

**To whomsoever it may concern**

This is to certify that **Ms. V. Prathyusa (USN 1AZ16MBA73)**, Student of **MBA** from, **Acharya Institute Of Technology, Bangalore**, has successfully completed the internship project titled **“A STUDY ON EFFECTIVENESS OF TRAINING”**.

The period of the project starting from 15/01/2018 to 24/3/2018.

Her performance and conduct during the internship was excellent.

We wish all the very best in her career.

**Pankaj Kumar**



Branch Manager

Swastika Investmart Limited

Group : Member of NSE, BSE, MCX, NCDEX, MCX-SX & DP:CDSL & NSDL



# ACHARYA INSTITUTE OF TECHNOLOGY


(Affiliated to Visvesvaraya Technological University, Belagavi, Approved by AICTE, New Delhi and Accredited by NBA and NAAC)

Date: 15/05/2018

## CERTIFICATE

This is to certify that **Ms. V. Prathyusa** bearing USN 1AZ16MBA73 is a bonafide student of Master of Business Administration course of the Institute 2016-18 batch, affiliated to Visvesvaraya Technological University, Belgaum. Project report on “**A Study on Effectiveness of Training**” at **Swastika Investmart Ltd., Bangalore** is prepared by her under the guidance of **Prof. Kcerthi H K**, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belgaum, Karnataka.

  
\_\_\_\_\_  
Signature of Internal Guide

  
\_\_\_\_\_  
Signature of HOD  
Head of the Department  
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\_\_\_\_\_  
Signature of Principal

PRINCIPAL  
ACHARYA INSTITUTE OF TECHNOLOGY  
Soldevanahalli Bangalore-560 107

## DECLARATION

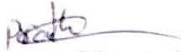
I, v.prathyusa hereby declare that the Internship report entitled Study on Effectiveness of training at swastika investmart ltd, prepared by me under the guidance of Prof. Keerthi H. K faculty, Department of MBA Acharya Institute of technology/ and external assistance by pankaj kumar, Manager at swastika investmart ltd.

I also declare that this Internship work is towards the partial fulfilment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum.

I have undergone a summer project for a period of Ten weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University / Institution.

Place: Bangalore

Date: 29.05.2018

  
Signature of the student

## ACKNOWLEDGEMENT

I deem it a privilege to thank our Principal, Dr. Sharanabasava Pilli, Dr. Mahesh, Dean Academics and our HOD Dr.Nijaguna for having given me the opportunity to do the project, which has been a very valuable learning experience.

I am truly grateful to my external guide pankaj kumar manager at swastika investmart Ltd., and my internal research Guide, Assistant..Prof. Keerthi h k, Faculty of for their research guidance, encouragement, and opportunities provided.

I wish to thank all the respondents from the firms who spent their valuable time in discussing with me and giving valuable data by filling up the questionnaire.

My sincere and heartfelt thanks to all my teachers at the Department of MBA, Acharya Institute of Technology for their valuable support and guidance.

Last, but not least, I want to express my deep appreciation to my parents for their unstinted support.

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## **Executive summary**

Training is intended to accomplish a specific reason and that reason ought to be clear. Employees will probably be inspired when they know where they're going and what they'll be doing. This gives them an unmistakable perspective without bounds and puts their eyes on the prize. It will enable them to ingest and apply the key takeaways from the training better.

Each business requires a training program to upgrade their representative information about organization's objectives and goals. Be that as it may, numerous organizations neglect these training programs because of which they need to confront challenges in accomplishing their objectives. To decrease such challenges, it is fitting to utilization of new advancements, for example, learning administration framework for training your representatives and prepping their aptitudes.

This undertaking, has been, done to, inspect the, ampleness of, training and to comprehend the fulfillment of workers as to training gave. Swastika Investmart Limited, organization individual from all the coordinator stock and article of exchange trades, is insofar as best an incentive for cash through adjusted administrations, focused on high standards of corporate administration, greatest levels of effortlessness, responsibility and uprightness in every one of its exercises

This examination is unmistakable kind of inquire about where data is accumulated through the help of overview where the response has been assembled from 100 respondents. The data accumulated is composed researched and interpreted.

The examination was driven in the midst of the section level position with as a HR Intern in the HR division. This errand will help in perceiving how proficient training is being given and how the representative's execution increments as to training.



# CHAPTER 1

## INTRODUCTION

### **1.INTRODUCTION :**

Training is stressed over giving making specific capacities for a particular reason. Training is the exhibition of growing the aptitudes of specialists for finishing a particular occupation. Training is the route toward taking in a gathering of modified direct. In earlier work on, training program focused more on game plan for improved execution particularly work. An expansive bit of the understudies used to be from operator levels like mechanics, machines directors and diverse sorts of capable authorities. Right when the issues of supervision extended, the movement were taken to plan executives for better supervision.

### **1.2.INDUSTRY PROFILE**

Budgetary Services industry is a term which is to allude the business which gives administrations to the monetary market. FSI is likewise the term used to characterize associations which manage the administration of cash. The FSI is to a great degree divided. The Industry creation is partitioned among couple of various organizations at the same time, in any case, no single firm is sufficiently tremendous to have the capacity to control the business' track or value level.

#### **Industry Composition:**

The monetary administrations industry is include scope of organizations giving administrations for the most part identified with protection, book keeping, saving money, financier, land, hazard examination, resource administration, and speculation.

#### **• Insurance firm:**

Protection firms either give protection themselves as protection transporter or offer the administrations of alternate as protection specialists.

- **Banks:**

Banks can be business or private on worldwide, national, provincial or group level, and offer the protection and loaning of cash as their past administration.

- **Brokerage firms:**

Business firms go about as middle people amongst purchasers and dealers for an assortment of Financial items, for example, securities ,values and other venture contributions.

- **Real Estate firms:**

Land firms give administrations, for example, purchasing, offering, creating, working, and overseeing land business. The piece of industry in which the firm is arranged is connected to money markets of the nation.

### **History of Indian Stock Exchange:**

The root Pre Liberation Indian sanctuaries exchange must be one of obsolete store argument in the entire of Asia It enthusiasms back to end of eighteenth century when the East India Company used to thorough their replacing of credit securities. In 1830s .bartering on corporate stocks & offers in Bank and Cotton squeezes which arisen Bombay . Regardless of fact that the replacing was extensive yet the congresses were not actually about 6 in the apex of 1840 & 1850.

An easygoing gathering of 22 brokers started switching under a banyan tree in front the town Hall of Bombay amid the mid of 1850s each contributing a liberal, measure of Rupee 1 .

This banyan tree still there in Horniman Circle Park Mumbai In 1860 the trade thrives with 60 wholesalers. Indeed the 'Offer Mania' in India started with American Civil War broke cotton stock from US to Europe blocked. Endorse legislatures were prolonged to 250 The relaxed assembly of stockbrokers sorted out themselves.

### **Post - independence To Present:**

Prior 1989 Government of India denoted to as BSE as main stock trade in the nation under the control of Securities Contracts (Regulation) Act

Most indispensable time frame in antique environment of BSE occurred after 1993. In significance of notable shock with show case taking care of including BSE part named Harshad Mehta BSE react to calls for variation with resolve. The foot dragging by BSE radicalized place of administration which certain about making National stock Exchange

NSE turnover surpass BSE BSE speedily mechanical, however it never set up with NSE spot publicize revenue. It calculated dissatisfaction at BSE emanated in associated two years N.S.E sets out on dispatch of value holdings exchanging B.S.E reacted by political effort, with a approachable S.E.B.I executive

B.S.E & Mehta prevalent with regards to conceding commencement of value assistants replacing by almost five years. Be that as it may, this switching, with transfer spot market touching clearing, came along in the year 2000 & 2001 aided by another actual shock at BSE counting scores about 100% piece of pie in outflow exploit of value subsidiary exchanging in this manner commit BSE into clearly second place

### **BOMBAY STOCK EXCHANGE (BSE):**

The Bombay Stock Exchange is antiquated trade of Asia It follows its history to 1865. Spot of these gatherings changed ordinarily as quantity of specialists constantly expanded. The gathering on 31 August 1967, BSE turn into main stock trade to be commonplace by the Indian Government under Securities contracts Regulation Act

Commonly an open objection floor exchange trade, Bombay Stock Exchange change to an electronic exchange framework in 1996 It took the trade just fifty days to make this change. This automated screen construct exchanging stage called BSE With respect to line exchanging had a limit of 8 million requests for every day. The BSE has additionally presented world's first national trade based web exchanging framework, to permit

financial specialists wherever on the planet to exchange In excess of 5000 organization are recorded on BSE making it the world's best trade as far as recorded individuals

On, 19 February 2013 BSE has go into Strategic Partnership with S&P DOW JONES INDICES and the SENSEX has been renamed as "S&P BSE SENSEX

### **NATIONAL STOCK EXCHANGE**

National Stock Exchange of India Ltd. (N.S.E) is a stock trade settled in financial wealth of Mumbai India. National Stock Exchange (N.S.E) was notable in mid - 1990's as a demutualized microelectronic, trade over. N.S.E gives a cutting edge, entirely mechanical screen - based substituting agenda, with extra than 2. Lakh exchange depots, from side to cross which investors in each function and twist of India fire exchange.

N.S.E has expected a hazardous part in alteration the Indian securities. showcase and in, bringing supreme truthfulness, great association and market admiration. The employment was worked in 1993. The Money market some portion of N.S.E initiate tasks in November 1995, while actions in the Offshoots splinter started in Despite the fact that various different trades survive, N.S.E & BSE are two maximum real trades in India, and between them are in regulator for by far record of proposal exchanges.

### **1.3. COMPANY PROFILE:**

Swastika Investmart Limited , organization separate from all the manager stock and item of conversation trades, is insofar as best an inducement for cash finished, adjusted administrations, focused on high values of corporate direction, most perilous levels of straight directness, charge & honesty in every one of this one exercises.

Swastika Investmart Ltd .(Before known as Swastika Fin - Lease Ltd.), a Public Ltd Company , was worked in 1992, with its Registered Office in Mumbai and Administrative office at Indore (M.P ) It was advance by Mr. Sunil Nyati obligate a place with the Swastika get - together of Rajasthan, involved in expands business since 1959, In the year 1995 the organization crooked out with a Public issue of 15 Lks value offers of Rs.10/ - each for hard money at regular , total Rs.150

Lks. The offers of institute are inspired near B.S.E and are one of only a one or two few recorded administrations, unapproachable in Stock broking & Capital Markets exercises. Since incorporation till 1998, the business was strongly associated with the minced of Hire Purchase and Lease Finance. It activated the stock broking business as sub-agent, in the year 1998 and in the get up of getting the involvement and with the positive discrimination of its contented clients; it took the Corporate Membership of N.S.E in 2000 & BSE in 2004.

Later, it got enlisted with CDSL in 2006, as Depository Participant too. In the year 2007 the organization has protected affiliation of two head Service Exchanges of India, NCDEX & MCX through its entirely influenced backup organization Swastika Commodity Pvt. Ltd. It has equally got the corporate relationship of Currency Results with N.S.E and MCX – SX in the year 2008, In 2009, organization has created the organizations of Assortment Management Services, in the wake of being register with the S.E.B.I for the same. In year 2010, succeeding to having in additional of 20,000 clients in CDSL & NSDL Depository included, the Firm Portfolio.

Organization has similarly taken Affiliation of U.S.E and I.C.E.X. In 2011 society has included Membership of N.C.D.E.X Spot Exchange. All over the years, Swastika has taken after a foreseeable development way and is reliable as one of the central broking places of the land with the help and sanction of its customers, financial authorities, workers & partners. Today the Swastika gathering is run by a group of more than 250 talented staff, individuals and has got all over throughout the nation arrange.

