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A Study On Measuring The Benefits Of Training Program At L.S.Mills

SUMMER PROJECT REPORT
Submitted to the
Faculty of Management Sciences, Anna University
In partial fulfillment of the requirement
For the award of the degree of
MASTER OF BUSINESS ADMINISTRATION

By

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BONAFIDE CERTIFICATE

Certified that this project titled 'A Study On Measuring The Benefits Of Training Program At L.S.Mills' is the bonafide work of Miss.G.Karunya (71205631026) who carried out this research under my supervision. Certified further that to the best of my knowledge the work reported herein does not form part of any other project report or dissertation on the basis of which a degree or award was conferred on an earlier occasion on this or any other candidate.


.....
Faculty Guide


Prof. S. GANESAN
Director

Evaluated and viva-voce conducted on.....

Examiner I

Examiner II

DECLARATION

I, hereby declare that this project report entitled as “**A study on Measuring the Benefits of Training Program at L.S.Mills. Theni**” has undertaken for academic purpose submitted to Anna University in partial fulfillment of requirement for the award of the degree of Master of Business Administration. The project report is the record of the original work done by me under the guidance of **Prof.Col.N.Jothilingam**, during the academic year 2006-2007.

I, also declare hereby, that the information given in this report is correct to best of my knowledge and belief.

Place: Coimbatore

Signature of the candidate

Date:

Kamya.g.....

ACKNOWLEDGEMENT

Few people are as fortunate as I have been. Throughout my life I have always benefited from many wonderful people around me, and the last two months of my final project have been no exception. I have many people to be thankful to.

I adore the almighty and extol his glory by paying my contribution of thankfulness for blessing me with all knowledge required to complete this project successfully.

I thank our respected chairman **Dr. N. Mahalingam** who helped us to undergo this master's degree and acquire a lot of knowledge.

I thank our beloved correspondent **Dr. K. Arumugam**, for his kind blessings and moral support for carrying out this project.

I express my sincere thanks to our principal **Dr. Joseph V Thanikal** for allowing us to carry out this project.

I express my gratitude to our Director, **Dr. S. Ganeshan** for his kind patronage and for his consent to carryout this project.

I take privilege and immense pleasure in expressing my sincere gratitude to my guiding spirit, **Col.N. JothiLingam**, for his in-depth guidance, motivation and encouragement in executing this project right from beginning and making it a success.

I am highly obliged to extend my sincere thanks to **Mr.Balaguru**, Head of HRD L.S.Mills for his effective guidance and valuable support to carry out this project in their premises.

My special acknowledgements and thanks to Department of Management Studies, Faculty Members and my friends for their help and motivation throughout.

ABSTRACT

The project entitled is the study on the benefits of training at “ L.S.Mills, Theni”. The main objective of the training program is to suggest ways and means to improve the training program.

As the study is to evaluate the benefit of training, the primary data was collected through structured questionnaire. Out of 500 employees at L.S.Mills the sample size was 100.

The study revealed that majority of the respondents was happy in the training imparted by the company. Suggestions are also given for areas that need certain improvements. Training also provides a lots of opportunity to the employees to develop their skills. The interest of trainees is recognized and training is being given to them based on their skills and interest.

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CHAPTER 1

INTRODUCTION

1) INTRODUCTION ABOUT THE TRAINING:

“Give a man a fish, he will eat it; instead teach him to fish and he will feed his family”.

The need for training in organization is to increase the efficiency of the employee. Training gives ways for the development of various aspects that are hidden within the individual in any organization.

The strength of any organization is its human resource. The personnel division recognizes the company's obligation to the men and women working for the company. Training gives way for different opportunities to learn and try out new ideas, practices, skills etc.

Training is the corner stone of sound management for it makes the employees more effective and productive. It is the integral part of the whole management program with all its functional activities inter related. Therefore it is the need for training to be given higher importance in any organization.

1.2) OBJECTIVE OF THE STUDY:

1. To study about the employees training program.
2. To trace the level of satisfaction obtained by the employees on the training program.
3. To identify the nature of training program attended and its impact created in the minds of employees.
4. To suggest measure to improve the training program.

1.3) SCOPE OF THE STUDY:

The study covers the benefits of training program and suggests ways and means to improve the training program. The study also helps to identify whether the employee is satisfied with the training program or not.

1.4) METHODOLOGY

a) Type of study:

The major purpose of the study is to identify the satisfactory level of employee and the training provided in the organization.

Exploratory research is a research intended to develop initial and provide for other further research needed. The basic purpose of the study is just to get feedback from the employees about the training program.

The methodology used for this study is through the collection of the primary and secondary data.

