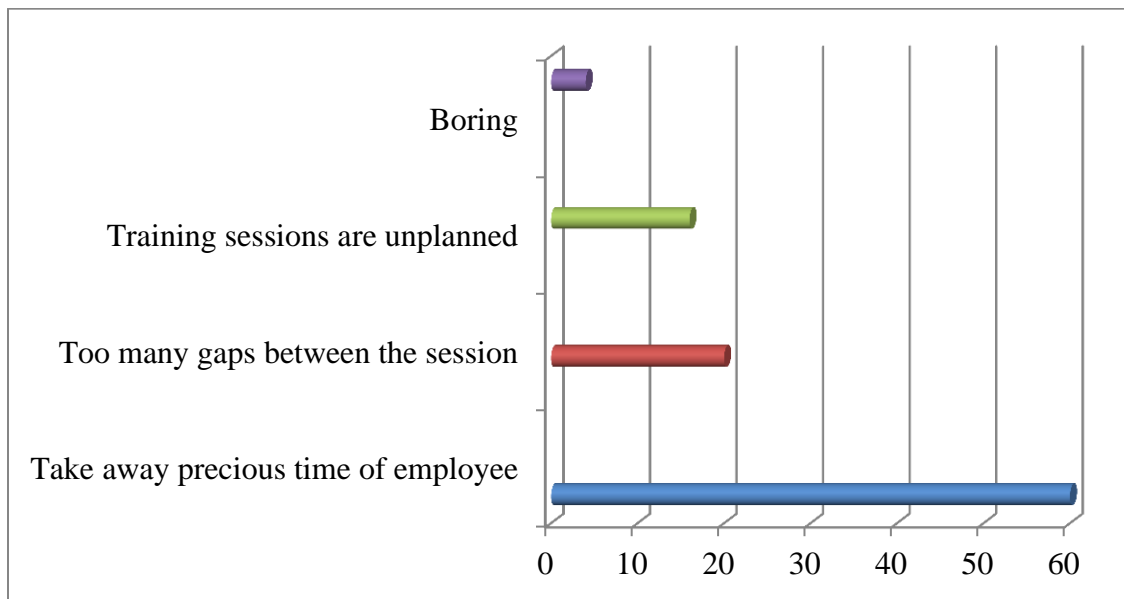


Chart 4.20 General complaints about the TRAINING session

Analysis and interpretation

The above table and chart shows 60% of the respondents opined that the major compliant about TRAINING. 20% of the respondents opined that there are too many gapes between the TRAINING sessions, 16% of the respondents feel that the TRAINING session are not planned.

COLLECTION OF FEEDBACK BY SUPERVISORS ABOUT THE TRAINING PROGRAM

Table 4.22 Collection of Feedback by Supervisors about TRAINING Program

SL NO	OPINION	No. of Respondents	PERCENTAGE
1	Strongly-agree	40	80
2	Agree	10	20
3	Neutral	0	0
4	Disagree	0	0
5	Strongly-Disagree	0	0
	TOTAL	50	100

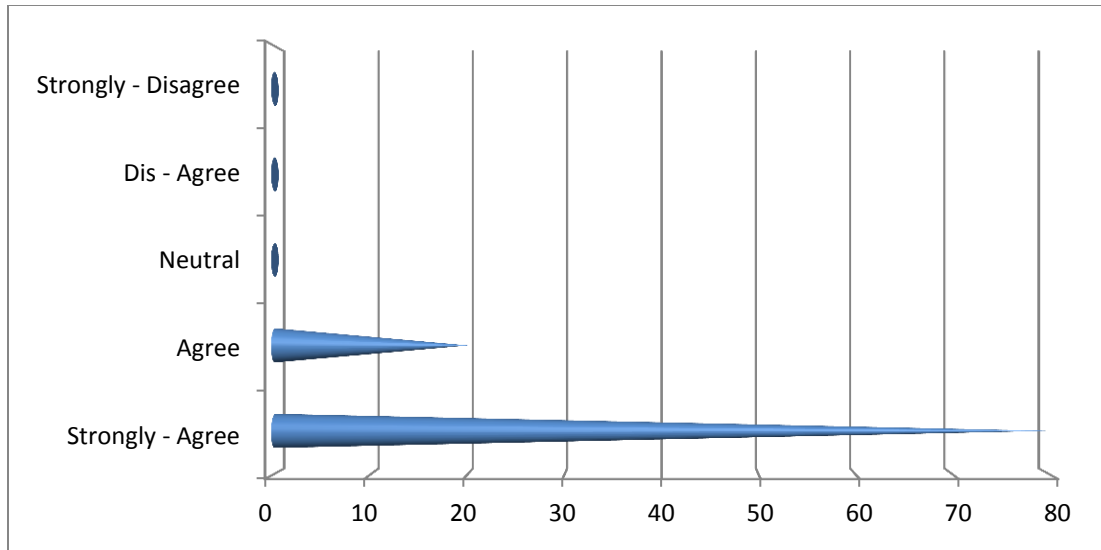


Chart 4.21 Collection of feedback by supervisors about the TRAINING program

Analysis & interpretation:

Above chart shows that among total respondents taken for study, all employees opined that their supervisors take periodical and systematic feedback about the TRAINING program conducted by the company.