### **1.3.1.Promoters:**

<b>No.</b>	<b>Name of share holder</b>	<b>Number</b>	<b>As a percent of grand total (A)+(B)+(C)</b>	<b>Number</b>	<b>% total shares held</b>	<b>As a % of grand total (A)+(B)+(C)</b>
1 .	Sunil nyati	4,68,388	0	--	--	--
2 .	Anita Nyati	2,88,000	0	--	--	--
3 .	Devashish Nyati	2,77,000	0	--	--	--
4 .	Parth Nyati	2,97,000	0	--	--	--
5 .	Anil Kumar Nyati	1,64,400	0	--	--	--
6 .	Vandana Nyati	1,20,000	0	--	--	--
7 .	Vandit Nyati	90,600	0	--	--	--
8 .	Chand Mal Nyati	58,700	0	--	--	--
9 .	Satyanarayan Maheshwari	54,900	0	--	--	--
10 .	Sunil Nyati HUF	41,200	0	--	--	--
11 .	Satyanarayan Maheshwari HUF	35,100	0	---	--	--
12 .	Shilpa Maheshwari	25,900	0	--	--	--
13 .	Krishna Prabha Maheshwari	15,000	0	--	--	--

14 .	RAKESH MAHESHWARI	12,000	0	--	--	--
15 .	ANIL NYATI, HUF HUF	2,150	0	--	--	--
16 .	Manish, Maheshwari	7,00	0	--	--	--

### **ABOUT THE MANAGEMENT :**

Swastika is managed by a gathering of 200+ gifted and qualified capable over each one of the levels of organization. The association was progress by Mr. Sunil Nyati

### **KEY PERSONNEL**

Mr Sunil Nyati - Managing Director

Mr. Anil Nyati - Director

Mr. Vinod Gupta – Director

Mrs. Anita Nyati – Director

Mr. Vijay Kumar Chowdhary - Director – Marketing

Mr. Vinit Rathi - Vice President – Marketing

### **1.3.2. VISION**

"To give best an incentive to cash to customers through customized benefit, creative items, best exchanging and speculation systems and cutting edge advances. Swastika trust that administrations joined with our financial specialists' trust will prompt a prosperous Swastika family"

**Mission:**

To give best an incentive to cash to customers through customized benefit, imaginative items , best exchanging and venture procedures and cutting edge technologies. We at swastika trust that administrations joined with our financial specialists trust will prompt a prosperous swastika family .

**Organization submitted for:**

- Integrity and straight forwardness in all trade
- Providing hypothesis game plan in light of significant worth and unbiased research
- Providing customized administrations to all speculators and business partners
- Achieving accomplishment through customer's development.

**QUALITY POLICY**

- Honesty and straightforwardness in all exchanges,
- Providing venture arrangements in view of value and fair-minded research,
- Providing customized administrations to all financial specialists and business partners,
- Achieving accomplishment through customer's development.

**1.3.3. PRODUCTS / SERVICES PROFILE**

Products are offered by Swastika Investmart Ltd are as follows

- Equity
- Derivatives



- Commodities
- Currency
- Mutual fund
- Insurance

Services are offered by Swastika Investmart Ltd are as follows

- IPO services
- Depository service
- Investment advisory services

## **OFFERINGS OF COMPANY:**

**Offline trading:** A disconnected record is the long-established broking account, wherein you put orders with your merchant in addition by strolling to the workplace or via telephone. Since the merchant assumes a key part in this model.

**Online trading:** Web based exchanging offers the convenience to exchange from the solace of your habitation office. We supply exchanging programming, which can be downloaded by the customer on any framework. From side to side their client ID and code word, customers can begin exchanging on the web; we likewise give the office to exchange through our program based demand.

**Mobile trading:** A portable based demand which enables you to exchange from your cell phone anyplace, whenever. This allowed to download application will you to exchange in a hurry, check your portfolio and record points of interest, get live stream information of market refreshes, list refreshes, stock statements and considerably more.

**Research:** Swastika offers examine based administrations to its clients. Its exploration wing envelops unique organizations in various segments. This division offers finish investigate arrangement on Equities, subsidiary, belonging, money common reserve, and so forth.

### **1.3.4. AREAS OF OPERATION:**

- 1 . Andhra Pradesh
- 2 . Bihar
- 3 . Chhattisgarh
- 4 . Delhi
- 5 . Gujarat
- 6 . Haryana
- 7 . Jammu & Kashmir
- 8 . Karnataka
- 9 . Madhya Pradesh
- 10 . Maha rashtra .
- 11 . Orissa.
- 12 . Punjab
- 13 . Rajasthan
- 14 . Tamilanadu
- 15 . Telangana
- 16 . Uttar Pradesh
- 17 . Uttar khand
- 18 . West Bengal

### **1.3.5. INFRASTRUCTURE FACILITIES:**

Swastika Invetmart Ltd. Has good communications facilities towards the technical and elementary activities to customers and employees.

**□ Proper facilities for its employees:**

Employees have been provided with better seating facility for their work, along with the better desktop for trade.

**□ Good network:**

It's having its on server to store the data linked to their clients and also to have a better network facility.

**□ Excellent back office software:**

It is most required for a broking house to supply service efficiently; Swastika is well occupied by best back office software to comfort their employees and consumer.

**□ Client support through remote control:**

Clients are intimated at once about any negative or positive movements in their trade, by instant messages and calling the client.

**□ Other facilities:**

1. Online trading account for investing in Equities and Derivatives .
2. Instant cash transfer facility next to purchase and sale of shares .
3. Instant order and trade confirmation by e- mail and SMS
4. Single screen interface for cash and derivatives .
5. Provide good quality services like daily SMS alerts , mail alerts , etc .

#### 1.4. COMPETITORS & INFORMATION:

<b>NAME</b>	<b>TERMINALS</b>	<b>SUB BROCKERS</b>	<b>NO.OF EMPLOYEES</b>	<b>NO.OF BRANCHES</b>
<b>KOTAK. SECURITIES</b>	<b>4,320</b>	<b>9,10</b>	<b>4,008</b>	<b>350</b>
<b>INDIA. BULLS</b>	<b>2,876</b>	<b>NA</b>	<b>5,873</b>	<b>522</b>
<b>IIFL</b>	<b>173</b>	<b>173</b>	<b>NA</b>	<b>605</b>
<b>ANGEL</b>	<b>5,715</b>	<b>560</b>	<b>284</b>	<b>NA</b>
<b>GEOGITH</b>	<b>627</b>	<b>247</b>	<b>343</b>	<b>314</b>
<b>KARVY</b>	<b>1,700</b>	<b>19,000</b>	<b>3,910</b>	<b>581</b>
<b>MOTILAL, OSWAL</b>	<b>7,923</b>	<b>890</b>	<b>2,193</b>	<b>63</b>
<b>RELIANCE MONEY</b>	<b>2,428</b>	<b>1,494</b>	<b>142</b>	<b>384</b>

## **1.5. SWOT ANALYSIS:**

Analysis alludes to the examining the quality, shortcoming, openings and dangers of the association.

Swot is a blend of two factors to be specific outer variables and inner components. Qualities and shortcoming are the inner factor which can be restricted by the specialized and laborers offices. Opportunity and dangers are the outside components which can't be illegal by the organization. Outer variables may incorporate political components, sociocultural elements, specialized elements, ecological elements, and so on.

### **STRENGTHS:**

- Company has great selection of items and administrations to different money related sections.
- Known for straightforward working.
- Good examination group to give data to customer.
- Dedicated and mastery staff.
- Attractive business designs contrast with contenders.

### **WEAKNESS:**

- Less entrance in country and semi-urban regions.
- The innovation being utilized isn't up to the standard.
- There is strict and stringent SEBI strategy.
- Limited number of branches.

## **OPPORTUNITIES:**

- Target the provincial and sub urban zones.
- Growth in optional market volumes.
- Changing mentality of clients towards securities exchange exchanging.
- Rapid entrance of web and PCs encourages the money related administrations to pick up piece of the pie.
- Technological change are been adding to draw in more personals towards exchanging. (E.g. Portable Trading).

## **THREATS:**

- Global contenders entering Indian markets
- Increasing rivalry regarding diminishing business charges
- Company survival fundamentally relies on showcase patterns and customer's air.

## **1.6. FUTURE GROWTH AND PROSPECTS:**

- Further develop in assignment organize the nation over.
- Structure a solid establishment for shopper instructive modified.
- Focusing on building a solid research group in specialized and essential investigation.
- Focusing more on retail and institutional financial specialists by giving more administrations.
- Focus on protection warning, common reserve and cash exchanging.
- focus more on rustic and semi-urban zones.

## 1.7. Financial statement:

### BALANCE SHEET OF SWASTIKA INVESTMART LTD.

<b>BALANCE SHEET OF SWASTIKA INVESTMART</b>	<b>Mar 17</b>	<b>Mar 16</b>	<b>Mar 15</b>	<b>Mar 14</b>
	<b>(12 months)</b>	<b>(12 months)</b>	<b>(12 months)</b>	<b>(12 months)</b>
<b>EQUITIES AND LIABILITIES</b>				
<b>SHARE HOLDERS FUNDS</b>				
Equity share capital	2.98	2.98	2.98	2.98
<b>Total share capital</b>	<b>2.98</b>	<b>2.98</b>	<b>2.98</b>	<b>2.98</b>
Reserves and surplus	16.48	10.83	11.37	9.31
<b>Total reserves and surplus</b>	<b>16.48</b>	<b>10.83</b>	<b>11.37</b>	<b>9.31</b>
<b>Total shareholders fund</b>	<b>19.46</b>	<b>13.82</b>	<b>14.35</b>	<b>12.29</b>
<b>NON CURRENT LIABILITIES</b>				
Deffered tax liabilities(net)	0	0.04	0.09	0.26
Long term provision	0	0	0.18	0.1
<b>TOTAL NON CURRENT LIABILITIES</b>	<b>0</b>	<b>0.04</b>	<b>0.28</b>	<b>0.36</b>
<b>CURRENT LIABILITIES</b>				
Short term borrowings	26.88	9.73	6.17	14.13
Trade payables	0.17	0.47	0.11	0.02
Other current liabilities	33.03	36.89	36.47	32.62

Short term provisions	4.21	1.93	3.34	1.88
<b>TOTAL CURRENT LIABILITIES</b>	<b>64.28</b>	<b>49.03</b>	<b>46.08</b>	<b>48.65</b>
<b>TOTAL CAPITAL AND LIABILITIES</b>	<b>83.74</b>	<b>62.89</b>	<b>60.71</b>	<b>61.3</b>
<b>ASSETS</b>				
<b>NON CURRENT ASSETS</b>				
Tangible assets	3.3	3.43	3.37	3.1
Intangible assets	0.58	0.58	0.56	0.63
<b>FIXED ASSETS</b>	<b>3.88</b>	<b>4.01</b>	<b>3.93</b>	<b>3.73</b>
Non-current investments	12.06	10.75	9.33	7.08
Differed tax assets	0.02	0	0	0
Long term loans and advances	1.81	1.76	1.81	1.84
Other non current assets	0.43	0.37	0.18	0.19
<b>TOTAL NON CURRENT ASSETS</b>	<b>18.2</b>	<b>16.89</b>	<b>15.25</b>	<b>12.85</b>
<b>CURRENT ASSETS</b>				
Inventories	0.54	1.57	1.41	1.27
Trade recievables	35.47	37.25	36.14	40.62
Cash and cash equilants	24.37	4.59	4.87	4.32
Short term loans and advances	5.1	2.49	2.94	1.92
Other current assets	0.05	0.11	0.1	0.32
<b>TOTAL CURRENT ASSETS</b>	<b>65.55</b>	<b>46</b>	<b>45.46</b>	<b>48.45</b>
<b>TOTAL ASSETS</b>	<b>83.74</b>	<b>62.89</b>	<b>60.71</b>	<b>61.3</b>



<b>OTHER ADDITIONAL INFORMATION</b>				
<b>CONTINGENT LIABILITIES , COMMITMENTS</b>				
CONTINGENT LIABILITIES	10.53	7.77	5.61	4.15
<b>CIF VALUE OF IMPORTS</b>				
<b>EXPENDITURE IN FOREIGN EXCHANGE</b>				
<b>REMITTANCES IN FOREIGN CURRENCIES FOR DIVIDENDS</b>				
Dividend remittance in foreign currency				
<b>EARNINGS IN FOREIGN EXCHANGE</b>				
Fob value of goods				
Other earnings				
<b>BONUS DETAILS</b>				
Bonus equity share capital				
<b>NON CURRENT INVESTMENTS</b>				
Non-current investment quoted market value	15.5	6.7	9.87	2.99
Non-current investments unquoted book value	9.21	3.67	3.67	4.17
<b>CURRENT INVESTMENTS</b>				
Current investments quoted market value				

Present investment unquoted book value				
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## PROFIT & LOSS ACCOUNT OF SWATIKA INVESTMART