Sample size-100

b) Data collection:

Data can be classified into two types.

- Primary data
- Secondary data

➤ **Primary data:**

The primary data is collected with the help of questionnaire. It was circulated among the employees during the month of July and August 2006

➤ **Secondary data:**

The required data is collected from several brochures, files, records, periodic of the company etc to obtain secondary data.

c) **Tools of analysis:**

The tool used to carry out the research work was through questionnaire. The questionnaire carried the information about the employees personal and job related data.

1.5) Limitations:

- Time constraint was the limitation.
- The study covers only 100 employees out of 500.
- Some respondents hesitate to give correct answers due to certain company norms

1.6) CHAPTER SCHEME

1: Introduction

The first chapter deals with the training, objectives, scope of the study, methodology used in data collection, limitations of the study, and brief introduction of all the chapters.

Chapter 2: Organization Profile

Organization profile includes details on the history of the organization, management and organization structure, product profile and market potential.

Chapter 3: Macro –Economic Analysis

Macro analysis deals with the prevailing scenario of the organization with respect to its respective industry and to perform the SWOT analysis of the company.

Chapter 4: Data Analysis and Interpretation

The Chapter mainly deals with various Tables and Charts, which helps to identify the benefits of training in L.S.Mills.LTD.

Chapter 5: Conclusion

Conclusion includes the findings and the suggestions to improve the training program in the organization.

CHAPTER 2

COMPANY PROFILE

2) ORGANIZATION PROFILE

2.1) History of the organization:

This mill was started in 1980 by MR.L.SUNDARAJAN, B.A. as a partnership firm under the name of “SRI.SUNDARAM TEXTILES” initially with 3000 spindles and then gradually the spindleage increased to 11000 in 1983 this firm was converted into private Ltd company under the name of “L.S.MILLS PVT LTD”. In 1992/1993 this company was converted in to L.S.Ltd spindles capacity 45000.

Now, this concern is managed by the founder’s sons MR.L.S.MANIVANNAN (Managing Director) and MR.L.S. PRABAKARAN (Joint Managing Director). In 1990/1991, L.S mills started a sister concern namely “SARVESH MILLS LTD” cotton “B” unit at muthu thevanpatti, Theni. Spindles capacity 60,000.

L.S.Mills Private Ltd received ISO-9001 at 1995 for the quality of yarn. This company is producing yarn counts ranging from 40’s to 120’s in carded combed doubled yarn marketed in Erode, Tirupur and exported to Srilanka, England and for Eastern Countries.

2.2) Management:

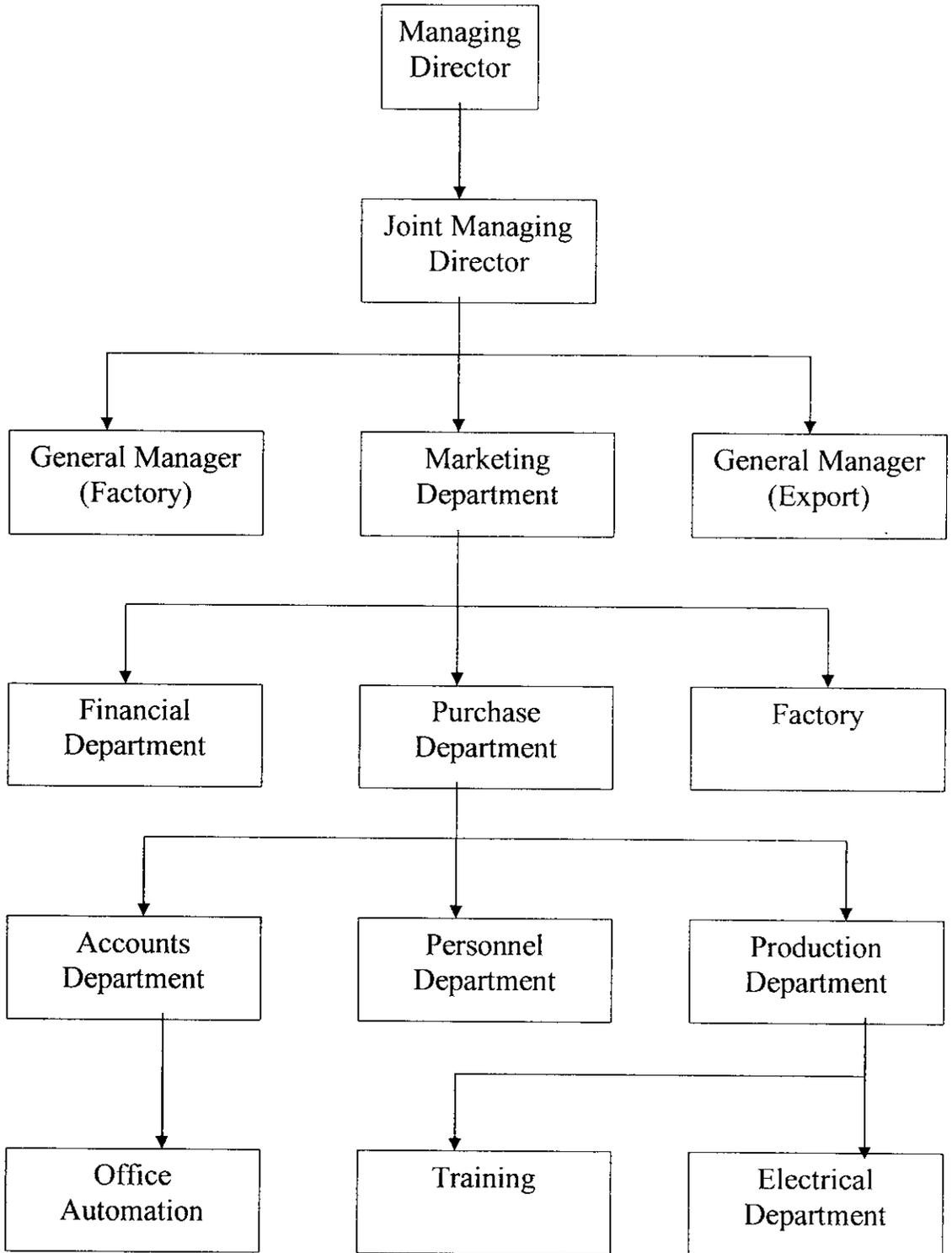
The board of directors are

Mr.L.S.Mani Vannan

Mr.L.S.Prabakaran

Mrs.Shanthi Manivannan

Mrs.Shanthi Prabakaran

2.3) ORGANIZATION STRUCTURE

2.4) Product profile and market potential:

The L.S Mill provides a quality-oriented product, which helps to withstand the present market condition. The yarn is being marketed in Erode, Triupur and exported to Sri Lanka, Bangladesh, and England and for Eastern Countries.

Quality policy:

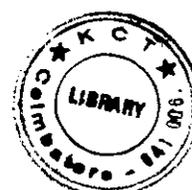
The Quality policy of L.S Mills is to provide yarn and fabrics to the domestic and international markets, conforming to agreed specification at a competitive price and adherence to delivery schedule, through continuous improvement in quality management system.

Strategy of L.S.mills:

The company functions on various departments.

- Production
- Human resource development
- Time office
- Marketing

The organization is controlled by certain norms, policies and culture.



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Organization culture:

The company is following its own systematic norms and responsibilities. Every worker in the organization is committed. The company aims in providing a quality oriented product.

Employee and shifts:

The company is organizing training and development program for quality work and better output. Based upon the skill the employee is categorized to work in shifts.

- ✓ 7.00 am to 3.30 pm - 1st shift
- ✓ 3.30 am to 12.00 pm - 2nd shift
- ✓ 12.00 pm to 7.00 am - 3rd shift

Participative management style:

Participative management style work as strength for the organization .The cordial relationship helps to improve the organization efficiency. The company concentrates more on customer relationship management.

CHAPTER 3

MACRO-ECONOMIC

ANALYSIS

3.1) SWOT ANALYSIS

Major factor is quality standards. They give more importance for quality and Participative Management style

Awards:

- ❖ Industrial relation
- ❖ Safety awards for accident in organization state government safety committee.
- ❖ ISO 9002 quality aspects.
- ❖ ISO 9001:2000 quality management.
- ❖ Certificate for quality management given by ukas United Kingdom.

Welfare activities:

1. Subsidized transport facilities
2. Loans and advances
3. Medical facility
4. Retirement benefit
5. Employee state insurance
6. Disablement benefit
7. Leave with wages
8. Bonus
9. Gratuity

Weakness:

The workers are enabling to adapt the technology in quick span of time, so the company invest huge amount on training.

Opportunities:

- Marketing condition is good in Tirupurand Erode.
- Global market creates a good demand.
- The product has a good reputation in Eastern Countries, which helps in increasing the market value.

Threats:

- When compared to the competitors their technology level is low.
- In local market the competitors are more in number.

Future plan:

- Increase more number of market shares both in domestic market and in international market.
- Adaptation of new machine to improve efficiency.

ORGANIZATION TRAINING

Objectives:

Training provides a measure for modifying employee behavior involving attitudes, knowledge and improving organization effectiveness. It also provides an opportunity for employees to interact with their superiors and understand the needs of the superior and the organization and start to work for the organization to develop the organization in every aspect.

