

**A Study on Impact of Training Programmes on in Western U.P. Sugar Mills**

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**Abstract:-**

Developing manpower resources is the base for the development of any organization and training is the base for the development of manpower resources, so we can say that training is the basic need for the development of any organization. The study has been focused on sugar industry in western Uttar Pradesh. Training helps to develop skills and update knowledge. Training is not desirable activity it is essential to maintain and update the knowledge of workforce. There are three things about knowledge, first to possess, second to put it to effective use and third to upgrade and to maintain knowledge. Training gives awareness of the rules and regulation it also guides for behaviour because it is helpful to know facts, rules and procedures related to the employee job. Training is a motivator for workers because it leads to job satisfaction and higher morale of the employees. As 68.33%, pan attendants are showing poor and average percentage and 31.66 % pan attendants are showing above poor and average satisfaction and after training these percentage shows 61.66 % and 38.33 % for poor and above poor and average respectively. In the case of assistant pan man six sugar factories of western utter Pradesh as Titavi, Thanabhawan, Bhaisana, Daurala, Kinoni, Malakpur. Training is helpful for both the workers as well as the sugar factory because training helps the employees in increasing performance level and working skills. Increased performance and working skills leads to increase quality and quantity of output. Increased quality and quantity results increases morale, less supervisory pressures, which makes promotion easy and better sugar mill climate. Better factory climate and well skilled employee results higher productivity. After training, an employee makes able himself to adopt the technological changes. After adopting technological changes industrial accidents rate decrease automatically and it reduces wastage in materials, damage to machinery and equipment. Training moulds, the employee's attitude, which leads mutual co-operation among employee,'s and better co-operation with the factory. This study is an attempt to understand the impact of training on worker's behaviour before the training and after training with the effect on sugar factories also.

**Keywords:** Motivator, Working skills, Regulation, Manpower

**Introduction:-** Training can play an important role in realizing the individual talents and potential. The management can take decisions pertaining to retention of employee, placement job rotation development, etc. by using the results of training. This clearly means that training is in important tool in developing the inherent potential of the employee and enables him to perform the job or task in a better way. Therefore, we can say that training is not a desirable activity, it is essential to develop the skills and update knowledge 43.33 % pan attendants show of understudy factories that training increases professional knowledge and skill.

Training is a base for workforce because it is a process of learning. Training improves the performance and behaviour of the workers. It also helps to achieve their objectives. Trained employee gets higher morale with the increased quality and quantity of the output because a trained employee makes better economic use of materials due to reduction in wastage and spoilage. As in sugar preparation method the at 'A' stage 5 % sugar is prepared of total sugarcane the remaining substance may be wastage if there is not 'B' and 'C' stage of sugar preparation where 2.5 % and 2.5 % or 2 % sugar is prepared and after that final molasses is achieved. On other hand, training is useful for management also because it equip the management to face the presence of changing environment. In a training programme, the employees should manage both types of training programmes which influences the direct and indirect cost because these cost play an important role in turn over which indirectly or directly increases overall profit.

Table showing the satisfaction rate of human resource participants (A) pan attendants, (B) Assistant pan man, (C) pan man, (D) pan in charges of six sugar industries of western Utter Pradesh.

<b>Employee</b>	<b>Poor and Average Satisfaction</b>	<b>Above Poor and Average Satisfaction</b>
A	56.66 %	43.33 %
B	41.66 %	58.32 %
C	34.99 %	64.99 %
D	20.83 %	78.66 %

The above extract has been extracted based on collected data understudy sugar factories as Titavi, Thanabhawan, Daurala, Bhaisana, Malakpur, Kinoni. If we analyze the data we find that there is a difference in satisfaction before training and after training because a participant is a new worker of production department who is semiskilled, showing 56.66 % poor and average satisfaction 43.33 % participants are showing above poor and average satisfaction but after a training programme when a gets promotion of B level (assistant pan man) acquiring more knowledge, professional skills the poor and average percentage comes below, and above poor and average percentage increases automatically respectively 41.66 % and 58.32 %. The same trend can be seen in the case of 'C' level (pan man) the poor and average percentage decreased and above poor and average percentage increases automatically after getting promotion and attending training programmes. In this case the percentage is respectively 34.99 % and 64.99 % on 'D' level participants pan in charges a well skilled employee of production department are showing the lower percentage for poor and average satisfaction in other hand these participants are showing the highest percentage above poor and average satisfaction.

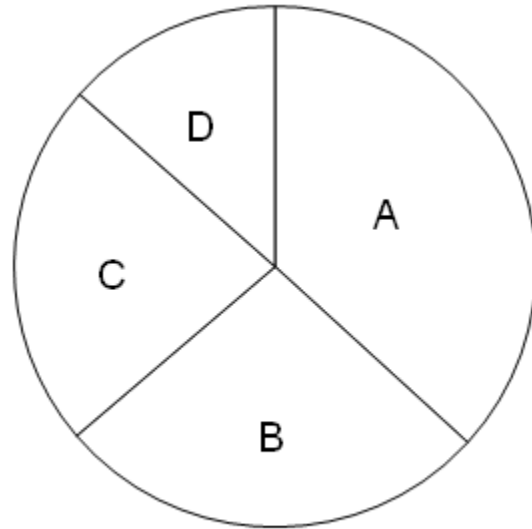


Figure 1: Pie Chart for Poor & Average Satisfaction

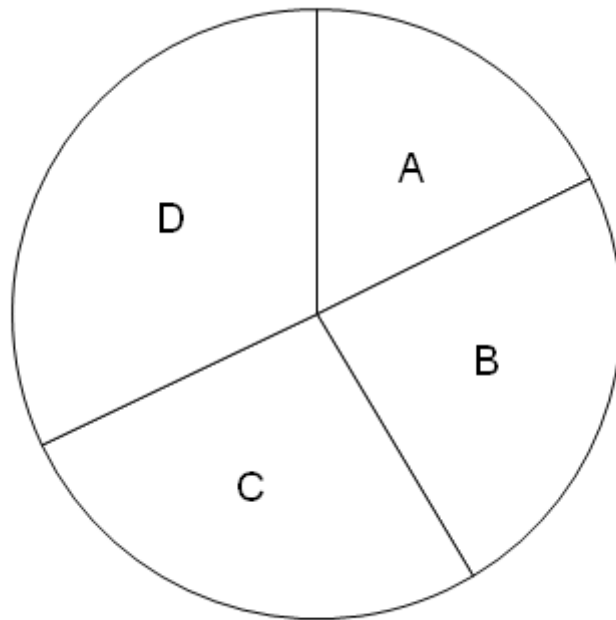


Figure 2: Pie Chart for Above Poor & Average Satisfaction

**Conclusion:** From the foregoing analysis, it is brought to lime light that training is a path that leads towards increasing productivity, satisfaction, turnover and workforce employee’s identification. The training programmes should be organized by the management to increase employee’s ability. These programmes should be according to the need of employees. The study found that training attempts to increase employee satisfaction, which increases turnover of the factory.

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