RATING GIVEN FOR THE PRESENT TRAINING PROGRAM

Table 4.23 Rating given for the present TRAINING program

SL. NO	RATING	NUMBER OF RESPONDENTS	PERCENTAGE
1	Excellent	16	32
2	Good	20	40
3	Average	14	28
4	Poor	0	0
	TOTAL	50	100

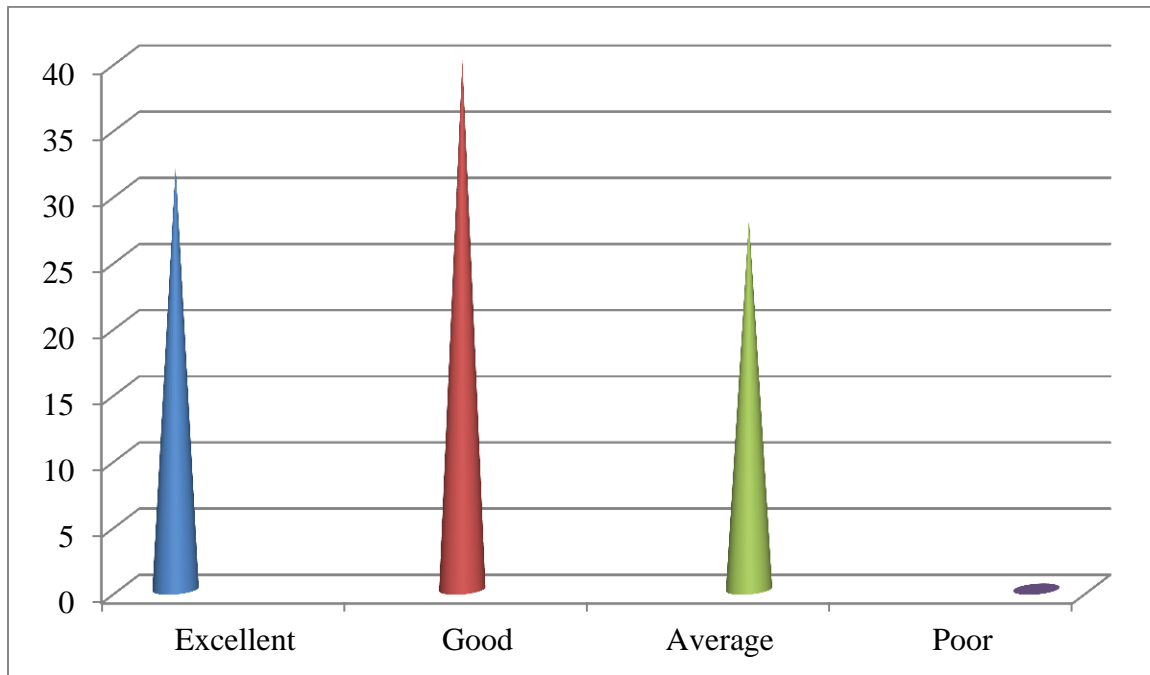


Chart 4.22 Rating given for the present TRAINING program

Analysis & interpretation:

Above Chart we can understand that 32% respondent's rated TRAINING program as excellent, 40% as good and 28% of the employees rated as an average but none of the respondents are not rated it poor. It seems that employees are satisfied with training programmes made available by the company.

4.2 CORRELATION

Hypothesis:

H0: There is no relationship between Satisfaction and Quality of Training.

Ha: There is relationship between Satisfaction and Quality of Training.

		2) Are you satisfied with the present training program?	8) The quality (contents) of the training
2) Are you satisfied with the present training program?	Pearson Correlation Sig. (2-tailed) N	1 50	.379** .007 50
8) The quality (contents) of the training	Pearson Correlation Sig. (2-tailed) N	.379** .007 50	1 50

** . Correlation is significant at the 0.01 level (2-tailed).

Analysis and Interpretation:

The above table shows that there is relationship between satisfaction and quality of the training with significance level 0.007 which is less than 0.01. It means that the quality of training is good and employees are satisfied with training program provided by the organization.