Purpose:

1. To increase productivity.
2. To improve quality.
3. To help an organization to fulfill its future needs.
4. To improve organizational climate.
5. To help the employees in their personal growth.

The various methods of training provided:

1. On the job training.
2. Vestibule training.
3. Apprenticeship training.
4. Classroom training.
5. Off the job training.

Need for training:

- Job requirement.
- Technological changes.
- Organizational viability.
- Internal mobility.

Importance of training:

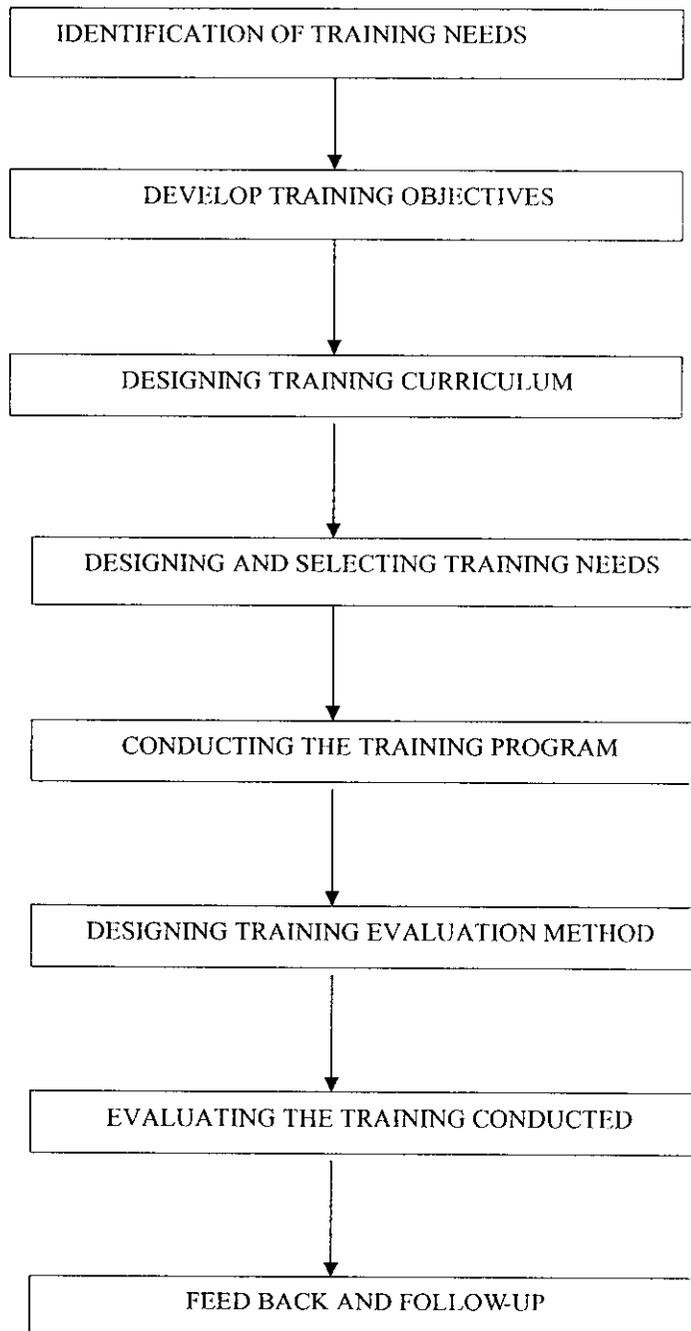
- Increase productivity.
- Better quality of work.
- Less learning period.
- Cost reduction.
- Personal growth.
- Organizational climate.

Benefits of training:

Training enables the organization to improve quality and various other core aspects. It enables systematic and organized procedure to execute any kind of work.

Training also increases the level of confidence of the employees at different levels. It also helps to improve upon the areas where employee lack and head them towards a better prospect.

STEPS IN TRAINING



DESCRIPTION OF HUMAN RESOURCE DEPARTMENT:

Welfare facilities:

The management appoints a personnel manager to take care of workers welfare.

First aid facilities:

The company provides first aid box to all departments and all the necessary medicines are available in the first aid box.

Canteen:

The management runs the canteen for workers with subsidiary basis. There is a canteen supervisor for maintaining the canteen activities.

Free tea:

The management provide tea to all workers at free of cost during working hour.

Uniforms:

The management provides uniform to workers, different types of uniforms are provided to different type of workers.

FACILITIES FOR SECURITIES

Separate rooms for securities are available in the factory.

