TRAINING PROGRAMMES FOR WORKERS AND THEIR ROLE IN THE DEVELOPMENT OF FOUNDRY

Mrs. Vidya S. Swami *
Dr. A.M.Gurav **

Abstract :

India is known as one of the famous foundry hubs in the world, which has many foundry clusters in it. These foundries have a major contribution to the manufacturing sector as this is the feeder industry for Automobile, Oil engines, construction, and many more. Foundry is a worker-centric industry because workers are important and considerable stakeholders of this industry. It is a major labour-intensive industry. The output of this industry majorly depends on the performance of the workers in the industry. But most of the time it has been seen that these workforces are unskilled or semi skilled therefore a lot of negative deviations are seen in the output and performance of the foundry industry. Recently the foundry clusters are facing a lot of problems and there is a strong requirement to develop these units. So we can also say that sustainability of the foundry industry is a need of an hour. Even the existing foundries are losing a lot of customers due to high rejections and delayed delivery time, to solve these problems there should be proper action is need to take by training the workers for reducing the problems of the foundry. Through this paper, the researcher wants to know the current training status in sample foundries and the researcher also feels that training is one of the best tools to make foundry as a sustainable industry.

Keywords: Foundry, Development, Training, Feeder Industry, High Rejections, Delayed Delivery Time, Labour Intensive.

Introduction-

Foundry is one of the major feeder industries for other manufacturing industries. It is a major labor-intensive industry. The output of this industry majorly depends on the performance of the workers in the industry. But most of the time it is been seen that these workforces are unskilled or semiskilled therefore a lot of negative deviations are seen in the performance of the foundry industry. Recently the foundry clusters are facing a lot of problems therefore the sustainability of the foundry industry is a need of an hour. Sustainable business is a business that goes long run by considering its profit, sharing of knowledge, society, and environment. The major problems in foundry industries are low quality, obsolete technology, less productivity, poor fund management, miss managed credit system, and unskilled employees. Time is one of

* *Assistant Professor, Annapoorna Institute of Management Research,, Sankeshwar. Tal: Hukkeri, Dist: Belgaum. Email: vidyaswami7@gmail.com Contact No: 07204710550/ 7019152915*

** *Associate Professor Dept. of Commerce, Shivaji University, Kolhapur Email:annasahebg@yahoo.co.in Contact No:9850012545*

the integral factors where the international parties think to give us orders as we could not keep our commitments to make the delivery in time. We also have lack highly skilled technical personnel.

The researcher feels that training is one of the important tools to improve the problems of the foundry, therefore the researcher has surveyed to know the training status in the foundry industry. Training plays a very important role in every organization. It will make an individual to learn and understand many thinks and to improve in his/her career. Most of the employers will keep training as optional because they feel it is an expense to the organization or even they feel it is a time-consuming process. Many employers even express this, that many workers take training from their organization, get expert and switch to some other organization where this will create a lot of problem to the owner because he has invested a lot of money and time, in that training modules, top of that they have to fill that vacancy by recruiting one more worker and even need to train him again. So training will be not really seen as an important tool by many employers. Especially in small foundries many employers do not know the importance of training programs and therefore they never conduct training programs. It is been also observed by the researcher that many small foundries feel that there is no necessary of training because when the new worker will join the organization he/she will observe the existing workers and learn the job, but this may lead into different problems like high rejection rates, more damaged product, lack of productivity, lack of efficiency, waste of time and resources and many more. Therefore there is a need for a training program in the foundry.

Objectives of the study:

- To know the importance of training in any industry.
- To know the training program status in foundry industries
- To suggest a training program for sustainable growth of the foundry industry.

Research Hypothesis:

H0: Training programs are independent of the sustainable growth of the foundry industry.

Research Methodology:

Sr. No.	Research Design	Description
1	Research Type	Exploratory Research
2	Source of data collection	Primary and Secondary data
3	Research Approach	Survey Study Method
4	Research Instrument	Structured Questionnaire
5	Sampling units	Foundry Units of Gokul Shirgaon, Shiroli, Kagal and Kolhapur
6	Sample size	399 respondents
7	Sampling Procedure	Simple Random Sampling
8	Area of study	Kolhapur district
9	Data Analysis tools	Classification, tabulation, percentage, diagrams, charts, and graphs, etc

Sample Design:

In this research, the researcher wants to study different foundry units of Kolhapur and wants to understand the training program status in sample foundry and how this training program will help to develop a sustainable foundry. For the detailed study, the researcher met workers

of the foundry industry to collect their views and to make rational suggestions. **Workers of the Foundry Industry in Kolhapur district are the respondents for the study.** The researcher has selected 399 respondents from sample foundry units for the data collection. To select the respondents from each foundry unit, a convenient sampling method is used. The structured questionnaire was prepared to collect the data from workers of the foundry. It includes 28 questions with 45 different variables. With the due consideration of language constrain of the worker, the questionnaire is translated in the Marathi language

Geographical Design:

In this research, the researcher has extensively studied different foundry units of Kolhapur district, especially Foundry Units of Gokul Shirgaon, Shiroli, Kagal, and Kolhapur city and understood their training practices by conducting a survey which almost covered the foundry units of selected geographical area. The researcher has used a convenient sampling method to collect the respondents from foundry units. The sample size proportionally allocated as per the number of foundry units.

Analysis:

Table No. 1: Age of Worker

Sr. No.	Particulars	Frequency	Percentage
1	Up to 30	46	12
2	31-40	179	45
3	41-50	145	36
4	51-60	29	7
5	61-70	0	0
6	**Total**	399	**100**

Source: Field survey

Table No. 1 reveals that, the age group of respondents i.e. workers. This variable is selected to know the age of respondents and how it has a relationship with other factors of industry like productivity and efficiency of an individual. It is interpreted that (45%) respondents of age category 31 to 40 years are working in this industry. This analysis shows that there are maximum workers of middle age. The people with middle age category i.e. 31 to 40 years are physically fit and they are ready to do hard work, therefore we can find many workers of this age category in the foundry, but the researcher feels that there should be proper replacement of new workers should happen because after 10 to 20 years this age category (31-40 years) will be more aged and they will be unable to put their best in that age stage. (12%) workers cannot replace the middle age category (45%) workers. There are considerable (36%) respondents are of age category of 41 to 50 years, this age group can be an asset to the foundry, experience-wise but they can't give their highest productivity due to their age limitations, no doubt they will be experienced and they can solve many problems easily but they could not put their efforts in production and other activity.

Table No: 2 Gender of Worker

Sr. No.	Particulars	Frequency	Percentage
1	Male	388	97
2	Female	11	3
3	**Total**	399	100

Source: Field survey

Table No. 2 speaks about the gender-wise distribution of foundry workers. This variable is selected to know the gender-wise view and role of male and female workers in the foundry. It reveals that there are 97% of male workers are working in the foundry industry. India is male dominant society, where the male and female have their defined duties like the male is to work out and the female has to take care of the house because males are strong and females are weak by their physiological structure. This is one of the reasons that we can find very few (3%) females are working in foundry because foundry is basically a heavy working area and even it is very risky as they have to work with molten metal with temperature more than 1000^0C.

Table No.:3 Frequency of training arranged

Sr. No.	Particulars	Frequency	Percentage
1	Once in month	20	5
2	Once quarter	45	11
3	Once in six month	28	7
4	Once in a year	17	4
5	The only worker joins the organization	97	24
6	No training	192	48
7	**Total**	**399**	**100**

Source: Field Survey

The variable used in the above analysis is the frequency of training. It is interpreted that six percent of respondents said that training is arranged once in a month, Twenty four percent of respondents said that training is arranged the only worker joins the organization because the worker will be new to the organization. But, seriously, forty-eight percent of respondents said that there is no training is arranged in their organization. Many small foundries never provide any training to their workers. There are medium scale organizations that provide training to their workers but the frequency of conducting training is also very less. But there are the foundries who have understood the importance of training and it is been conducted regularly according to their schedule and they have also got the result of it, in the form of an increase in productivity and efficiency of an organization.(Table No. 3)

Table No.:4.1Training Related to - Technical/Knowledge skills

Sr. No.	Particulars	Frequency	Percentage
1	Never provided	153	38
2	Very rare	119	30
3	Sometimes	74	19
4	Provided	39	10
5	Mostly provided	14	3
6	**Total**	**399**	**100**

Source: Field Survey

The variable used in the above analysis is training on technical skills. Technical knowledge is very important in any of the workplaces, it will help an individual to solve and handle the things very correctly. It is interpreted that thirty-eight percent of respondents said that the company never provided training related to technical skills. Thirty percent of respondents said that the company very rarely provided training related to technical skills which are a very serious issue. Nineteen percent of respondents said that

the company sometime provides training related to technical skills which are considerable and need an hour. Only ten percent of respondents said that the company provides training related to technical skills and three percent of respondents said that the company mostly provides training related to technical skills. (Table No. 4.1)

