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A STUDY ON IMPACT OF TRAINING IN GULBARGA ELECTRICITY SUPPLY COMPANY LIMITED GULBARGA (GESCOM)

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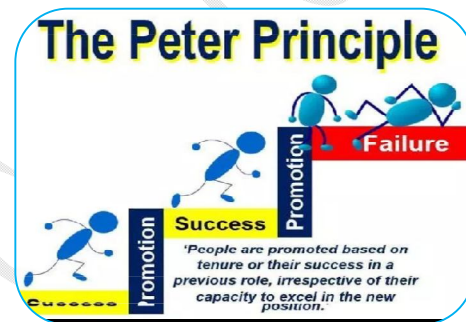
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ABSTRACT:

Peter's principle says "everybody will be promoted to their level of incompetence" so in order to sustain and progress in work one has to either have to gain experience or else get trained in to proceed in work. Hence the author throws light on the importance of training and how training helps the Gescom staff to work with efficiency

KEYWORDS: Peter's principle . importance of training , Gescom staff.



INTRODUCTION:

Training plays a very important role in an organization. For any kind of work from top to low profile job or any promotions of employees or any skill improvements or any new technology updates or achievement of organization goal and individual goal training assist a lot. Training is not a expenditure for a organization but it's a one time investment in which it returns a lot to the organizations.

OBJECTIVES:

1. To study the impact of training.
2. To know how training helps Gescom employees in their performance.

RESEARCH METHODOLOGY:

The present empirical study is conducted at Gescom Gulbarga with a sample of 50 employees. To collect primary data questionnaire method was conducted and average percentage method has been implemented.

SUMMARY OF STUDY:

FINDINGS:

1. Majority i.e. 60 % of the respondents are female.
2. Majority 63% of them are degree qualified and 205 of them are Post graduate who have joined Gescom.
3. Majority i.e. 65% of them are married.
4. 40% of them fall in the age group of 20-30 years and

32% of them fall in the age group of 31-60 years.

5. 80% of them opine that training is very essential for career and development
6. 88% of the staff have undergone training and 52% of them attended workshops and got trained
7. All the staff i.e. 100% of them would like to attend training program and out of which 36% of them feel that they are getting new ideas and innovation in performing job, so they would like to attend training program and 24% of them would like to attend training for career development and 24% of them get efficiency in work by attending training.

8. Majority i.e. 68% of them agree that frequent training programs are organized and out of which 24% agree that they have one month and above training program.
9. 76% of them agree that training program is absolutely necessary for their jobs.
10. All the respondents i.e. 100% of them said three training programs are conducted in a year.
11. Majority i.e. 80% of them believed that training sessions helped them in improving their efficiency and out of which 32% say training sessions helped them in improvement in their performance and 24% of them said it helped in training innovation and creativity in their job.
12. Majority i.e. 56% of them attended two training sessions
13. 76% of them agree that workshop methods are used for training them.
14. Majority i.e. 60% of them are satisfied with the information provided by the trainer during the training sessions.
15. 80% of them think training and development increases their efficiency.
16. 62% of them are of opinion that their training programmes conducted are focusing more on theoretical.

SUGGESTIONS:

1. 40% of the staff fall in the age group of 20-30 and not exactly well settled in the lives hence they may not take training seriously.
2. Most of them i.e. 60% of them are degree holders and only 20% of them are pg holders, so it will have impact on how do they take job and training seriously or in right sense.
3. 60% of the staff are females, so females take training with due interest and most of the females are more dedicated towards their jobs.
4. 62% of them are married and married persons will be taking life more serious , so do they take training also more important
5. 76% of them agreed that workshop method of training is used, so the Gescom has to come up with more methods of training to be introduced on job.
6. 62% of them complain that training programs conducted focusing more on theoretical aspects but the employees want more of practical aspects in their training program.
7. Few of them expressed that training should help in improving their knowledge and should include latest technology.
8. Inform everyone before training and ask employees what they want and make training flexible.
9. Training to be given to new employees, short term training to be introduced, skill improvement training to be given and yearly twice training to be conducted.

CONCLUSION:

Whether a person is highly qualified or of any age group either married or unmarried one should have dedication towards their job and if they have dedication then they take in a right sense.

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