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COUNSELING IN AUTOMOBILE INDUSTRY

Dr. Arunkumar B.
Department of Management Studies ,
Gulbarga University , Kalaburagi ,
Karnataka.

ABSTRACT:

In Automobile Industries, the advising is fundamentally given for aiding and supporting the representatives, who have been accounted for reasons, for example, conduct changes, poor demeanor, absence of enthusiasm for work, high non-appearance, liquor abuse, work miss, expanded mischances and diminished generation. The guiding is given by the individual Section Heads, IR Coordinators to the particular representatives who hint at the unfortunate behavior. As per the investigation, assembling and car enterprises confront significant issues in the midst of their workers, which emerges because of different reasons and directly affect the profitability, which is considered as a misfortune to both association and person. Considering the influencing variable of the above said reasons, directing is thought to be an indispensable system that must be given weight age and contemplated. Elucidating research configuration has been received in this investigation. An aggregate of 200 NEX workers from different car businesses were chosen for the examination in



Chennai City. The outcomes additionally demonstrated that the inspirational states of mind of the representatives showed that they esteemed the administrations of the advising programs. This is likewise characteristic that the representatives were available to the directing administrations being advertised. The four elements distinguished was Counseling Intention, Counselor Potential, Attitude of the Employee and Expected outcome out of advising. Vehicle Industries can consider presenting Problem-centered model of directing in their association. This model sees the advisor's part as helping people to work with the prompt issues they bring. Guiding of workers can have alluring results for the association. It enables the association when the representatives to realize that the association nurtures them, and construct a feeling of responsibility with it.

KEYWORDS: Counseling, Automobile Industry.

INTRODUCTION:

The most recent pattern making up for lost time in the corporate HR over the world is 'Worker Counseling at Workplace'. In the realm of consistently expanding multifaceted nature and the worry in the lives, particularly the work environments of the representatives, worker guiding has developed as the most recent HR instrument to draw in and hold its best workers and furthermore to build the nature of the workforce. In the present quick paced corporate world, there is basically no association free of pressure or peaceful representatives. The representatives can be pushed, discouraged, experiencing excessively tension emerging out of different working environment related issues like overseeing due dates, meeting targets, absence of time to satisfy individual and family responsibilities, or deprived and aggravated because of some individual issue and so forth. Associations have understood the significance of having a calm yet propelled and competent workforce. Subsequently, numerous organizations have incorporated the guiding administrations in their associations and making it a piece of their way of life. Associations are putting forth the administration of representative advising to its workers.

CONCEPT OF EMPLOYEE COUNSELING

Directing is a procedure through which one individual helps another by deliberate discussion in an understanding air. It looks to set up a helping relationship in which the one advised can express their contemplations and emotions so as to elucidate their own particular circumstance, grapple with some new experience, see their trouble all the more impartially, thus confront their concern with less nervousness and strain. Its essential reason for existing is to help the person to settle on their own choice from among the decisions accessible to them. (English Association for Counseling, Rugby 1989) Employee advising is an administration offered by organizations to their representatives. Associations that administer to their representatives are seen as more important and intentional. Each association has financial and social objectives.

REVIEW OF LITERATURE

The examinations on representative guiding directed by various scientists have been recognized the worker advising gives assistance and support to the workers to face and sail through the troublesome circumstances throughout everyday life. Just in the ongoing years have a few examinations began increasing appropriate consideration from the academicians and honing supervisors. In the present investigation, a short audit of the examinations on representative guiding project has been given underneath:

1. Dwindle C. Cairo, (1983) in Counseling In Industry: A Selected Review of The Literature, surveys the writing on directing in business and industry. It outlines what is thought around (a) the degree to which individual and profession directing administrations exist inside industry and (b) the viability of different advising programs in managing particular worker issues or concerns. The survey is isolated into three noteworthy areas. The main depicts different projects and research including directing for individual issues. This is trailed by a rundown of endeavors by industry to give different types of profession advising and direction.
2. Upton, Dave, (1997) in Developing Employee Counseling concentrated on the advising administration gave by a noteworthy national N-1 association. The primary point was ID of administrative instruments that may be initiated to encourage the improvement of work environment counsellorship contained three fundamental investigations which used both quantitative and subjective strategies. Over a time of eight months, comparing quantitative information were gathered after each new directing session from six hundred and ninety-four customers and forty-six advisors.
3. An ongoing report done in India – the investigation was done in an assembling organization in Mumbai (2002). This examination went for exploring the (felt) requirement for worker advising in the association. The example being one hundred and ten (110) representatives which is 20 % of the worker quality – five hundred and fifty three (553) of the corporate office of the organization. The exploration comes about demonstrate that greater part of the example under investigation reacted emphatically to the speculation i.e. a requirement for Employee Counseling was felt and that it would profit the association. Be that as it may, the mindfulness about the idea of directing and worker advising, especially so was observed to be particularly low.

4. Lawrence H. Gerstein and Gregory A. Bayer (2005) in Counseling brain research and worker help programs: Previous hindrances and potential commitments, talks about different reasons why directing clinicians have not turned out to be required with EAPs. It likewise shows some ways that directing analysts may add to these projects and it features the likenesses in the rationalities and the exercises of EAP and advising brain research professionals and researchers. Moreover, a few proposals for how to plan directing therapists for entrance into the EAP calling are advertised. At long last, a short research plan intended to direct advising analysts who are occupied with the investigation of EAP related factors is exhibited.