<b>PROFIT &amp; LOSS ACCOUNT SWASTIKA INVESTMART</b>	<b>MAR 17</b> <b>(12 months)</b>	<b>MAR 16</b> <b>(12 months)</b>	<b>MAR 15</b> <b>(12 months)</b>	<b>MAR 14</b> <b>(12 months)</b>
<b>Income</b>				
<b>Revenue from operations [gross]</b>	<b>20.42</b>	<b>15.97</b>	<b>15.63</b>	<b>8.45</b>
<b>Revenue from operations [Net]</b>	<b>20.42</b>	<b>15.97</b>	<b>15.63</b>	<b>8.45</b>
Other operating revenues	6.8	5.14	6.12	4.08
<b>Total operating revenue</b>	<b>27.22</b>	<b>21.1</b>	<b>21.75</b>	<b>12.53</b>
Other income	5.43	1.59	1.71	1.54
<b>Total revenue</b>	<b>32.66</b>	<b>22.69</b>	<b>23.46</b>	<b>14.07</b>
<b>EXPENSES</b>				
Operating and direct expenses	1.39	0.23	0.93	0.65
Change in inventories of FG, WIP and stock in trade	1.02	-0.16	-0.14	-0.22
Employee benefit expenses	7.14	8.14	6.53	4.49
Finance cost	1.49	1.49	1.46	1.31
Depreciation and administration expenses	0.94	0.98	1.19	0.61
Other expenses	12.66	12.24	9.87	6.51

<b>Total expenses</b>	<b>24.64</b>	<b>22.92</b>	<b>19.83</b>	<b>13.36</b>
	<b>Mar 17</b>	<b>Mar 16</b>	<b>Mar 15</b>	<b>Mar 14</b>
	<b>(12</b>	<b>(12</b>	<b>(12</b>	<b>(12</b>
	<b>months)</b>	<b>months)</b>	<b>months)</b>	<b>months)</b>
<b>Profit/loss before exceptional, extraordinary items and tax</b>	8.02	- 0.23	3.62	0.17
Exceptional items	0	0	0	0.31
<b>Profit and loss before tax</b>	<b>8.02</b>	<b>-0.23</b>	<b>3.62</b>	<b>1.02</b>
<b>Tax expenses continued operations</b>				
Current tax	2.44	0	1.37	0.36
Deffered tax	-0.07	-0.05	-0.17	-0.02
<b>Total tax expenses</b>	<b>2.37</b>	<b>-0.05</b>	<b>1.2</b>	<b>0.35</b>
<b>Profit and loss after tax before extraordinary items</b>	<b>5.64</b>	<b>-0.18</b>	<b>2.42</b>	<b>0.67</b>
<b>Profit and loss from continuing operations</b>	<b>5.64</b>	<b>-0.18</b>	<b>2.42</b>	<b>0.67</b>
<b>Profit/loss for the period</b>	<b>5.64</b>	<b>-0.18</b>	<b>2.42</b>	<b>0.67</b>
	<b>Mar 17</b>	<b>Mar 16</b>	<b>Mar 15</b>	<b>Mar 14</b>
	<b>(12</b>	<b>(12</b>	<b>(12</b>	<b>(12</b>
	<b>months)</b>	<b>months)</b>	<b>months)</b>	<b>months)</b>
<b>OTHER ADDITIONAL INFORMATION</b>				
<b>EARNINGS PER SHARE</b>				

Basic esp . (rs)	19.07	- 0.61	8.18	2.26
Diluted esp. (rs)	19.07	-0.61	8.18	2.26
<b>VALUE OF IMPORTED AND INDEGINEOUS RAW MATERIALS</b>				
<b>STORES, SPARES AND LOOSE TOOLS</b>				
<b>DIVIDEND AND DIVIDEND PERCENTAGE</b>				
EQUITY SHARE DIVIDEND	0	0.3	0.3	0.3
TAX ON DIVIDEND	0	0.06	0.06	0.05
EQUITY DIVIDEND RATE (%)	0	10	10	10

## **CHAPTER- 2**

### **Conceptual background and literature review**

#### **2.1. Theoretical Background of the study:**

##### **Introduction of training:**

Training is a program that is intended to build the specialized aptitudes, learning, proficiency, and esteem creation to do a particular employment in a vastly improved manner. Training program is periodical and given at normal interims, it is never nonstop. Training expands the required range of abilities and aides being developed of a representative and in addition general development of the association. Training is important to keep the workers refreshed with the most recent patterns and innovations that are expected to get by in this aggressive condition. Representative training is similarly basic for the new and in addition the old workers. It enables the new workers to land comfortable with their positions and upgrade their activity related abilities and information. training can be exorbitant to the organization both as far as the time and cash.

Representative training is generally given by an expert or a specialist in a specific field or part. It is required by each representative at work and diverse phases of work. It is essential in enhancing the nature of work of representatives crosswise over various levels in an association. Worker training is additionally required when a representative is moved starting with one task then onto the next activity area of various nature. The representative can be given the bits of knowledge about the new task, new condition and its authoritative measurements

##### **Training Meaning:**

Training is stressed over giving making specific aptitudes for a particular reason. Training is the showing of growing the capacities of a delegates for finishing a particular business.

## **DEFINITION:**

Dale S. Shoreline describes training as 'the arranged out technique by which persons learn information and also ability for a different reason'. Training alludes to the teaching and education exercises carried on for the leading role of assisting persons from an memory procure & spread over the data, abilities, sizes, & manners compulsory by a exact employment & memory

Following are few advantages of the representative training:-

1. Diminished Accidents-If the representative is prepared there are less odds of any blunders or mischances at work.
2. Better Productivity-Training of the workers upgrades their profitability and additionally their effectiveness.
3. Enhanced worker spirit Training builds the employer stability and in addition the activity fulfillment of the representative, which in the end brings about lesser non-appearance and occupation turnover.
4. Declined Supervision-A prepared representative is very much aware of obligations and duties and will require less of supervision, which will bring about less wastage of endeavors and time.
5. Likelihood of Promotion-Training furnishes representatives with better abilities and learning which makes them more qualified for advancements

The principle qualities of a preparation program are:

- (i). Its destinations and degree are obviously characterized.
- (ii) The preparation systems are connected straightforwardly to the necessities and targets of the association.
- (iii) It utilizes acknowledged standards of learning.
- (iv) As far as could reasonably be expected, it is directed in the genuine activity condition

Regardless, the preparation is fundamental for accomplishing the accompanying goals:

- (I) To enhance work execution by improving representatives' information and expertise.
- (ii) To get ready representatives well skillful to release the new obligations.
- (iii) To bestow expertise how to work the new apparatus and equipment's.
- (iv) To diminish the wastages and mischances.
- (v) To manufacture a moment stroke for extra skilled situations at a future step

## **Methods of training**

**1. On-the-Job-Training (OJT):** The eldest & best frequently used training method in the small-scale units is the on-the-job training. It involves of the staffs delivery training after their administrators or extra departmental associates however they execute their ordered jobs. In this way, the employees are both producers and learners. Such training is considered essential on every job available in the enterprise.

**2. Apprenticeship Training:** Understudy preparing joins both formal classroom learning and at work involvement. This sort of training program is given for the most part in the specialized units. Handymen, circuit repairmen and bread cooks are cases of such training.

**3. Job Rotation:** This sort of training is especially useful on account of little scale ventures where every representative has an intensive comprehension of the distinctive capacities performed in the endeavors. In this preparation program, workers are moved from occupation to work for a couple of hours daily, a couple of days or a little while.

Hence, in the event that one representative is truant, another worker can well fill in the nonattendance. One of the best favorable circumstances of this kind of preparing is that it enables representatives to battle the issue of tedium, tiredness, weakness and fatigue due to shifted work understanding

#### **4. outside Training:**

The above kinds of training programs are inner or inside preparing given in the venture itself. There are such kinds of training programs likewise which are given outside the venture. The outside training comprises of the workers being prepared at the establishments outside the endeavor.



## 2.2. Literature review:

1. Juliana S. Manu :Deliberate training procedures for educating managerial performance for Ghanaian firms. Scientist called particular effective models of training as they can relate to companies in Ghana. This study analytically examines the ADDIE model, beneficial for training. Investigator described particular methods of requirements charge for training sequencers for employers and employees. This investigation paper used to classify particular administrative procedures that donate to lost efficiency and confidence. The investigator also accepted a study to selectively evaluate what business abilities are frequently mandatory for occupation achievement. The marks of this study recommend sanctions for increasing a complete model for the formation of present worker training program in Ghana.

2.ERC .(2010) , Directed a survey on administrations in Northeast Ohio to control tendencies in managing training, classifying & arranging worker training requirements, yearly training events, calculating training & other employee growth performs. They observed variability in terms of their training practices. They also observed that in many of the organizations outside advisors, guides, or experts incline to afford the popular of training for administrations. This investigation paper too conditions that contented of training , pricing of training, efficiency of program and wants of contestants are the maximum mutual aspects manipulating administrations' choice to outsource training. This research paper also states that greatest administrations do not need workers to contribute in a exact quantity of training periods or progresses yearly. This survey found that the maximum mutual systems of conveying training are on – the -job , classroom , webinar and self - study aid methods. It was found that most of the administrations require a training economical that is 2 - 3% of payroll. It was observed that numerous governments practice continuation tackles with job services & action strategies to support workforces transference training to the job. The research study on ERC training practices survey determined that the best

collective way governments measure the efficiency of their training is by calculating presentation perfection/actions on the job.

**3.Kulkarni Pallavi P. (2013):-** . carried out a writings criticism on training and quality of work life . This paper efforts and examines the writings conclusions on significance of training and it's relative by the workers' worth of effort lifespan. It too called development as a constant procedure although training takes exact parts and purposes. This review paper states that employee training databases stay imperative structures which stand required to be considered and attentive on. It also suggests the need for training which can be determined by the employee's performance deficiency. According to this review paper the main zones somewhere employees be located generally taught in an association are Soft- skill Expansion, Character Extension, Personal Association, Problem resolving performances, Management in adding to Officer Training Sequencer, value expansion sequencers, practical procedures, worth round sequencers, Period managing abilities, worker effectiveness improvement sequencers, strength deterrence sequencers, monitoring obedience, aim situation & application of platforms, office protection managing, workstation message, and so on. She advised that each association requests to training the character, reputation and gains of exercise and the situation optimistic influence on expansion designed for the progress of the institute as training programs increase the worth of work-life by generating an operative caring workshop. This analysis paper decided that preparation shows an significant character in the capable and stimulating plan of professional in this competitive world and augments the whole enactment of an institute in several techniques.

**4. Ajit Jadhav:** carried a study on training in Indian banks. In this investigation paper an effort is completed to study that training exist in banks and their impression to create effectiveness of staffs to provide to the necessity of their clients. He detailed that training stand constant procedure in educating the ability of staffs. He optional that, in command to chance the ever-growing requests of corporate and domestic banking has to develop energetic and restructured in fresh consequence necessitates greatest arrangement of different equipment and

skilled and brilliant manpower. He experiential that maximum of the salable banks whichever isolated or community assume training sequencers at the time of initiation, upgrade and new condition. Writer determined that sequestered and public Indian banks assume training programs for their staffs to rise their effectiveness, to augment their acquaintance and abilities to content the clients.

5. Robyn I. Stone, DrPH Steven L. Dawson Mary Harahan (2003): presented a mainly flouted article of the long-standing maintenance scheme and elongated duration care value. This paper attentions on the choice of central worth creativities, staff increase matters and link among labor force change and longstanding maintenance superiority. Writer definite that personnel enlargement events considered to rise the capability of entities to contribute excellently in longstanding attention locations must be united interested in all uncompleted and original long-term care worth advance and feature guarantee creativities.

6. Bhatti, M. A., & Kaur, S., (2010) studied the part specific and training project aspects on training transmission. This paper existing the abstract typical of training transmission in which they recognized various aspects that disturb the training efficiency. These aspects are transfer strategy, identify relaxed rationality, presentation self-efficacy, valuation of training and training transference inspiration. Writers decided that there is a substantial parallel among contented power and inspiration to training transferal. They too settled that incentive to transferal is one of the essential constituents of training allocation course short of this incentive it will be hard to change the training productively.

7. Chiaburu, D. S., Dam, K. V., & Hutchins, H. M., (2010) ∴ carried out a longitudinal investigation of public care in the workshop and training. He experimental that in training assignment perception director provision can be called as providing assistants time for ability repetition and assisting in employment of talent. He also recognized that administrators are in top position to stimulate and simplify their assistants to device their

information at work home which consequences in exercise transmission and improved presentation.