Chapter 5

Findings, Conclusions and Suggestions

5.1 Summary of Findings

- Majority of the employee belongs to 40 and above years of age category.
- 58% respondents belong to male category.
- 36% respondents are graduated.
- Only 10% respondents are having above 13 years of work experience in Hindustan Textiles.
- It is found that 18% respondents are dissatisfied in their present job at Hindustan.
- 60% respondents opined that organization is considering TRAINING as a very important element to be provided in career development.
- 92% of the respondents agrees with TRAINING is important for the employees.
- Only 8% of the respondents opined that the objectives of the TRAINING program are not communicated to them.
- 24% of the respondents opined that the organization is providing on-the-job training program.
- 72% of the respondents do not feel that the TRAINING program undertaken by the organization is based on the relevance of their job.
- Majority of the respondents opined, there is only medium impact of TRAINING program on career prospects.
- 80% of the respondents opined that induction program helps to understand and learn about the organization.
- Majority of the respondents opined that organization should give more preference to the new staff for giving TRAINING sessions.
- None of the respondents opined that their senior manager or supervisors are not motivating or not giving encouragement to attend the TRAINING program.
- 64% of respondents opined that they have practical sessions in the TRAINING program.

- The organization is providing TRAINING program under the guidance of in-house experts on which the employees are satisfied.
- The organization is conducting more than 5 TRAINING programs in a year.
- Majority respondents are satisfied with the present TRAINING program.
- 60% respondents opined that the major complaint of the TRAINING session is that it takes away their precious time. So they are not able to do their routine work properly.
- 16% of the respondents opined that the time duration allotted for the TRAINING period should be shortened.

5.2 CONCLUSION

From the study it is understood that **Hindustan Textiles** is undertaking TRAINING program which is effective for the employees. The organization is considering TRAINING as an important element that is to be provided to all the employees. It is seen that the organization is also provide TRAINING program which is On-The-Job. The respondents gave the opinion that the objective of the TRAINING program is communicated to them. The supervisors are very much concerned about employees and they give reach encouragement for the employees. Even though the company is providing effective TRAINING program there are general complaints that the TRAINING sessions are taking away the precious time of employees and also there are many Problems such as lack of resources problems in the equipment which is creating obstacles in the TRAINING sessions.

The company should clearly understand the need of the employees, need of the department and also other factors before providing TRAINING program. A good TRAINING calendar will help the HR departments to channelize the TRAINING sessions in the better way. The objective of the TRAINING session should be communicated well in advance to the employees so that they get an idea as to what all skills they possess right now them and what all skills are required to be learned from the TRAINING program. Hence this report entitled "**A study on satisfaction of employees towards training programmes in Hindustan Textiles**", become significance for further reference in future.

5.3 SUGGESTIONS TO THE ORGANIZATION

Various suggestions are given here for the management to improve the performance of the company through effective TRAINING programs are:

- The organization should focus on providing good TRAINING program for the employees as majority of the respondents have less than 5 years of work experience. Therefore the organization should give much attention to them as they are not experienced in their job. The company should give job related TRAINING and also off- the- job related training.
- Before conducting the TRAINING program the employees should be given necessary information about
 - a) Objective of the TRAINING program,
 - b) Trainer,
 - c) Duration of the program,
 - d) Type of TRAINING program (Off-The-Job training program and On-The-Job training program),
 - e) How much it will help in their career development,
 - f) The organization should communicate to the employees hoe-much the TRAINING program is relevant in performing their job.
- The organization should ensure that the employees get practical sessions during the TRAINING program. So that they can understand how much they have learned from the class. Practical session gives more impact on the employees than the theory based TRAINING sessions.
- Other than taking In-House trainers for providing TRAINING program, the organization should consider on trainers from outside. This will give a fresh approach from the side of employers when they attend a TRAINING program from outsiders.
- The organization should allot special fund for the TRAINING program. So that the TRAINING can be conducted in a smooth manner. The TRAINING program should be

- conducted within the budget allotted and should also aim at maximum utilization of resources at minimum cost.
- The Organization should consider including the opinion of employees, while framing the TRAINING program to determine :
 - Proper time table for the TRAINING program,
 - To ensure that routine work is not disturbed,
 - Proper planning of the TRAINING session should be made and
 - Include activities which create interest among employees.
- The Organization should collect feedback from the employees in order to understand why they want to reduce the time allotted to the TRAINING period. Organization should make sure that reducing the time duration should not hit the objectives of the TRAINING program.
- The organization has to introduce workers participation in management by involving the employees in the decision making which will be helpful in increasing their satisfaction.
- Organization can focus on new tools like Committee Assignments, Job Instruction Training etc. to ensure impressive TRAINING program and satisfaction of employees.
- The employer should understand about the communication problem faced by the employees.
- The organization has to give more importance to the suggestions and complaints of employees regarding the TRAINING program.
- Periodical evaluation of TRAINING effectiveness is needed for analyzing the worth of TRAINING programs offered.
- The management has to strengthen mentoring programs to the workers, because most of the workers are having lots of problems regarding the TRAINING program.
- The organization has to select the employees for TRAINING on the basis of developmental needs.