Table No.:4.2 Training Related to – Safety

Sr. No.	Particulars	Frequency	Percentage
1	Never provided	154	39
2	Very rare	131	33
3	Sometimes	68	17
4	Provided	30	8
5	Mostly provided	16	3
6	**Total**	**399**	**100**

Source: Field Survey

Training related to safety is the variable used in the data analysis. It is observed that thirty-nine percent of respondents said that the company never provided training related to safety which is a very serious issue. Thirty-three of respondents said that the company very rare provided training related to safety, seventeen percent of respondents said that the company sometime provides training related to safety, eight percent of respondents said that the company provides training related to safety, three percent of respondents said that the company mostly provides training related to safety, and during the study, it is observed these foundries have less frequency of work floor accidents.

Table No.:4.3 Training Related to – Productivity Enhancement

Sr. No.	Particulars	Frequency	Percentage
1	Never provided	190	48
2	Very rare	116	29
3	Sometimes	68	17
4	Provided	25	6
5	Mostly provided	0	0
6	**Total**	**399**	**100**

Source: Field Survey

The variable used in the above analysis is productivity. The variable speaks about whether the company provides any training related to productivity enhancement.It is interpreted that forty-eight percent of respondents said that the company never provided training related to productivity enhancement. Therefore the researcher has observed such foundries have less capacity utilization and their productivity is very less. Twenty-nine percent of respondents said that the company very rarely provided training related to productivity enhancement because they do not know the importance of it. Seventeen percent of respondents said that the company sometime provides training related to productivity enhancement. Only six percent of respondents said that the company provides training related to productivity enhancement. But these kinds of companies are very less. (Table No. 4.3)

Table No.:4.4 Training Related to – Career planning/personal growth

Sr. No.	Particulars	Frequency	Percentage
1	Never provided	223	56
2	Very rare	145	36
3	Sometimes	19	5
4	Provided	12	3
5	Mostly provided	0	0.0
6	**Total**	**399**	**100**

Source: Field Survey

In the above table, career planning is taken as a variable for data analysis.Growth in career and personal development is human psychology. It is observed that fifty-six percent of respondents said that the company never provided training related to Career planning/personal growth therefore these workers never think of their career and its growth. Thirty-six percent of respondents said that the company very rarely provided training related to Career planning/personal growth.(Table No. 4.4)

Table No.:4.5 Training Related to – Worker's Motivation

Sr. No.	Particulars	Frequency	Percentage
1	Never provided	320	80
2	Very rare	42	11
3	Sometimes	20	5
4	Provided	17	4
5	Mostly provided	3	0.8
6	**Total**	**399**	**100**

Source: Field Survey

The variable used in the above analysis is motivation. The variable will help the researcher to understand whether the company is providing any training related to worker's motivation because motivation has a direct connection with the productivity of organizationIt is depicted that that seventy-nine percent of respondents said that the company never provided training related to worker's motivation because many foundries feel motivating the employees is not so important, but motivating workers is very important because motivated workers will always have high productivity and high job involvement. Eleven percent of respondents said that the company very rarely provided training related to the worker's motivation. (Table No. 4.5)

Hypothesis testing:

H0: Training programs are independent of the sustainable growth of the foundry industry.

H1: Training programs are independent of the sustainable growth of the foundry industry.

To test this hypothesis the researcher has selected all the responses related to variable training and correlated with the growth of foundry. The researcher has received the following results after computing the variables.

Table No. 4.6: Correlation between Training Program and the growth of the foundry

Correlations

		Training	Sustainable growth of the foundry
Training	Pearson Correlation	1	.578**
	Sig. (2-tailed)		.000
	N	59	59
Sustainable growth of the foundry	Pearson Correlation	.578**	1
	Sig. (2-tailed)	.000	
	N	59	59

** Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS output

The above table reveals Pearson's correlation 0.578 that there is a positive relationship between training programs and the growth of foundry.

The above table shows that there is a significant relationship between the training programs and growth of foundry, with P-value 0.000 < 0.05. Therefore the null hypothesis has been rejected i.e. H0: There is no positive relationship between training programs and growth of foundry. Finally, the research has accepted and proved the

alternative hypothesis i.eH1: Training programs are independent with the sustainable growth of the foundry industry. Therefore the researcher suggested that provide necessary training to improve employee productivity.