**8 . Raja Mumtaz - Hussain(2011 ) :** carried out an experiential study of the affiliation among inspiration to allocation and transmission of training on work. The strategic ideal of this paper turned about the aspects that subjective and pays to the training efficiency. The determination of this paper is to climax the influence of incentive to transferal on exercise value. The investigator has known the features at three stages i. e separate, training and logistic, moving the training allocation. This paper underlined that allocation of training can be capitalize on over growing inspiration and enthusiasm in apprentices to apply their facts and talent at their office. He also observed that delivery of training to factory had been constant problem for governments that chases expansion of training helpfulness. He also recommended that training can only be operative after apprentice applies on job, the information, expertise and capacities which he has developed through a training platform.

**9.90 Anis - Atif, Ijaz-Ur-Rehman, Abdul Nasir & Nadeem .Safwan (2011):**studied employee preservation bond to training Lahore. They fixated on reward posts after worker training a practices for preservation determinations. In this study they used reward as the intermediating flexible among the training and maintenance of employees. They experimental that for the preservation of employee , the work situation and reward are valuable tackles. Training can be an significant device for recalling employees. This study paper decided that, without growing the reward of employee after their training ; to recollect the employees for a extensive time period does not offer successful outcome as of the rise in his capabilities and aptness in field.

**10.91. D. A. Olaniyan & Lucas. B. Ojo (2008) :** Described staff training They recomm ended that administrations are stimulated to training their staff to the completest

benefit in instruction to augment their usefulness. They also deliberated that training falls the work of the manager in positions of close management, it also increases the determination and value of work of the employees consequently contribution them to be more dedicated to completing the goals and purposes of the association. They suggested that , for any association to make it , training and re-training of all operate in form of works, meetings and discussions should be strongly followed and completed required.

11.Kayode, Taiwo (2001) ∴ carried a research on the character of training in responsibility managing. He defined that training jerry can solve a variety of manpower difficulties which inspire in contrast to best efficiency. Conferring to writer these complications contrast in environments such as these complications can begin with in any sets: excluding non-except, link and supervise, untrained, capable, paraprofessional, qualified and junior, medium and better administration. He proposed that it's essential to behavior training platforms to growth production, to progress new skills, information, accepting and boldness and to expand the value of labor and educate optimism in the administrations.

12 .93 Qasim Saleem Mehwish- Shahid and Akram - Naseem(2011)accepted a investigation to education grade of impact of training on operatives' conduct. They quantified that training formulate and augment employee's facts and assistances to qualify them to adjust new skill, makes probabilities for upgrade, augments job happiness and production. They also specified the extra commitments of training such as protection contemplations, treatment of equipments, capability and constituents from the less risky to the actual unsafe and the anticipation of the charge of fortunes. They discoursed that with training , faults are summary and competence is augmented. This investigation paper determined that training of an operative performance an significant character. Academic recommended that organizations should hire already trained employees or give training and progress to remaining employees permitting to administration's necessities that prime to executive competence and progress.

13. Chris Obisi, (2011) . carried a research on employee training in Nigerian organizations . He stated that short of working out, it willpower be actual problematic to get assistances and deprived of expertise administrations resolve not complete it's ideas over persons. He observed that certain governments get exercise as an classy scheme and also display meager boldness to training administration. He pointed out that particular administrations are patient training databases after their groups and relations who, are not grounded on the necessity of their society, on the new pointer; specific workers do not display significance when they are referred on a training database. He experimental that certain of the minicomputer and command organizations planned to train and prepare staffs with the compulsory assistances and data are not liability very fine in relations of quantity of persons these foundations train. Obisi decided that training is the tonic prerequisite to augment presentation and capacities of staffs that will in try develop society usefulness. Playwright suggested that training must be grounded on the necessity of the society. It must assistance the operative in relations of enactment and facts which will in turn disturb the association.

14.95 Muhammad Farhan, Akhtar, Khizer Ali, Miss, Shama Sadaqat, Shoaib Hafeez, (2011) : studied amount of training in banks then it's effect on staffs inspiration and connection in job sideways with come again training methods are broadly cast-off in the banking - sector of Pakistan. They create that training takes a confident suggestion with both stimulus and job contribution of the workforces of banks in , Pakistan. They pragmatic that job instructional training & casual education are generally secondhand practices to convey the data to the employees in banking - sector. Conclusions of this paper advocate that by advancing the training events in the banking - sector the workforces can be inspired and get committed with their effort. This enquiry study evidently highlights the basic and reputation of the training on the workforces in the banking - sector.

15. Rajashri Survase -, OJHA & shivanand - Puthali (2013) . considered the obligation of estimation of training that requests for the expansion of the procedural facts and services

mandatory for newer & acquaintances occupied in dissimilar subdivisions of therapeutic business. They labelled ,nominated effective copies of training devices of training requests valuation for and executive performances persons donate to absent through put and self-esteem and figure the assurance in staffs. Scholars practical importer progress of operational qualified as they revised different assistances & equipment owing to trainings.

16.Rohan - Singh & Madhumita - Mohanty (2012) .carried a review on training practices and employee productivity and impact of training on operative output crossways many parts. They deliberated that certain trainings need create a positive connotation, specific undesirable & some no suggestion in among exercise performs and operative throughput. Rendering to assessment and inquiry deliberate they optional that the influence and end product of training performs on operative production contrasts for changed business. The paper arranges with commands for upcoming exploration by spread over dissimilar equal of inquiry on travelling the bearing of training performs on operative production.

17.99 Mubashar, Farooq & Muhamamd .. Aslam Khan (2011):. intentional impression of training & reaction on cumulative the concert of forces. They quantified that training is a reagent for operatives' concert expansion. They also determined that working out & criticism can intensification the enactment equal of all categories of the establishments; touching whichever distinctly or composed training & comment show their character in completing executive aims by assembly it's workforces added effort attention and aim leaning

18.102 N. Akbar Jan and , C. , Muthuvelayutham, (2012) :. scanned the factor of training databases in IT - sector in Chennai city . They observed that the IT company employees need effective training which helps to increase the productivity . They found that the training with real working conditions successfully produces productivity and better training increases the employees ' confidence level and help them to manage stress in their

working condition . They also reported that that the training supports to maintain good relationship with their colleagues and subordinates which helps to increase productivity and helps to promote their job position . According to this paper , good training programs squeeze out attitude and career of employees . This study infers that the good training programs will increase the productivity of the organization

19.106 , Krueger , A. , & Rouse, C. (1998):.deliberate the outcome of workstation training on pays, revenue and work concert. He illustrated the question of workplace education and training . They examined training outcome through various variables such as performance , wages , productivity , satisfaction , motivation , and absenteeism . This newspaper mostly focuseson the relationship of training and employee commitment and explored its effect on employee turnover . This paper clarified the impact that exercise has on employee commitment and servant income by analyzing relevant literature and research .

20.Josef Zweimuller and Rudolf Winter-Ebmer, (2000):. Deliberate the impression of firm specific exercise on worker business in Switzerland . They carried the survey in Swiss labor force . Researchers found that firm - specific training indications to a important decrease,. in on -the -job exploration actions of Swiss workers & a weedier then silent substantial bearing of firm -specific training on definite work partings. They create that the departure prospect of a pointed employee is powerfully artificial by preceding secure precise exercise, although the departure prospect of a non-searcher is not exaggerated by fixed detailed training . This study occasioned that workforces remuneration record of the charge of firm-specific training .



## **CHAPTER-3**

### **RESEARCH DESIGN**

#### **3.1. STATEMENT OF THE PROBLEM:**

The accomplishment of any affiliation depends upon appropriate use of HR available in the affiliation. Each and every other asset must be supplementary to HR. Towards expanding the HR and to adjust to changes—both inside and outside, the affiliation needs to center basically around working up the limit, learning and capacities of its workforce. For the headway of HR, 'training' transforms into the base. Training is a mechanical assembly to accomplish particular, affiliation needs related to the businesses grasped and is furthermore wanted to improve the work culture of the social occasion drew in with a get-together task.

Consequently training needs vary from individual to individual, from what occupations they execute thus it ends up imperative to know the people necessities and in addition authoritative prerequisites so as to get the best outcomes this undertaking investigates the preparation needs appropriately.

#### **3.2. NEED FOR THE STUDY:**

training is the exhibit of extending the learning and aptitudes of a specialist for finishing a particular work. It utilizes a think and dealt with strategy by which delegate learns particular data and aptitudes. training insinuates the educating and learning practices carried on for the preparation inspiration driving helping people from an affiliation.

Training is firmly related with instruction and improvement yet should be separated from these terms. It is gone for enhancing the conduct and execution of a man.

Training is a constant and deep rooted process. Preparing furnishes an air of imparting orchestrating to the assistance of the coaches, the data effectively accessible regarding the matter.

### **3.3. OBJECTIVES OF THE STUDY:**

The proposed think about has the accompanying goals:

- To examine the techniques utilized as a part of training the workers.
- To break down whether the representatives are happy with their present training strategies.
- To contemplate the training program based on importance, usage and results.
- To break down whether the nature of training and fulfillment of respondents related

### **3.4. SCOPE OF THE STUDY:**

For authoritative profitability training expect incredible essentialness

- The think about is directed to know the level of learning and abilities given to the representatives in the association
- This will enable the administration to know the fulfillment to level of representatives and they can take measures to build profitability
- This think about encourages the administration understudies to set up their own report.

### **3.5. RESEARCH METHODOLOGY**

Kind of research outline: Descriptive research configuration is utilized as a part of this examination.

#### **SAMPLING DESIGN:**

Arbitrary testing strategy is utilized as a part of this investigation. Arbitrary examining from a limited populace alludes thereto that strategy for test decision that is given each potential

example mix an equivalent likelihood of being grabbed and each thing inside the whole thing inside the whole populace to have square with likelihood of being encased inside the example.

The inspecting unit is that the essential unit containing the components of the objective populace. In the investigation, the individual representatives are the individuals who work in Swastika.

**SAMPLE SIZE : 100 EMPLOYEES**

## **DATA COLLECTION METHOD**

Information accumulation is a demonstration of gathering applicable and satisfactory information required for the exploration from the example estimate. For the most part two strategies are utilized for information gathering

### **1. PRIMARY DATA**

Essential information was gathered from the representatives of swastika investmart

### **2. SECONDARY DATA**

Aside from essential information, the auxiliary information is being gathered through course readings, records from the organization, diaries, Academic reports and web

### **3.6. Hypotheses:**

H0: There is no huge connection between training bestowed and representative's execution

H1: There is a huge connection between training conferred and worker's execution

Factual test: information gathered will be displayed in classified shape and investigation will be completed utilizing different research instruments like relationship and correlation to see if the consequence of research think about is noteworthy or not

### **Tools:**

- MS excel
- Spss

### **3.7. LIMITATIONS OF THE STUDY:**

- **Perception limitation** - Also, Employees tend to think little of their aptitudes previously training and overestimate their abilities present preparing on approve their interest in the preparation program. Along these lines it is seen that it is hard to exhaustively assess or catch the adequacy of a training program.

- **Time restriction Time restriction** - While getting each one of the studies filled, I went up against that most of the delegate's might not want to respond in light of the obliged time they had. I went up against a lot of issue while convincing them.

- **Sample appraise basic** - As the delegate base of the affiliation is around 21,500 specialists, so it was to a great degree difficult to cover each one of the laborers in this examination. Number of specialist campaigned in this review is obliged to the case size of 400 agents so to speak. This compels the degree of the wander consider and the examination may not address the whole people.

**Span imperative** - The time length for the undertaking is restricted to two months so it was hard to dissect the trainings needs at smaller scale level.