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3) Do you think that training program has a positive impact on career prospect?

High impact () Medium impact () Low impact ()

4) How many training programs are conducted by the Organization in a year?

Less than 2 times () 2 - 5 times () more than 5times ()

5) How many training programmes you have attended in a year?

Less than 2times() 2-5 times() more than 5 times()

6) Does your Senior Manager encourage employee in attending training program?

Always () occasionally () Not at all ()

7) Which training method is adopted in your Organization?

On-Job Training method () Off-Job Training method ()

Others (Specify the method)

8) Are you satisfied with the quality (contents) of the training provided by the company?

Highly Satisfied () Satisfied () Neutral () Dissatisfied () Highly Dissatisfied ()

9) Are you satisfied with training objectives?

Highly Satisfied () Satisfied () Neutral() Dissatisfied () Highly Dissatisfied ()

10) In your Organization who gives you training program?

HR Managers () In-House Training () Trainers from outside ()

11) Are you satisfied with the trainer provided by the company for the training programmes?

Highly Satisfied () Satisfied () Neutral () Dissatisfied() Highly Dissatisfied ()

12) Do you think the company has the proper planned training programmes?

Strongly-Agree () Agree () Neutral () Disagree () Strongly Disagree ()

13) Do you think that training program is conducted on the basis of relevance of job?

Strongly Agree () Agree () Neutral () Disagree () Strongly-Disagree ()

14) Are you satisfied with time and place allowed for the training program?

Highly Satisfied () Satisfied () Neutral () Dissatisfied () Highly Dissatisfied ()

15) To whom should your Organization give more preference for training?

Junior Staff () New Staff () Based on requirements ()

16) Does the training program have helped you to identify your strength and overcome weakness?

Strongly Agree () Agree () Neutral () Disagree () Strongly Disagree ()

17) What are the general complaints that you feel about the training session?

Take-away precious time Of employees () Training sessions are unplanned ()
Too-many gaps between sessions () Boring ()

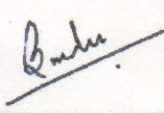
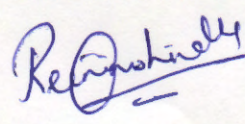
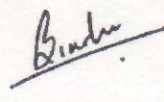


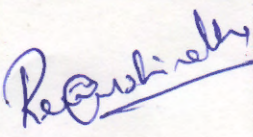
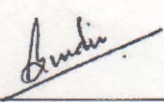
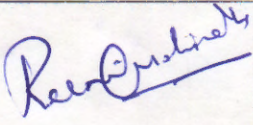
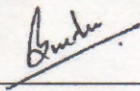
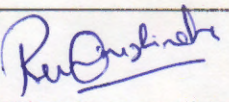
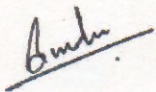

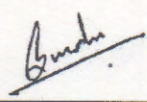
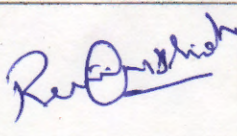
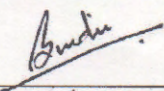
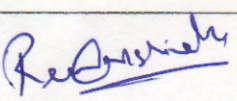
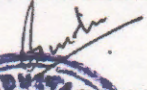
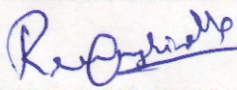
18) 'Supervisor takes feedback from the employees after the training program' do you agree with this statement?

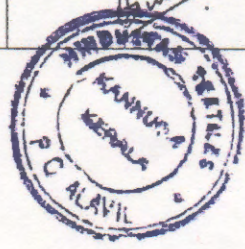
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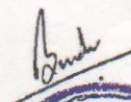

19) In general how do you rate the training program?

Excellent () Good () Average () Poor () very-poor ()

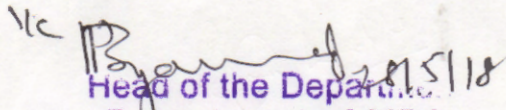
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Work	Work Undertaken	External Guide Signature	Internal Guide Signature
15/1/2018-20/1/2018	Introduction about Pattern effects labs and its operation		
22/1/2018-27/1/2018	Learning about different operation and products		
29/1/2018-3/2/2018	Orientation and Gathering information about growth of company		
5/2/2018-10/2/2018	Analysis of market position of the company		
12/2/2018-17/2/2018	Research problems identification		
19/2/2018-24/2/2018	Preparation of research instruction for data collection		
26/2/2018-3/3/2018	Theoretical background of the study		
5/3/2018-10/3/2018	Data collection and data analysis		
12/3/2018-17/3/2018	Interpretation of the data gathered		



	during the survey		
19/3/2018-24/3/2018	Final report preparation and submission		




 Head of the Department
 Department of MBA
 Acharya Institute of Technology
 Soldevanahlli, Bangalore-560 107