Attendance merit:

The management provides attendance merit to male and female apprentice workers at every month. The detail of attendance merit is Rs.500 for 100% attend except weekly holiday.

Employee benefit:

In the company the workers are employed in three stages

- ❖ Apprentice
- ❖ Temporary workers
- ❖ Permanent workers
- ❖ The first stage of an employee. The company provides yellow identity card to apprentice workers.
- ❖ In the second stage of employee. The company provides red identity card for this category.
- ❖ In the third stage of employee. The company provides white identity card.

Drinking water facilities:

The management provides drinking water facilities for the workers at the suitable places.

Facilities for keeping clothes:

The management provides facilities for keeping and drying the uniform. This facility is more useful for the workers.

Bus facility:

The management provides transport facilities to the workers separate van, bus for the employee and the staff to the mill.

OTHER BENEFITS:**Incentives:**

It is provided based on the services. The employee performance is being a tool to provide incentives.

Loans and advances:

The company provide loan for the employees and also provide advances for any important purposes.

Bonus:

It is a payment to workmen over their normal wages. The company provides 8.33% of bonus on the basis of their earnings on the accounting year (April to march).

Grievance:

In this company the management handles the grievance of employees through direct approach. The management has better understanding about the employees.

Employee state insurance:

The main objective of this act is to provide certain benefit to the employees in the case of sickness, maternity and disablement.

Sickness benefit:

The employee affected by any sickness and he is not able to work can also enjoy the sickness benefit.

Disablement benefit:

According to ESI act, the company provides this benefit to their employees. When the employee suffers from disablement as a result of employment injury the payment is paid to the widow or the children of his/her family.

The company provides Rs.65, 000 to the employee dependent and also provides education to their children.

Appraisal:

Report of the employee performance is useful at the time of employee's promotion.

Gratuity:

Gratuity is a payment to help the employees after their retirement and to appreciate their faithful service over along period of time. It shall be payable to the employee who have continuous service for not less than 5years.

Safety measures:

The following points are implemented for workers safety.

- Separate uniforms are provided to workers who are working near by moving machine.
- Gloves are provided to the fitters and electricians.
- Safety measures instruction is installed in all the machines in the factory.
- Equipments and machines are regularly maintained and the fitters should check everyday.

Healthy and safety policy:

1. It is the policy of L.S.mills to ensure that the operation is carried safely. Preventing injury to person and damage to property.
2. Company is committed to providing safety in environment.

CHAPTER 4

DATA ANALYSIS AND

INTERPRETATION

Table 1
Opinion about the period of training is adequate

Opinion	Number of respondents
Highly Satisfied	20
Satisfied	32
Neutral	36
Dissatisfied	4
Highly dissatisfied	8
Total	100