### **3.8 Chapter scheme**

#### **Chapter1:** Introduction

This part gives a short presentation about the investigation of worker training at swastika

#### **Chapter2 :** Conceptual background and literature review

#### **Chapter3:** Research design

This part manages the ideas of research outline, for example, title of the investigation, articulation of issue, target of study, extent of the examination, inquire about strategy, theory and restrictions of the investigation

**Chapter4:** Data analysis and interpretation

This section incorporates classification, examination and understanding of the information gathered introduced in graphical shape

**Chapter5:** Summary of findings, conclusion and suggestions

This part finishes up the task report. It contains the discoveries and conclusions, support of the targets of the examination and different proposals and recommendations that can be made

## Chapter4

### Data analysis and interpretation

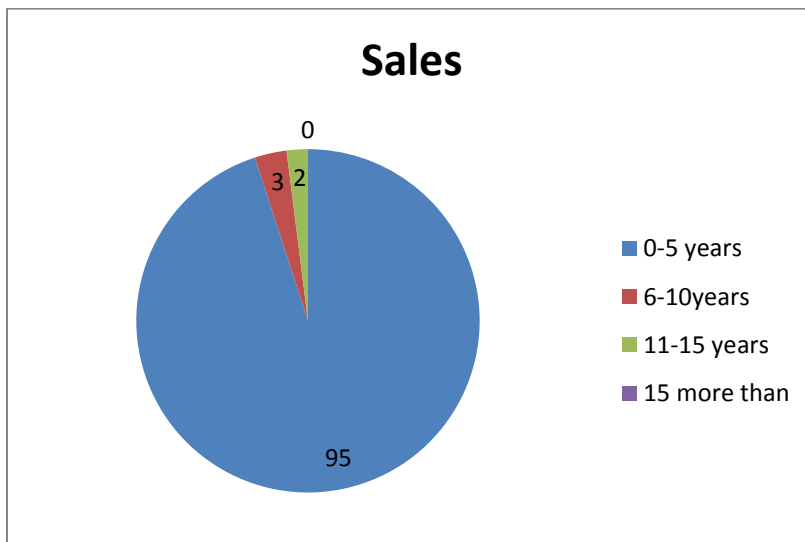
**Table 4.1**

table showing respondents years of experience in the organization

**table 1:**

s.no .	response	frequency	percentage
1	0 -5 years	95	95%
2	5-10 years	3	3%
3	10-15 years	2	2%
4	15 more than	0	0

**Chart 1:**



**\Analysis:**

The above chart says that 95% of the respondents have been working in this company for less than 5 years, 3% of the respondents have been working in this company from 5 - 10 years, 2% of the respondents have been working in this company from 10 - 15 years and none of the employees are working more than 15 years

**Interpretation:**

From the above analysis we can understand that most of the respondents are working in the organization for less than 5 years who actually need training or who are experienced with training recently.

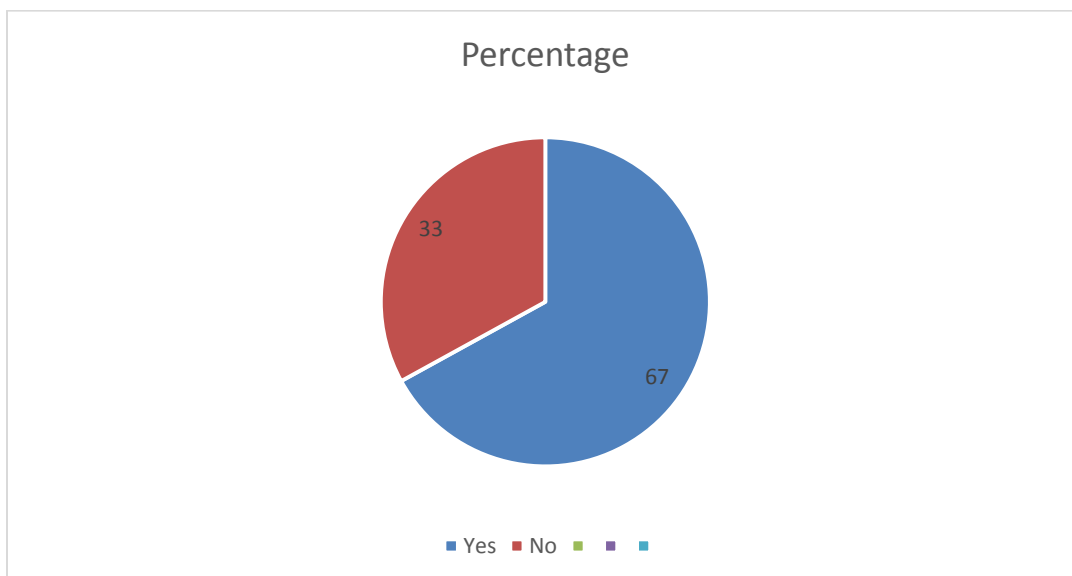
**Table 4.2**

Table showing whether the employees like to attend the training or not

**Table 2:**

Sl. no .	Response	Frequency	Percentage
1	Yes	67	67%
2	No	33	33%
3	Total	100	100 %

**Chart 2:**



**Analysis:**

The above chart says that 67% of the employees like to attend the training and 33% of the employees do not like to attend training.



**Interpretation:**

It is found that majority of the employees like to attend training program which means most of the employees in the organization needs training

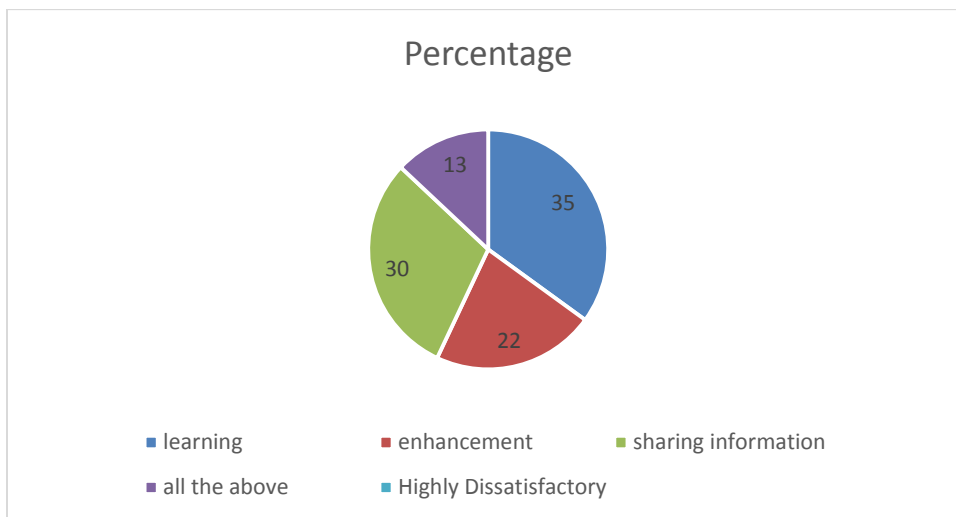
**Table 4.3**

Table showing what respondents says regarding training

**Table 3:**

Sl no.	Response	Frequency	Percentage
1	Learning	35	35%
2	Enhancement	22	22%
3	Sharing information	30	30%
4	All the above	13	13%
5	total	100	100

**Chart 3:**



**Analysis:**

The above chart says that 35% of the respondent's says that training provides learning , 22% of respondents says that training provides enhancement, 30% of the respondents say's training helps in sharing information and 13% of the employees said all the above things.

**Interpretation:**

From the above analysis it's understood that majority of the respondent's feels training provides learning. We can conclude that respondent's are interested to learn.

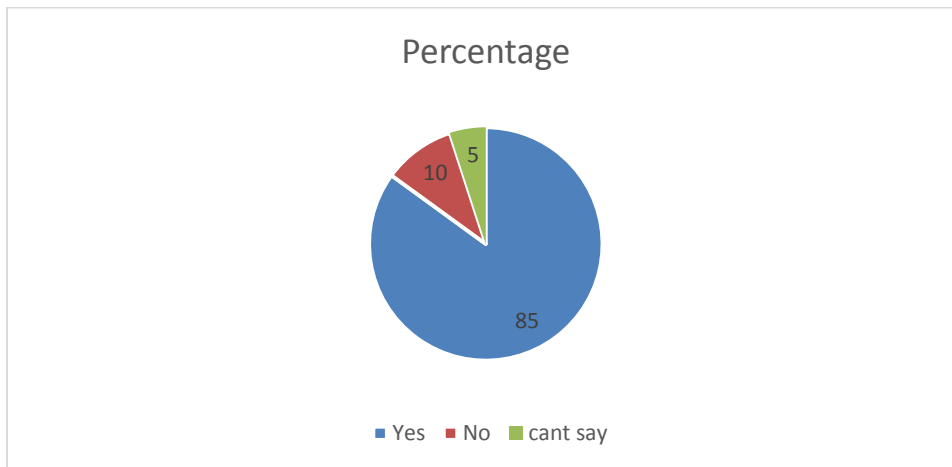
**Table 4.4**

Table showing whether training program is mandatory or not

**Table 4:**

Sl no .	Response	Frequency	Percentage
1	Yes	85	85%
2	No	10	10%
3	Cant say	5	5%
4	tota l	100	100%

**Chart 4:**



**Analysis:**

The above chart implies that 85% of the employees say training is mandatory and 10% of the respondents say it is not mandatory and 5% of the respondents couldn't say anything about it.

**Interpretation:**

From the above analysis it's understood that majority of the respondent's says training is mandatory. Which means they feel that training will improve their performance

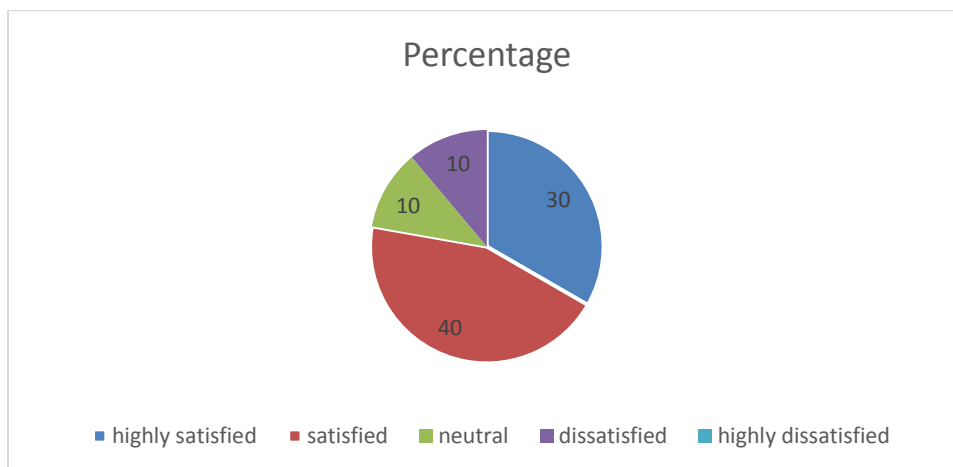
**Table 4.5**

Table showing the satisfaction level on training program given to employees

**Table 5:**

Sl no.	Response	Frequency	Percentage
1	Highly satisfied	30	30%
2	satisfied	40	40%
3	Neutral	10	10%
4	Dissatisfied	10	10%
5	Highly dissatisfied	10	10%
6	total	100	100%

**Chart 5:**



**Analysis:**

The above chartV says that 30% of the employees are highly satisfied with the training program given to them, 40% of the employees are satisfied, 10% of the employees have neutral opinion, 10% of the respondents are dissatisfied and 10% of the respondents are highly dissatisfied

**Interpretation :**

From the above analysis it's understood that majority of the employee's are satisfied with the training program provided by the organization which implies that the organization provides good training to the employees.

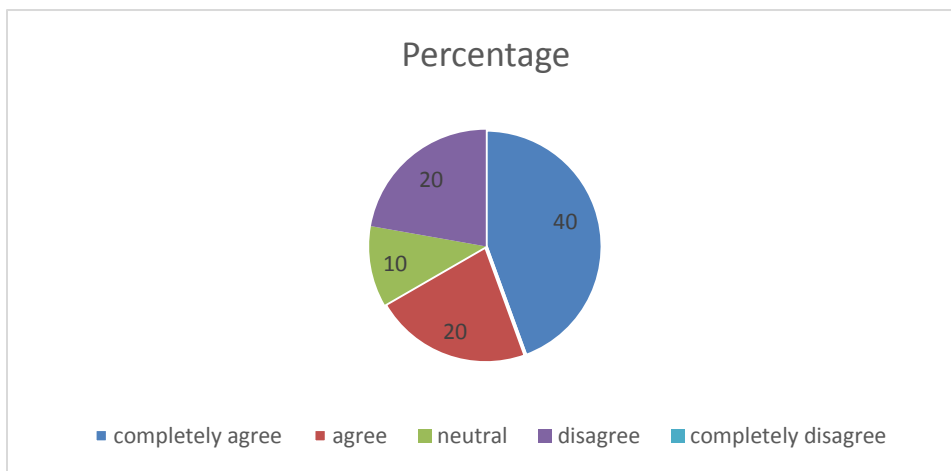
**Table 4.6**

Table showing training is must for enhancing productivity of performance.

