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A study of employee training and development in the reliance industry

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ABSTRACT

Training and development is vital part of the human resource development. It is assuming ever important role in wake of the advancement of technology which has resulted in ever increasing competition, rise in customer's expectation of quality and service and a subsequent need to lower costs. It is also become more important globally in order to prepare workers for new jobs. In on the emerging need of training and development, its implications upon individuals and the employers. Training and development plays an important role in the effectiveness of organizations and to the experiences of people in work. Training has implications for productivity, health and safety at work and personal development. All organizations employing people need to train and develop their staff. Most organizations are cognizant of this requirement and invest effort and other resources in training and development. Such investment can take the form of employing specialist training and development staff and paying salaries to staff undergoing training and development. Investment in training and development entails obtaining and maintaining space and equipment.

Keywords: Training, Training and development, training and development in Reliance

1. INTRODUCTION

Training refers to a systematic setup where employees are instructed and taught matters of technical knowledge related to their jobs. It focuses on teaching employees how to use particular machines or how to do specific tasks to increase efficiency.

Development is the process of your employees discovering and evolving into the person they want to be through an examination of their personality, skills, and abilities, as well as their hopes and ambitions.

Training and development involves improving the effectiveness of organizations and the individuals and teams within them. Training may be viewed as related to immediate changes in organizational effectiveness via organized instruction, while development is related to the progress of longer-term organizational and employee goals. While training and development technically have differing definitions, the two are oftentimes used interchangeably and/or together.

Training and development has historically been a topic within applied psychology but has within the last two decades become closely associated with human resources management, talent management, human resources development, instructional design, human factors, and knowledge management. According to (Maund, 2001) if employees are to experience flexibility and effectiveness on the job, they need to acquire and develop knowledge and skills, and if they are to believe that they are valued by the organization they work for, then they need to see visible signs of management's commitment to their training and career needs.

Training and development

Training is one of the important activities of human resource management. In the training process companies try to motivate and train the employees in a manner so that they can work more effectively in the future. Under the training process there are some steps they are given Below:

A. Employee orientation:

Employee orientation provides new employees with the basic background information they need to perform their jobs satisfactorily. Companies arrange an orientation program for the employees as well.

This benefits both of them, on one hand the employees get familiar with the work organization, it's culture and etc. on the other hand the Management also gets a chance to know the employee well.

B. Employee Training:

There is some process, method and techniques of employee training. A company follows the all the steps of training to provide the employees a good look on their work. The company can make use of on the job or off the job training methods or a mix of both depending on the need of the organization.

C. Career development:

Career development is the support an organization provides to employee professional growth, especially to employees' movement to a new position or project within the organization. This support often includes coaching, mentoring, skills development, networking and career path.

2. LITERATURE REVIEW

Hari bhatt, Neeraj Dhingra, 2006

In this paper the author is trying to show how Reliance Industries Limited Wins Team Excellence Award Competition. Reliance Industries Limited (RIL) was set up by the farsighted businessman Dhirubhai Ambani (1932-2002) more than three decades ago. The leadership system defined by Ambani is based on value creation, particularly for the customers and shareholders. A group of stakeholders including site management, internal customers, support functions and suppliers assisted the team with developing the improvement actions, ensuring stakeholders' needs would be met. At Reliance, the word "TEAMWORK" stands for "Together Everyone Accomplishes More With Organizational Responsibility and Knowledge."

Abdullah, Haslinda, 2009

This research paper investigates the MAJOR CHALLENGES TO THE EFFECTIVE MANAGEMENT OF HUMAN RESOURCE TRAINING AND DEVELOPMENT ACTIVITIES. A range of challenges are faced by organisations and HRD professionals in managing and implementing effective T&D. The challenges faced by employers and organisations in the effective management of HR T&D different from concerns about the lack of intellectual HR professionals to coping with the demand for knowledge-workers and fostering learning and development in the workplace. This implication could lead to the ineffective implementation of T&D activities and increase in not understanding and failure in effectively managing T&D as a whole. The literature has identified many challenges to the effective management of T&D in the global context.