Suggestions:

1) It is suggested to provide technical training to the workers. The workers should be categorized according to their basic education and provide them specific technical training according to the job assigned. Make them understand how and why things fail or why rejection happens and try to teach them possible reasons and teach them how to overcome problems related to technical glitches. The researchers also suggest that this program can be done in association with foundry cluster and universities or technical education institutions. (Table No. 4.1)

2) The researcher suggests providing safety training to workers to reduce accidents. To create awareness creation of the YouTube channel of the company and uploading videos about all the dimensions of safety-related information effectively can help. A track of record can be easily maintained by YouTube analytics. Through video, an emotional appeal can be made which may result in a better way. Online pools and simple quiz, Good morning messages with safety tips can also help (Table No. 4.2)

3) The researcher suggests that Foundries should provide training related to productivity enhancement. Make them aware of how the increase in productivity will increase the growth of an organization and how the growth of an organization leads to an increase in the growth of an individual. Give tips to increase productivity, Factor which are important to increase productivity. Along with this the researcher also recommends giving the list of Do's and Don'ts related to productivity. Special productivity awards for employees contributing effectively in productivity can help a lot. (Table No. 4.3)

4) Conduct different career guidance and personal growth activities, Create awareness related to personal growth, keep them always motivated so they can aspire for personal growth. The HR department should help the employee to create a career plan and advise them to work on succession planning which may increase the factor of integrity. Appointing an MSW as a counselor to conduct counseling sessions, deputing employees for career planning workshops will help a lot. (Table No. 4.4)

5) The researcher suggests appreciating the good work in front of all if any worker has done any extraordinary work reward him by giving a small gift. Start some initiatives where workers will feel special. The researcher also suggests giving monitory and non-monitory awards at cluster level around five to ten different awards will generate healthy competition among workers along with keeping them motivated (Table No. 4.5)

CONCLUSIONS:

Indian foundry is a feeder industry for major industries like the Automobile sector, civil, etc. But the foundry is suffering from lack of productivity and the

researcher strongly recommends that if we want to make the sustainable development of foundry then providing training is very important. The researcher feels that proper training to the workers with the help of good management practices will result in less casting wastages, high productivity, good efficiency of foundries, fewer accidents, etc. Training can bring a lot of change in organizations and that change can be managed by the employer by implementing proper training modules. The researcher feels that if we want to make a sustainable development foundry industry then we need to implement management practices with the help best training modules, and those training should be implemented timely and repeatedly. So it is to be concluded that the present condition of foundries is not so good and the sustainable development of the foundry industry is the need of an hour, and that can be done with the help of effective implementation of training modules.

FEFERENCES:

A. Report

Cluster Profile Report Prepared by Small Industries Development Bank of India (SIDBI)

B. Books

Harold Koontz, Heinz Weihrich, Essentials of Management, McGraw-Hill, 8th edition 2010, pp 148-244

K. Aswathappa, G. Sudarsana Reddy, Management and Behavioral Process, Himalaya Publishing House, First Edition: 2009, P1-22

K. Aswathappa, G. Sudarsana Reddy, Management and Behavioral Process, Himalaya Publishing House, First Edition: 2009, P77-108

Philip Kotler, Kevin Lane Keller, Abraham Koshy, MithileshwarJha, Marketing Management, Pearson, 13th Edition 2009, pp 32-56

C. Websites:

http://www.foundryinfo-india.org/profile_of_indian.aspx accessed on 29th Jan 2017

http://www.foundryinfo-india.org/About_Us/profile_of_indian.aspxaccessed on 29th Jan 2017

http://www.msme.gov.in accessed on 1/01/2018

http://www.simplypsychology.org/observation.htmlaccessed on 1/1/2018

http://www.kolhapurfoundrycluster.org/about.php accessed on 1/1/2018

https://www.warc.com/Pages/Taxonomy/Results.aspxaccessed on 2/1/2018

http://www.oag.govt.nz/2012/financial-management/part2.htmaccessed on 1/1/2018

https://www.reliancemoney.co.in/safety-management-in-foundry\accessed on 28 Feb 2019

https://www.indianfoundry.org/cms-index.php?topsubmenu_id=Mw== accessed on 28 Feb 2019

https://www.reliancemoney.co.in/safety-management-in-foundry accessed on 27 Feb 2019

https://www.emeraldinsight.com/doi/abs/10.1108/eb015595?journalCode accessed on 27 Feb 2019