**Table 6:**

Sl no.	Response	Frequency	Percentage
1	Completely agree	40	40%
2	Agree	20	20%
3	Neutral	10	10%
4	Disagree	20	20%
5	Completely disagree	10	10%
6	Total	100	100%

**Chart 6:**





**Analysis:**

The above chart implies that 40% of the respondents completely agreed that training is must for enhancing productivity and performance, 20% of the respondents agreed, 10% of the respondents have neutral opinion, 20% of the respondents disagreed and 10% of the respondents completely disagreed.

**Interpretation:**

From the above analysis it is understood that majority of the respondent's completely agreed that that training is must for enhancing productivity and performance which implies that training provided by the organization enhances employee's productivity

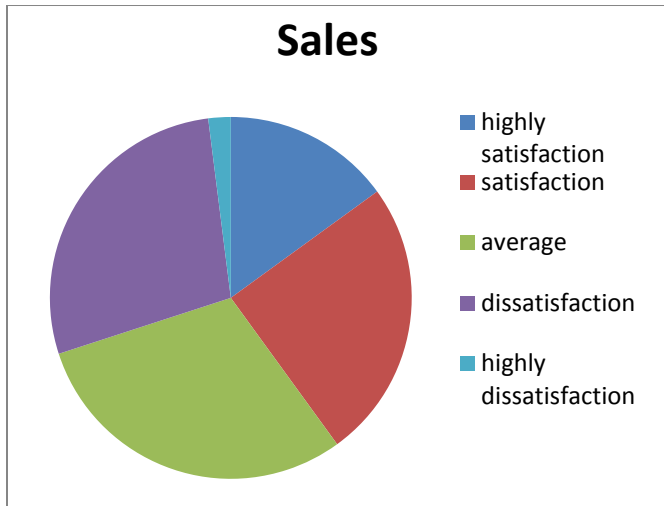
**Table 4.7**

Table showing satisfaction level on improvement of knowledge after training program

**Table 7:**

Sl no.	Response	Frequency	Percentage
1	Highly satisfaction	15	15%
2	Satisfactory	25V	25%
3	Average	30	30%
4	Dissatisfactory	28	28%
5	Highly Dissatisfactory	2	2%
6	total	100	100%

**Chart 7:**



**Analysis :**

The above chart shows that 15% of the respondent's are highly satisfied that training improves knowledge , 25% of the respondents are satisfied, 30% of the respondent's have neutral opinion, 28% of the resppondents are dissatisfied, 2% of the respondents are highly dissatisfied.

**Interpretation :**

From the above analysis it is understood that majority of the respondent's are neutrally satisfied with the improvement of knowledge after training program. From this we can conclude that content of training should be improved in terms of knowledge

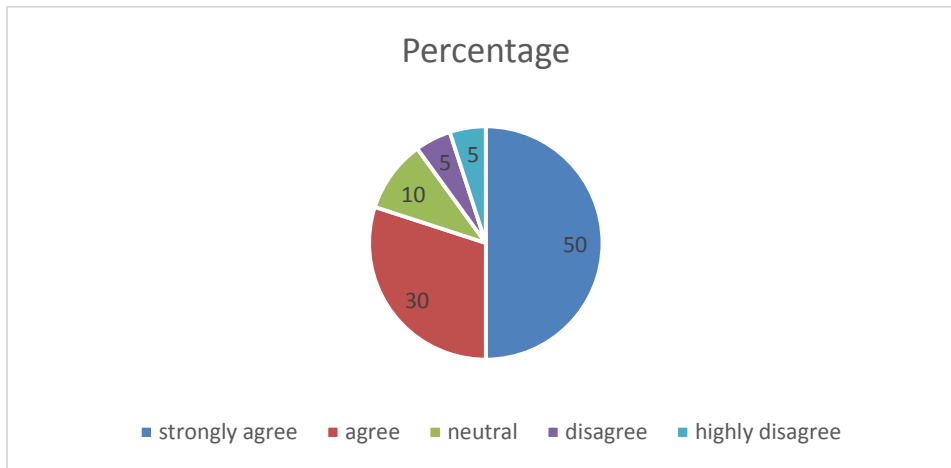
**Table 4.8**

Table showing how training well planned.

**Table 8:**

Sl no .	Response	Frequency	Percentage
1	Strongly agree	50	50%
2	Agree	30	30%
3	Neutral	10	10%
4	disagree	5	5%
5	Strongly disagree	5	5%
6	total	100	100%

**Chart 8:**



**Analysis:**

The above chart says that 50% of the respondent's completely agreed that training is well planned, 30% of the respondents agreed, 10% of the respondents have neutral opinion, 5% of the respondents disagreed and 5% of the respondents highly disagreed.

**Interpretation:**

From the above analysis it is understood that majority of respondent's strongly agree that training is well planned. From this we can conclude that training is conducted in a systematic manner in the organization

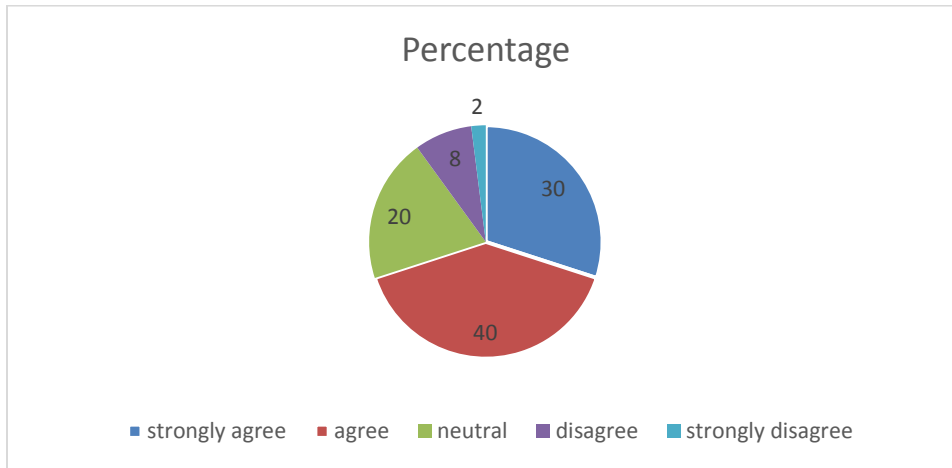
**Table 4.9**

Table showing training is given for sufficient duration.

**Table 9:**

Sl no.	Response	Frequency	Percentage
1	Strongly agree	30	30%
2	Agree	40	40%
3	Neutral	20	20%
4	Disagree	8	8%
5	Strongly disagree	2	2%
6	total	100	100%

**Chart 9:**



**Analysis:**

The above chart shows that 30% of the employees completely agree that the training is given for sufficient duration, 40% of the respondent's agree, 20% of the respondent's have neutral opinion, 8% of the respondent's disagree and 2% of the respondent's strongly disagree.

**Interpretation :**

From the above analysis it is understood that majority of the respondent's agree that training is given for sufficient duration. From this we can conclude that the organization gives sufficient training.

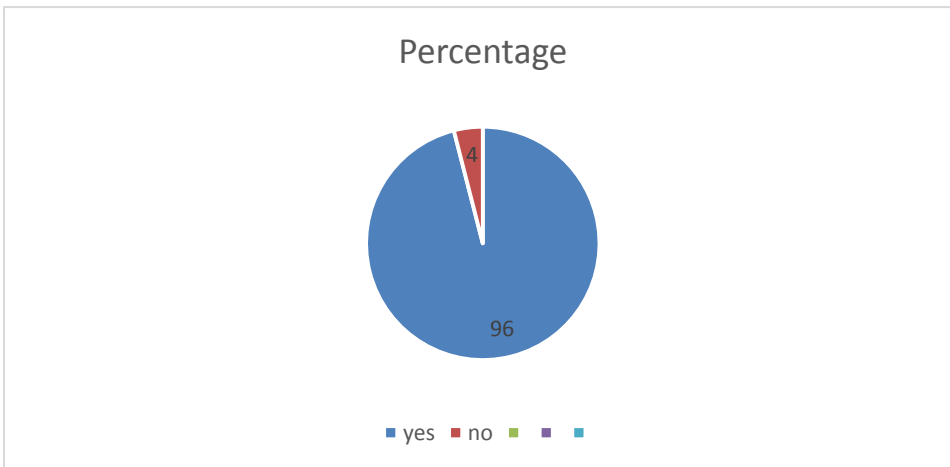
**Table4.10**

Table showing whether the company provides training material before training or not

**Table 10:**

Sl no.	Response	Frequency	Percentage
1	Yes	90	90%
2	No	10	10%
3	Total	100	100%

**Chart 10:**



**Analysis:**

The above chart shows that 90% of the respondent's say's that the company provides training material before training program and 10% of the respondent's says that company doesn't provide training material before training program

**Interpretation:**

From the above analysis it's understood that majority of the respondent's says the organization provides material before training which implies that the employees need material before training as guidelines.

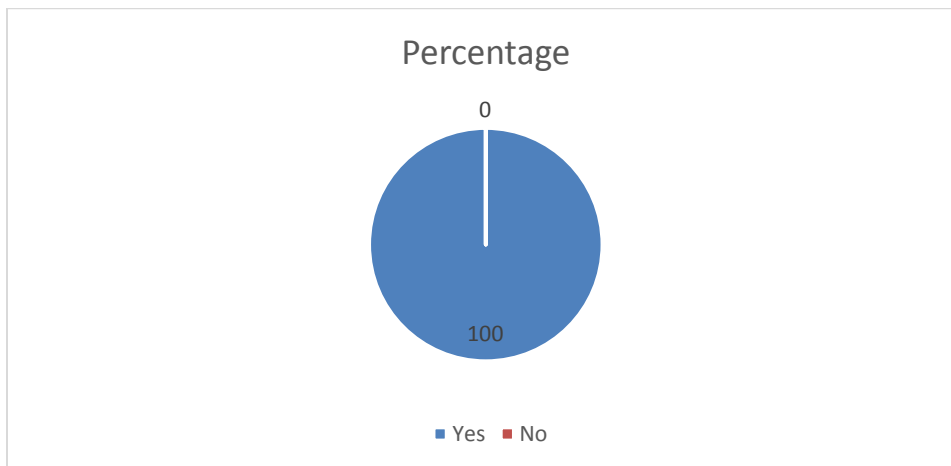
**Table 4.11**

Table showing whether the training program helps in personal growth

**Table 11:**

Sl no	Response	Frequency	Percentage
1	Yes	100	100
2	No	0	0

**Chart 11:**



**Analysis:**

The above chart implies that 100% of the respondent's says training program helps in personal growth and none of the employees says it does not help in personal growth.

**Interpretation:**

From the above analysis it's understood that majority of the employees says training helps in personal growth which implies that raining contributes more for personal growth.