Ms Pooja Jaiswal, Dr. Archana Chandra, 2014

In this paper the author is trying to show Impact on TRAINING AND DEVELOPMENT AND EMPLOYEE SATISFACTION IN RELIANCE INDUSTRIES LIMITED NAINI ALLAHABAD. Changing business world and competition has created huge challenges for the organization. The research shows that employees are satisfied with training and development practices in the organization but the association of the variables of training and development with employee satisfaction can be increased and need more efforts from the organization. Satisfaction level of employees in Reliance industries Ltd is not same with all the factors. Whereas both supervisors and non supervisors are equally satisfied with Training programs satisfaction level with training and development curriculum is not same in both the groups.

K. Bhuvaneshwari, 2015

The following research paper was released in the year 2015 by K. BHUVANESHWARI. This research paper tries to investigate how Effectiveness of Training and Development in Reliance Communication Limited, Chennai. Training is a collection of actions, which enables the organization to achieve its goals. Effective training is an investment in the human resource of an organization, with both immediate and long-range returns the study emphasizes the importance of training. Training should always be utilized knowledge dissemination and development.

Maheshwari, 2017

The paper study on Training and Development on Reliance Jio. Training is also necessary for the individual development and progress of the employee, which motivates him to work for a certain organization apart from just money. The study suggests that Organization should pay much attention to the training of Employees based on specific departments to enrich their skills and to achieve organizational goals. Company should give appraisals and motivate employees for achieving individual targets. The organization must follow an effective training process.

3. OBJECTIVES

To study the training and development process conducted in Reliance Industry.

To identify the factors which determine training and development in Reliance Industry.

4. RESEARCH METHODOLOGY

The research entitled "EMPLOYEES TRAINING AND DEVELOPMENT IN RELIANCE INDUSTRY" is to analysis the employees training and development. The study is conducted on Reliance Industry to find how employees training and development is been done. The factors which determine training and development is important for the organization. Research design is the

framework of methods and techniques chosen by the researcher to various components of research in a reasonably logical Manner is that the research problem is efficiently handled. We had use secondary data collection method.

5. DISCUSSION

Findings from our data are, to some extent, consistent with the literature reviewed earlier in that they confirm training and development are perceived as different. However participants also argued that some activities were not easily distinguished, for instance when training encompasses a long-term developmental element, or conversely where activities seen typically as development, are structured and training like in format. Different foci for training and development appeared to guide managers' decision making. Where an employee needed job specific skills, or was under-performing in their current job, training was preferred. Where employees were ready to move beyond the current role, or where there was a need to enhance interpersonal skills, development activities, such as secondments or coaching, were favoured.

Managers with responsibility for training and development decisions perceived training and development as interlinked, training being one of the mechanisms that could lead to and support development. Participants highlighted how specific training was perceived to be more effective when undertaken in conjunction with individual coaching that supported the transfer of learning back into the work place. This we interpreted as a dominant theme in the analysis that 'training feeds into development. From the managers' perspective, employees' motivation to develop and their willingness to stretch themselves beyond what they were currently doing and to move out of their comfort zone, were important pre-requisites for success of development activities. In contrast to training, where the impetus came from the organization, managers considered the impetus for development should come from the individual. Within this, they recognized that learning was likely to occur at least in part through interaction with and support from others

6. CONCLUSION

Satisfaction level of employees in Reliance industries Ltd is not same with all the factors .Whereas both supervisors and non supervisors are equally satisfied with Training programs satisfaction level with training and development curriculum is not same in both the groups .Satisfaction with training and development curriculum has been studied on the relevance of curriculum in acquisition of knowledge needed, increasing creativity and innovation and solve conceptual and practical problems. As data shows lesser satisfaction level in comparison to supervisors in non supervisors means either the work they are doing is routine and have no innovation to do or training is not that applicable to solve in both conceptual and practical problems and not providing the knowledge needed as compared to the supervisors. Similarly satisfaction level with trainer in non supervisors is less then supervisors. Trainer has been identified on their presentation skills, encouragement provided, use of training aid, encourage employees in identifying and work on their weakness. Organization should work on these areas to for non supervisors. Satisfaction with adaptation of training to work has been identified in the study by management support in transfer of learning, and environment that has supported to apply training in work

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