Chart 1

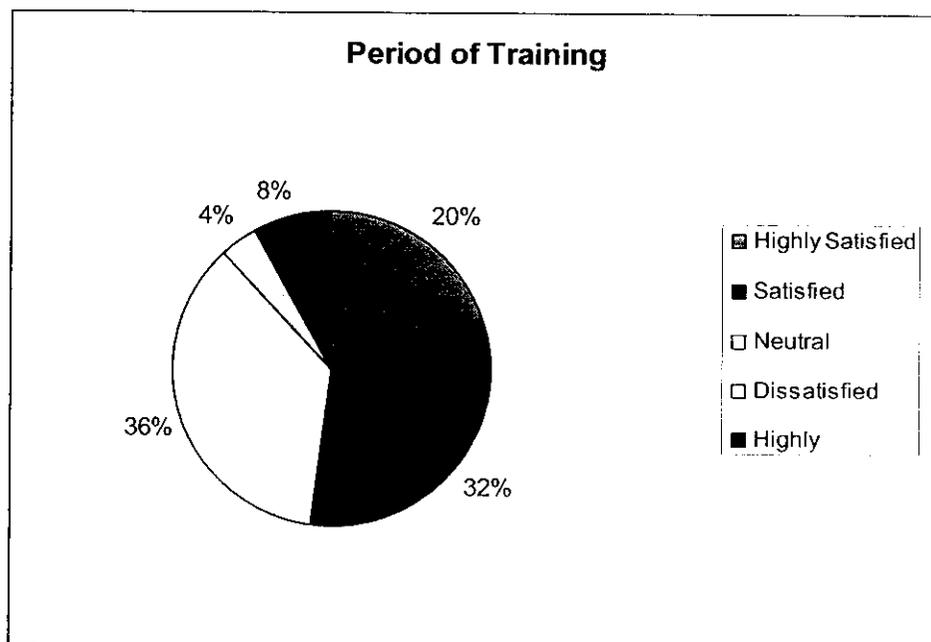


Table 2
Opinion about the training

Opinion	Number of respondents
Yes	78
No Idea	22

Chart 2

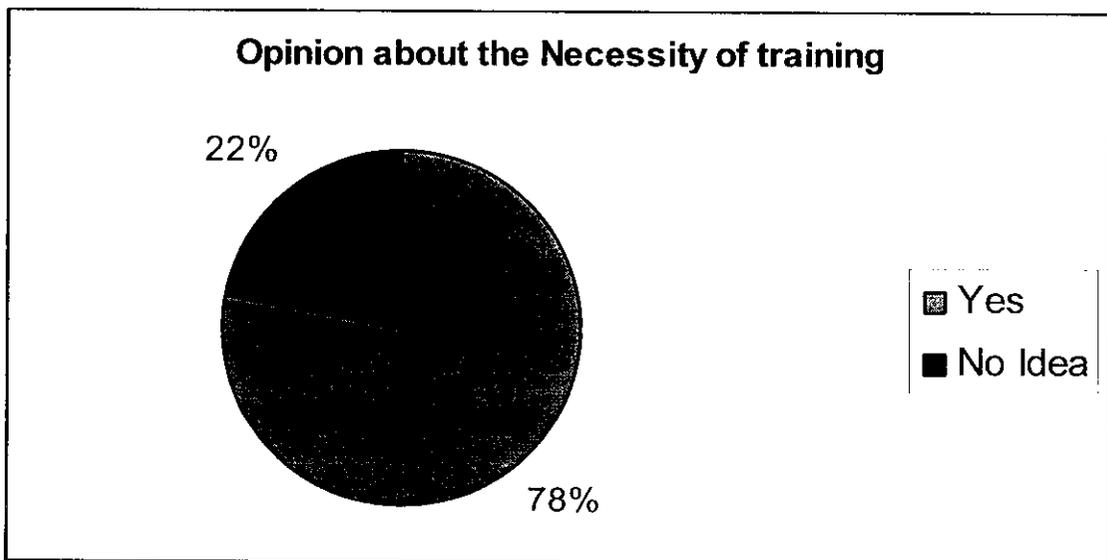


Table 3
Opinion about training leads

Opinion	Number of respondents
Increase Productivity	17
Better Quality of Work	22
Less Learning Period	8
Cost Reduction	21
Personal Growth	13
Organizational Climate	19
Total	100

Chart 3

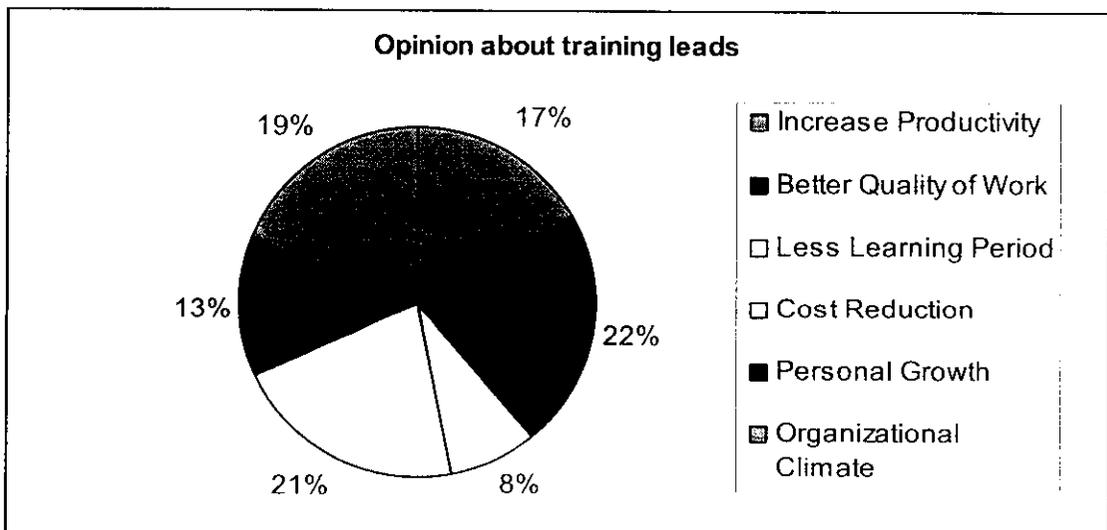


Table 4
Opinion about the benefits from training

Opinion	Number of respondents
New Skills	16
Safety	27
Self Confidence	15
Adoptability	10
Higher Earnings	11
Promotion	21
Total	100