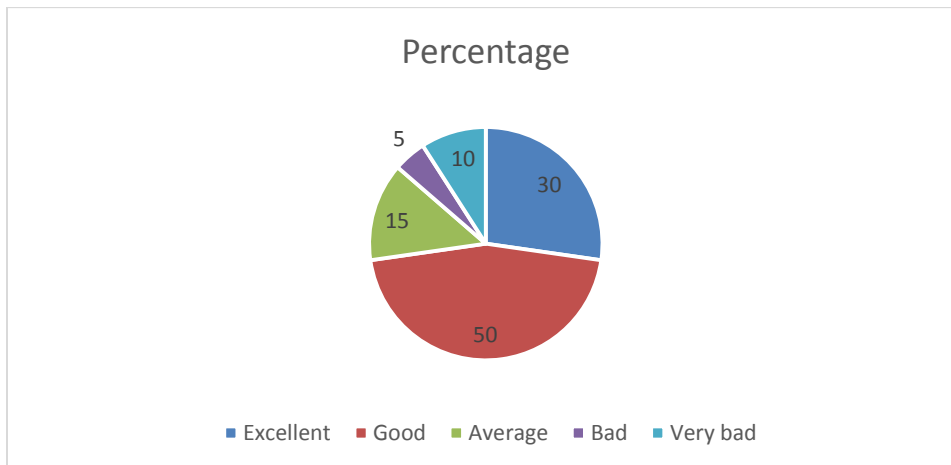
**Table 4.12**

Table shows the opinion of respondents about present training system

**Table 12:**

Sl no	Response	Frequency	Percentage
1	Excellent	30	30
2	Good	50	50%
3	Average	15	15% V
4	Bad	5	5%
5	Very bad	10	10%

**Chart 12:**



**Analysis:**

The above chart shows that 30% of the respondent's says training which is provided by the company is excellent, 50% of the respondent's says training is good, 15% of the respondent says training is average, 5% of the respondent's says the training is bad and 10% of the respondent's say's training is very bad

**Interpretation:**

The above analysis implies that majority of the respondent's says that the present training system is good which implies that employees are satisfies with the organization's training program

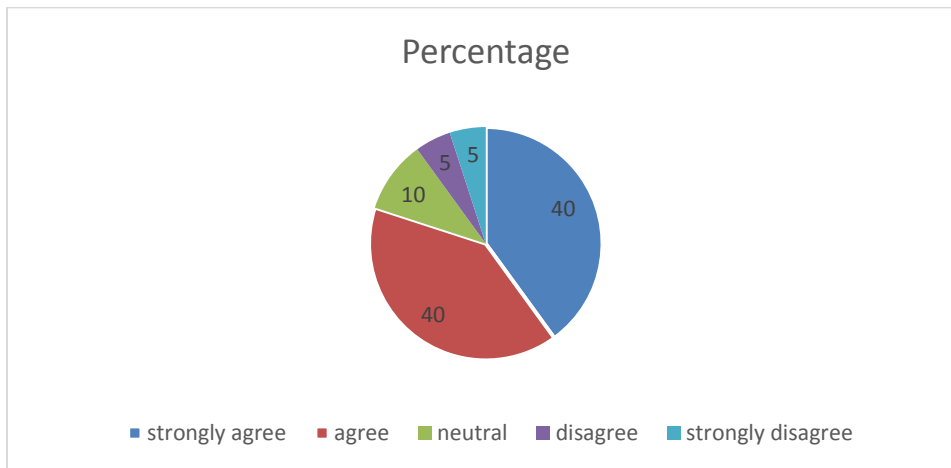
**Table 4.13**

Table showing the satisfaction level on instructor's knowledge

**Table 13:**

Sl no.	Response	Frequency	Percentage
1	Highly satisfied	40	40%
2	Satisfied	40	40%
3	Neutral	10	10%
4	Dissatisfied	5	5%
5	Highly dissatisfied	5	5%

**Chart 13:**



**Analysis :**

The above chart says that 40% of the respondents are highly satisfied with the instructor's knowledge, 40% of the respondents are satisfied, 10% of the respondents have neutral opinion, 5% of the respondents are dissatisfied and 5% of the respondents are highly dissatisfied

**Interpretation:**

The above analysis implies that majority of the respondent's fall under the satisfactory level with the instructor's knowledge. From this we can conclude that the organization has potential instructor's.

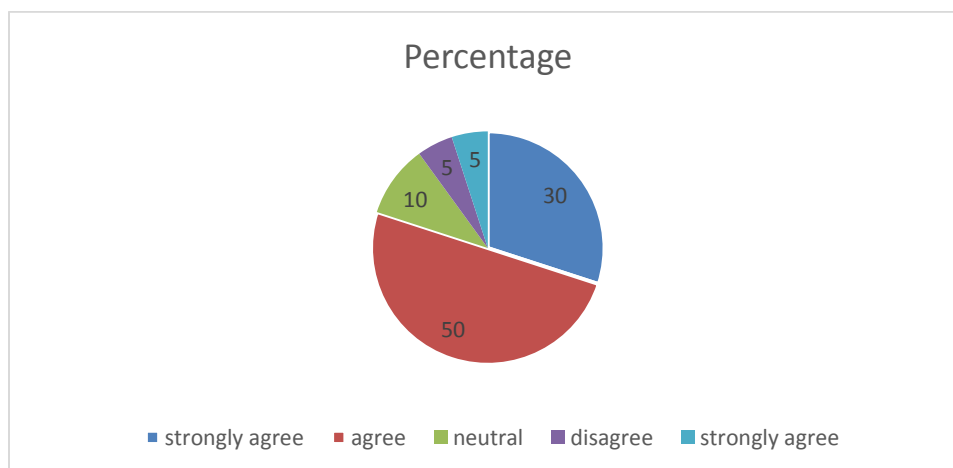
**Table 4.14**

Table showing whether practice is given for employees during training session.

**Table 14:**

Sl no.	Response	Frequency	Percentage
1	Strongly agree	30	30%
2	agree	50	50%
3	Neutra l	10	10%
4	Disagree	5	5%
5	Strongly agree	5	5%

**Chart 14:**



**Analysis:**

The above chart says that 30% of the respondent's strongly agree that enough practice is given during training session. 50% of the respondent's agree, 10% of the respondents have neutral opinion, 5% of the respondent's disagree and 5% of the respondent's strongly disagree

**Interpretation :**

From the above analysis it is understood that majority of the respondent's agree that practice is given for them during training session which implies that employee requires practice as well

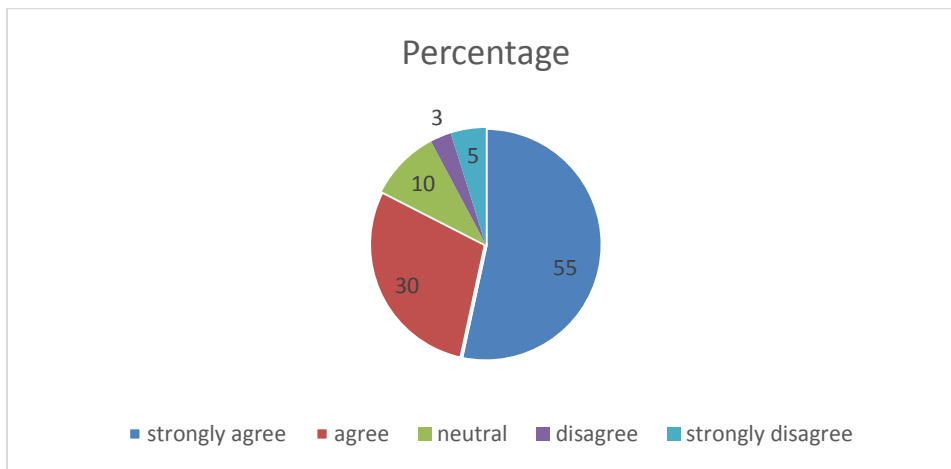
**Table 4.15**

Table showing training session conducted in the organization is useful.

**Table 15:**

Sl.no.	Response	Frequency	Percentage
1	Strongly agree	55	55%
2	Agree	30	30%
3	Neutral	10	10%
4	Disagree	3	3%
5	Strongly disagree	2	2%

**Chart 15:**



**Analysis:**

The above chart says that 55% of the respondent's strongly agree that training program conducted in organization was useful. 30% of the respondent's agree, 10% of the respondent's have neutral opinion, 3% of the respondent's disagree and 2% of the respondents strongly disagree

**Interpretation :**

From the above analysis it is understood that majority of the employees strongly agree that training is useful . From this we can conclude that training helps in improving the performance

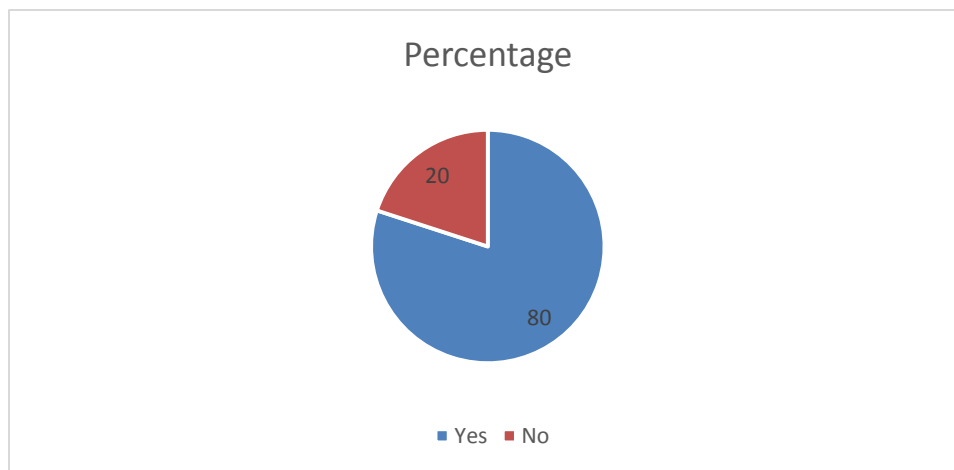


**Table4.16**

Table showing are training program helpful in long run

**Table 16:**

Sl no.	Response	Frequency	Percentage
1	Yes	80	80%
2	No	20	20%



**Chart 16:**

**Analysis:**

The above chart implies 80% of respondent's says that training program is helpful in long run and 20% of the respondent's says it is not helpful in long run

**Interpretation:**

From the above analysis it is understood that majority of the respondent says training is helpful in long run

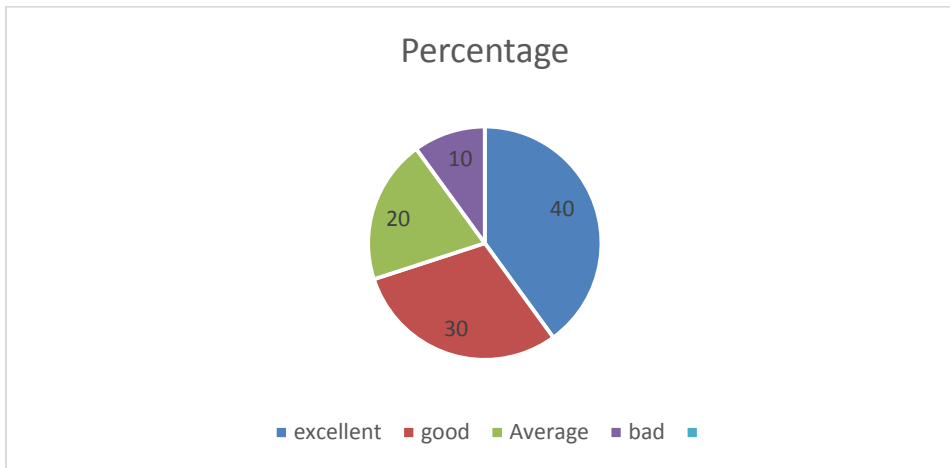
**Table4. 17**

Table showing how well the work place of training is physically organized.

**Table 17:**

S.no.	Response	Frequency	Percentage
1	Excellent	40	40%
2	Good	30	30%
3	Average	20	20%
4	Bad	10	10%
5	Total	100	100%

**Chart 17:**



**Analysis:**

The above chart implies 40% of the respondent's says the workplace of the training is excellent, 30% of the respondents says it's good 20% of the respondent's have neutral opinion 10% of the respondent's says it's bad.

**Interpretation:**

From the above analysis it is understood that majority of the respondent's says that the workplace of the training is physically organized which implies that the organization provides good working environment

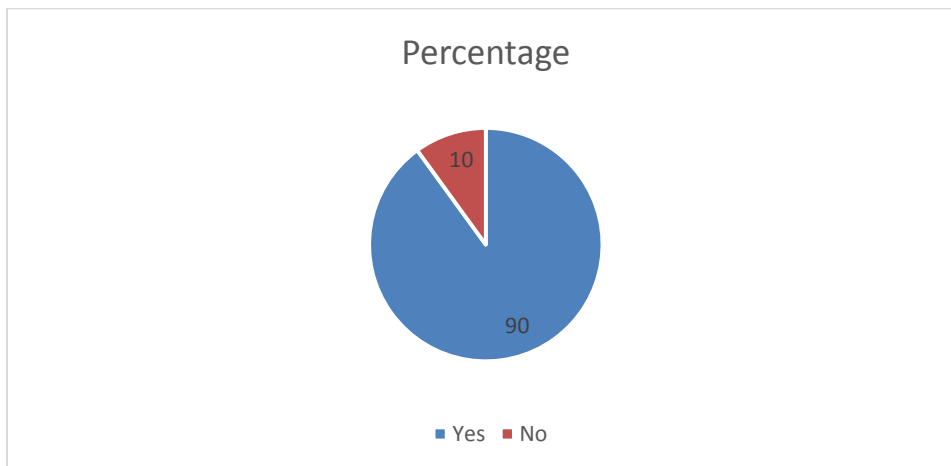
**Table 4.18**

Table showing whether employees are getting innovative ideas during training.