5. McConnell, Charles R. (2006), in Effective Employee Counseling for the First-line Health Care Manager, Emphasis Counseling is a critical supervisory aptitude connected for various purposes. Despite the fact that the requirement for advising is as consistent as any need confronting the chief, various usually experienced obstructions frequently counteract compelling directing. In many cases, directing is a fundamental advance going before disciplinary activity, and it is dependably an imperative advance in enhancing worker execution. In spite of the fact that the supervisor may not go to the activity with mastery in advising, directing can by the by be learned through training and the scrupulous utilization of a couple of basic rules.

RATIONALE OF THE STUDY

Guiding is talk of a representative's concern that more often than not has an enthusiastic substance to it, keeping in mind the end goal to enable the worker to adapt to the circumstance better. Advising looks to enhance representative's emotional well-being. Individuals feel great about themselves and about other individuals and can meet the requests of life when they are in great emotional well-being. In Automotive Industry, the guiding is essentially given for aiding and supporting the representatives, who have been accounted for reasons, for example, social changes, poor demeanor, absence of enthusiasm for work, high non-appearance, liquor addiction, work miss, expanded mischances and decreased creation. The directing is given by the individual Line incharge, Section Heads, IR Coordinators to the particular representatives who hint at the unfortunate behavior. As indicated by the investigation, assembling and vehicle businesses confront major issues in the midst of their representatives, which emerges because of different reasons and directly affect the profitability, which is considered as a misfortune to both association and person. Considering the influencing variable of the above said reasons, advising is thought to be a crucial method that must be given weight age and examined.

OBJECTIVES OF THE STUDY

1. To contemplate the advantages of worker guiding projects in Automotive Industry.
2. To break down receptiveness the representatives in Automotive Industry have towards to the directing administrations being advertised.
3. To think about the basic components of representative advising programs in Automotive Industry.
4. Propose some fitting procedures in outlining a fruitful worker advising programs for Automotive Industry workforce.

METHOD OF INVESTIGATION

Unmistakable research configuration has been embraced in this investigation. The reason for picking expressive plan is to accomplish new bits of knowledge into the marvel of Employee guiding, to define a total and exhaustive picture of advising which helps the prosperity of Automobile Industry representatives. Likelihood inspecting strategy was utilized as a part of the investigation. The testing unit utilized as a part of the examination incorporates the representatives of non official framework (NEX) in the shop floor of Assembly shop, Body shop, Transmission, Engine shop, Paint and Maintenance, Press shop offices. A sum of 200 NEX workers were chosen for the examination in Chennai City. The information have been examined utilizing "SPSS" Version 11.0. Factor investigation, Chi square test, Percentage examination and weighted normal have been done to discover the viability of the guiding project.

HYPOTHESIS

The theories might be expressed as:

1. There is no critical distinction in the advantages of guiding in various offices
2. There is no critical distinction in truancy in various offices
3. There is no noteworthy distinction in the advantages because of guiding in different age gatherings
4. There is no noteworthy distinction in the advantages because of guiding in laborers with various experience
5. There is no huge distinction in the advantages of directing with conjugal status

RESULTS & DISCUSSION

- As 77.22% of the subjects demonstrated an uplifting state of mind towards directing projects, unmistakably the outcomes were characteristic that the workers comprehended the significance of guiding and how it could have profited them as representatives in the association.
- The uplifting dispositions of the workers demonstrated that they esteemed the administrations of the guiding projects. This is likewise demonstrative that the representatives were available to the directing administrations being advertised.
- The accompanying were a few reasons given by the representatives as they communicated their worry in their vocation: ineptitude in completing their obligations, examination of profession move, issues with their prevalent, disappointment with their activity, and so forth.
- The characteristics of the advisor considered as essential by the representatives were in the accompanying request: persistence, encounter, dependability, mindful, physical engaging quality, trustworthiness, status and wellbeing.
- Out of different advantages out of guiding system, 32% of the worker felt that the advising project will prompt less truancy and be dependable to their work, 25% of the representative felt that the association issues will get settled and another 20% of the representative felt that the directing system prompted helpfulness among the companion assemble in their individual offices.
- From Factor Analysis it is surmised that the determinant of the connection network is 0.000527 which is more prominent than would normally be appropriate estimation of 0.0001, in this way multi collinearity isn't an issue for the information, that implies all inquiries relate genuinely well and none of the relationship coefficient are somewhat substantial. Subsequently there is no compelling reason to think about taking out any inquiries at this stage. What's more, the Eigen esteem related with each straight segment (factor) before extraction, after extraction and after revolution. Before extraction SPSS has distinguished 16 direct segments inside the informational collection. The Eigen esteem related with each factor speaks to difference clarified by the liner segment. For instance Eigen esteem as far as first segment is 30.217 it implies factor 1 clarifies 30.217 of aggregate fluctuation. Along these lines all the four variables set up together clarifies add up to fluctuation of 76.999%
- The four variables distinguished was Counseling Intention, Counselor Potential, Attitude of the Employee and Expected outcome out of guiding
- It was apparent that the representatives will value the administration for giving the advising administrations. Along these lines associations ought center around efficiency as well as to think about the significance of the representative welfare.
- Representatives who are fulfilled, spurred and content with their occupations are more profitable. Powerful guiding projects are in this manner valuable both to the associations and the workers.

ENDING REMARKS

Advising can go far in helping the representatives to have better control over their lives, take their choices shrewdly and better charge of their obligations; decrease the level of pressure and nervousness. Advising of representatives can have attractive results for the association. It enables the association when the workers to realize that the association tends to them, and assemble a feeling of duty with it. It can turn out to be of noteworthy help to change the conduct of the representatives and all the more so to re-implement the coveted conduct and enhance and increment the worker profitability. HR techniques must be casual and ought

to be planned with appropriate comprehension of their desires and special inclination that shows proactive procedure.

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