Chart 4

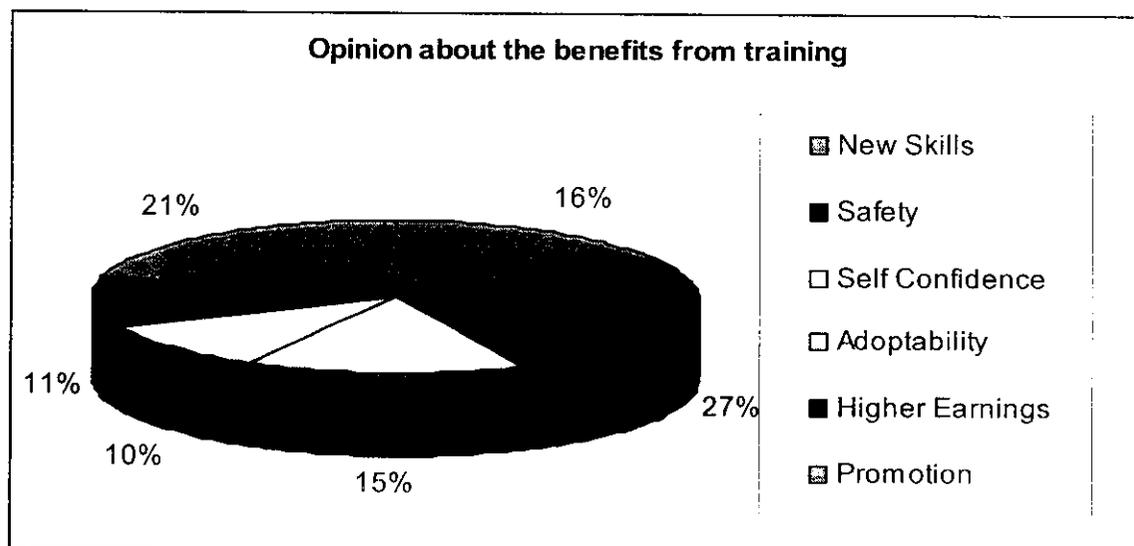


Table 5
Opinion about whether training helps to analyze the Strength and Weakness

Opinion	Number of respondents
Strongly Agree	32
Agree	20
Neither Agree nor disagree	21
Disagree	15
Strongly Disagree	12
Total	100

Chart 5

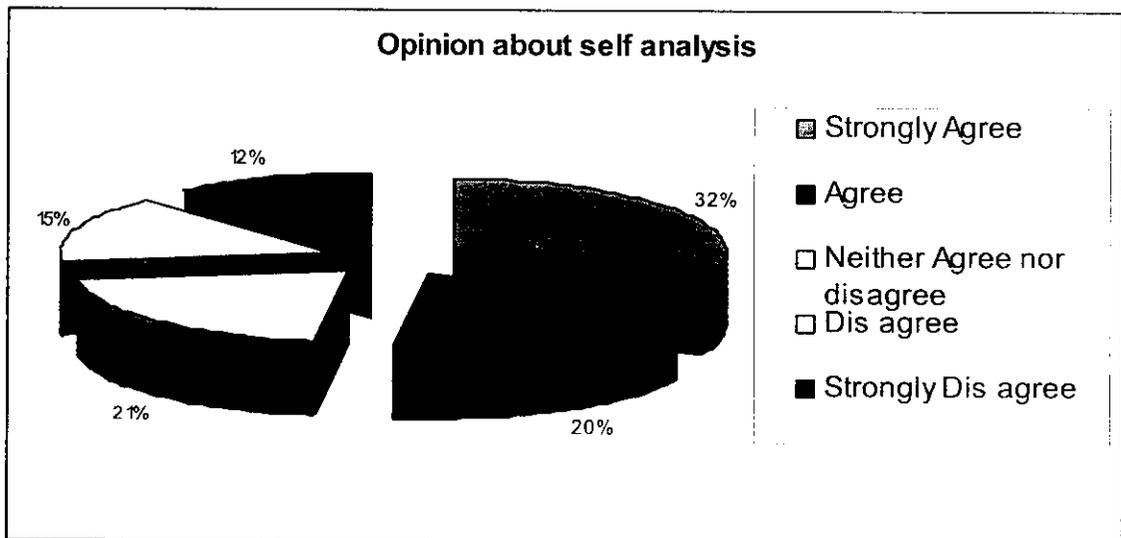
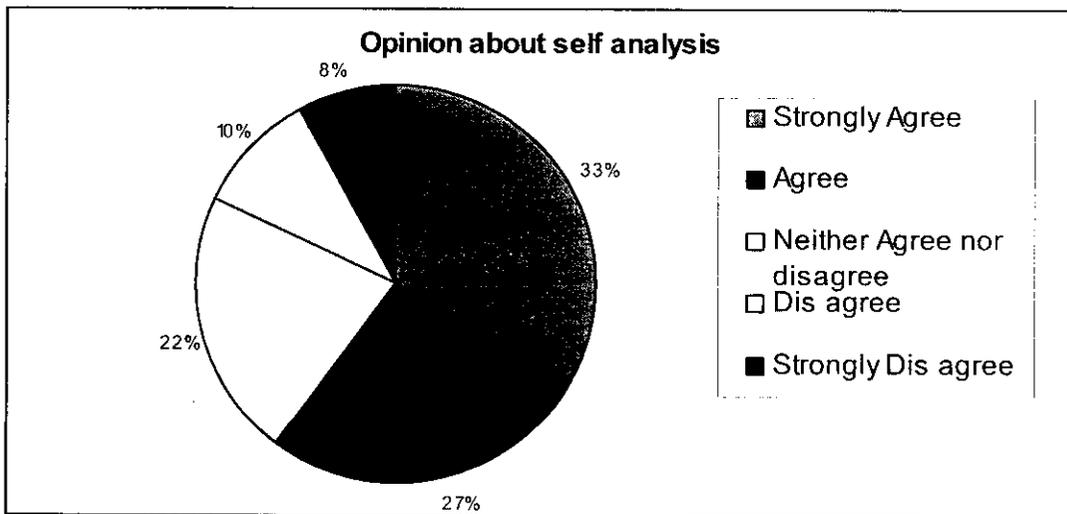


Table 6

Opinion about whether training increases the performance

Opinion	Number of respondents
Strongly Agree	33
Agree	27
Neither Agree nor disagree	22
Dis agree	10
Strongly Dis agree	8
Total	100

Chart 6



CHAPTER 5
FINDINGS AND
CONCLUSION

FINDINGS

The researcher after completion of the study has come out with the following findings.

- Stipend is given for the employees for a day during the training period.
- New skills are acquired through proper training
- Most of the workers undergo on the job training rather than off the job
- Training helps the employees to gain better knowledge
- Training has provided a lot of opportunities to develop their skills. The interest of the employees are being recognized and opportunity are given accordingly
- The overall opinion among employees about the training given in the organization is good.

SUGGESTIONS

The following are the suggestions to improve the training program are given.

1. Training should be given in groups of 15-20 since personal interest during training period becomes more.
2. The worker has to under go counseling in order to understand their capabilities and further needs.
3. They should develop a system where management will be able to find the outcome of training attend by the employees.
4. They should also take necessary steps to impart training according to the needs of the present scenario.

CONCLUSION

This study has helped me to gain a better knowledge in the area of training. It has also helped the organization to take steps to increase the efficiency of the training program given. The study has given me a practical exposure and an opportunity to know the benefits and employees satisfaction level in training. One of the most important HR activities at “L.S MILLS” is training program, which is given highest importance to meet the growing needs of technology. The employees have good opinion and are benefited more with the training measure.

Appendix

1. Name :
2. Sex :
3. Designation :
4. Educational Qualification :
5. Years of Experience :
 - a. In this Company
 - b. Previous
6. Martial Status :
7. Are you regular with your job if not, why?
8. Do you feel if I whether training is necessary (or) needed for an organization?

 Yes No
9. Whether training is given

 On the job off the job
10. Do you feel that training program will impact towards improvement of organization's efficiency?

 Yes No
11. Do you feel that training will increase your knowledge?
12. Whether training is given for over all department or to any particular department?
13. Whether step end is given for training period?
14. Do you feel that proper training will give motivation?
15. Your opinion that training will lead to (Rank according to your choice)
 1. Increase productivity
 2. Better quality of work
 3. Less learning
 4. Cost Reduction
 5. Personal growth
 6. Organizational Climate

16. The benefit that you are getting through proper training:

- a. New Skills
- b. Safety
- c. Self Confidence
- d. Adaptability
- e. Higher Earnings
- f. Promotion

17. Training program is focused on

1. Problem solving
2. Personal growth
3. New technology
4. Routine
5. No idea.

18. The period of training is adequate

1. Strongly Agree
2. Agree
3. Neither Agree nor Disagree
4. Disagree
5. Strongly Disagree

19. The training helps to analyze strength and weakness

1. Strongly Agree
2. Agree
3. Neither agree nor Disagree
4. Disagree
5. Strongly Disagree

20. The training helps to increase the performance

1. Strongly Agree
2. Agree
3. Neither Agree nor Disagree
4. Disagree
5. Strongly Disagree

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