**Table 18:**

Sl no.	Response	Frequency	Percentage
1	yes	90	90%
2	No	10	10%

**Chart 18:**



**Analysis:**

The above chart implies that 90% of the respondents are getting innovative ideas during training and 10% of the respondents say they do not get innovative ideas during training.

**Interpretation :**

From the above analysis it is understood that majority of the respondents say that they are getting innovative ideas during training, which implies that the instructor gives good insights during training.

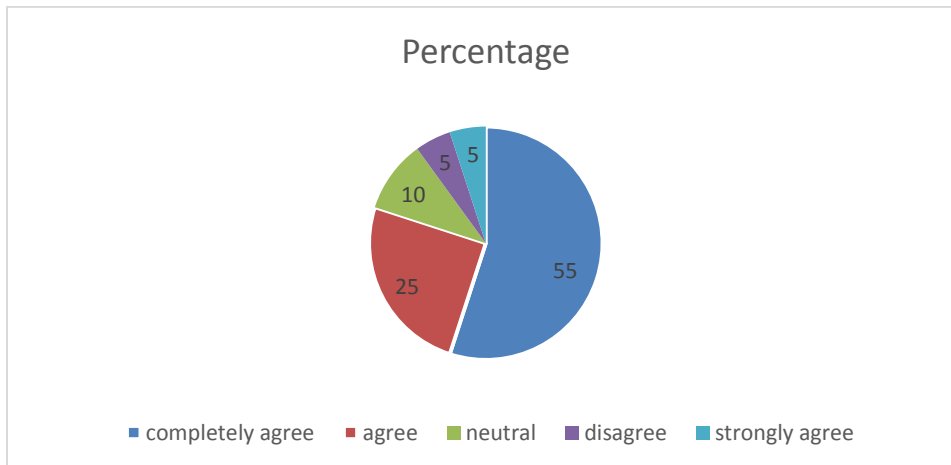
**Table4. 19**

Table showing training builds up team work.

**Table 19:**

Sl no.	Response	Frequency	Percentage
1	Completely agree	55	55%
2	Agree	25	25%
3	Neutral	10	10%
4	Disagree	5	5%
5	Strongly disagree	5	5%

**Chart 19:**



**Analysis:**

The above chart implies 555 of the respondent's completely agree that training builds up team work, 25% of the respondent's agree, 10% of the respondent's have neutral opinion, 5% of the respondent's disagree and 5% of the respondent's completely disagree

**Interpretation :**

From the above analysis it is understood that majority of the respondent's says training buildup team work which implies that the organization encourages team work.

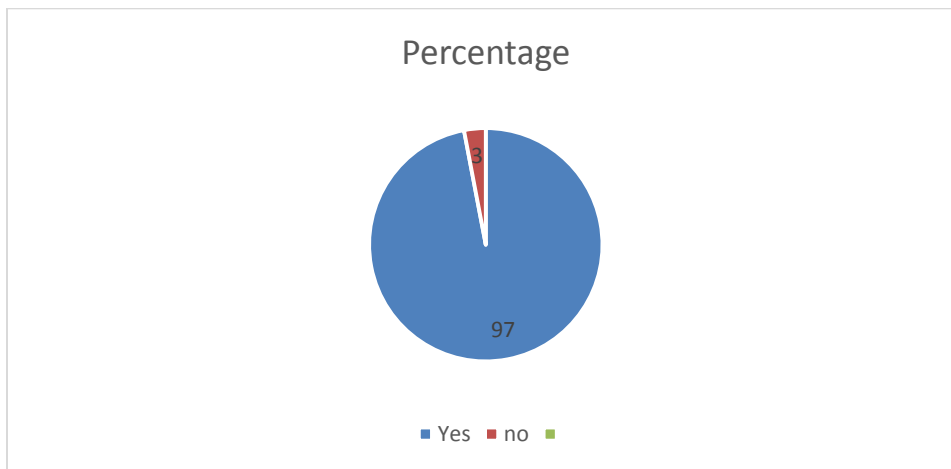
**Table4. 20**

Table showing whether employees have come across any problem during the training session conducted in your organization .

**Table 20:**

Sl no .	Response	Frequency	Percentage
1	Yes	10	10%
2	No	90	90%
3	Total	100	100 %

**Chart 20:**



**Analysis:**

The above chart implies 10% of the respondent's says they had come across problems during training program and 90% of the respondent's says they have not had any problems during training session

**Interpretation:**

From the above analysis it is understood that majority of the respondent's says they have not had any problems during training session.

#### 4.3.Statistical tools results:

#### Hypothesis:

		2. performance	3. Improvement of knowledge
N		100	100
20.Training provided	Pearson Correlation	.921	.611
	Sig. (2-tailed)	.005	.025
	N	100	100

\*. Correlation is significant at the 0.05 level (2 - tailed ).

#### Interpretation:

1.Performance: The above table displays that the result is highly substantial and positive with significant value 0.005 which is less than 0.05. It means the performances increases with training.

2.Improvement of knowledge: The above table displays that the result is highly significant and positive with significant value 0.025 which is less than 0.05 which means knowledge improves with the training



## Chapter-5

### Findings, conclusion and suggestions

#### 5.1 Summary of findings:

- It is found that majority of the employees have been working in this company for less than 5 years.
- It is found that 67% of the employees like to attend training program
- It is found that majority of the employees agrees on training program is mandatory.
- It is discovered that 40% of the workers are satisfied with the preparation gave to them
- It is found that 40% of the employees completely agree for enhancing productivity of performance.
- It is found that 50% employees completely agree that training was well planned.
- It is found that training is given for sufficient duration because 40% of the respondents agrees with it
- It is found that the company gives necessary training material during training program because majority of the employees are satisfied with the provided training material
- All the employees found training program is helpful in personal growth.
- It is found that 50% of the employees likes the present training is good, still some of the employees are not satisfied with the present training.
- It is found that employees are highly satisfied on instructor's knowledge; still some of the employees are not satisfied with the level of satisfaction instructor's knowledge.
- It is found that 50% of the employees agreed on practice should be given to them during training.
- It is found that 55% employees strongly agreed that training sessions is useful. Remaining employees are feeling that it is not enough for them.
- Most of the employees liked the training program and found it useful for long run. But remaining employees does not find it useful for long run.

- It is found that some of the employees mentioned the work place of training is excellent and physically organized. Remaining employees mentioned it as average.
- Most of the employees are responding positively on innovative ideas.
- 55% of the employees completely agree that it builds the team work.
- It is found that 97% of the employees' response positively as no problem occurred during training session.

## **5.2. Conclusion:**

training has turned out to be progressively fundamental to the achievement of current associations. They frequently contend on capabilities – the center arrangements of information and ability that give them an edge over their rivals. Training assumes a focal part in sustaining and fortifying these capabilities, and thusly has progressed toward becoming piece of the foundation of technique usage. Also, quickly changing innovations require that representatives ceaselessly sharpen their insight, aptitudes and capacities to adapt to new procedures and frameworks. Workers Training programs endeavor to enhance abilities or add to the current level of learning so the representatives is better prepared to do his/her present occupation or to get readied for a higher position with expanded duties .

Worker improvement ought to be found with regards to a consistently changing and dynamic condition in swastika investmart, being into the overwhelming obligation, needs to ensure that its representatives are very much prepared, in fact, mechanically and in addition in different viewpoints additionally, Employees and in addition the Organization has profited from these projects. From the investigation led on its viability, the majority of the workers are happy with the preparation and advancement exercises, however there is still degree for development in it. This work has given me an improving knowledge and gave me more experiences into the quick and dirty of the preparation and advancement exercises. It helped me to put into utilization the related hypothesis for its further improvement. At long last, this undertaking has been an esteem.

### **5.3. Suggestions/recommendations:**

The connection between the workers and the Reporting officer can be as yet moved forward.

- The association can give training projects to their workers to fill the correspondence hole with their partners.
- The Reporting officer ought to offer help to their representatives in actualizing their learning.
- The training which is given to the representatives can be as yet powerful so they can actualize their taking in without looking for help from their detailing officer.
- The students can be furnished with more contextual analyses and extra data for additionally inputs.
- The training can be given to the representatives who have less learning.
- The training is more powerful to enhance the worker's learning.
- The training can be given to representatives by breaking down their need.
- If conceivable, the individual inclusion or dynamic cooperation of the learner ought to be got in the training program. He ought to be furnished with chance to rehearse the recently required conduct standards.
- As the learner procures new information, aptitudes or mentalities and applies them in work circumstances, he ought to be altogether compensated for his endeavors.
- The student ought to be furnished with individual help when he experiences learning impediments.

- There ought to be more prominent exertion taken by the organization for leading training of workers particularly the zones where the organization thinks about crucial.
- There ought to be a talk among the businesses and administration before directing the training developer.
- Refresher courses or other compressed lessons ought to be given to the representatives time to time to keep pace with the difference in innovation.
- The training program ought to be arranged with the goal that it is identified with the learner's past encounters and foundation.

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## **Annexure:**

### **Questionnaire on effectiveness of training**

- 1) From how many years you are working in swastika investmart ltd?
  - a) 0 - 5 years
  - b) 6 -10 years
  - c) 11 -15 years
  - d) More than 15 years
- 2) Do you like to attend the training program ?
  - a) Yes
  - b) No
- 3) What do you think training provides you ?
  - a) Learning
  - b) Enhancement
  - c) sharing information
  - d) All the above
- 4) Do you feel training program is compulsory for the employees ?
  - a) Yes
  - b) No
  - c) Can't say
- 5) Rate your satisfaction level on training program given to you?
  - a) Highly satisfied
  - b) Satisfied

- c) Neutral
  - d) Dissatisfied
  - e) Highly dissatisfied
- 6) Training is must for enhancing productivity and performance
- a) Completely agree
  - b) Agree
  - c) Neutral
  - d) Disagree
  - e) Completely disagree
- 7) Rate your satisfaction level on improvement of knowledge after training program
- a) Highly satisfied
  - b) Satisfied
  - c) Neutral
  - d) Dissatisfied
  - e) Highly dissatisfied
- 8) Do you agree that training is well planned?
- a) Strongly agree
  - b) Agree
  - c) Neutral
  - d) Disagree
  - e) Strongly disagree
- 9) Do you agree that training is given for sufficient duration ?



a) Strongly agree

b) Agree

c) Neutral

d) Disagree

e) Strongly disagree

10) Does company provides study material before the training program ?

a) Yes

b) No

11) Was the training program helpful in personal growth ?

a) Yes

b) No

12) What is your opinion about present training system?

a) Excellent

b) Good

c) Average

d) Below average

13) Rate your satisfaction level on instructor's knowledge

a) Highly satisfied

b) Satisfied

c) Neutral

d) Dissatisfied

e) Highly dissatisfied

14) Enough practice is given for us during training session . Do you agree with this statement ?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

15) The training session conducted in your organization is useful . Do you agree with this statement ?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

16) Are training program helpful in long run ?

- a) Yes
- b) No

17) How well the work place of the training is physically organized ?

- a) Excellent
- b) Good
- c) Average
- d) Bad

18) Do you get innovative ideas during training ?

- a) Yes

b) No

19) Training builds up team work. Do you agree with this ?

a) Completely agree

b) Agree

c) Neutral

d) Disagree

e) Completely disagree

20) Have you ever come across any problem during the training session conducted in your organization ?

a) Yes

b) No



# ACHARYA INSTITUTE OF TECHNOLOGY

## DEPARTMENT OF MBA

Name of the student: V.Prathyusa

Internal guide: Keerthi H K

USN No: 1AZ16MBA73

Specialization: HR/ Marketing

Title of the project: A study on effectiveness of training .

WEEK	WORK UNDERTAKEN	EXTERNAL GUIDE SIGN	INTERNAL GUIDE SIGN
15-1-2018 to 20-1-2018	Introduction about Pattern effects labs and its operation	<i>P. Keerthi</i>	<i>Keerthi H K</i>
22-1-2018 to 27-1-2018	Learning about different operation and products	<i>P. Keerthi</i>	<i>Keerthi H K</i>
29-1-2018 to 3-2-2018	Orientation and Gathering information about growth of company	<i>P. Keerthi</i>	<i>Keerthi H K</i>
5-2-2018 to 10-2-2018	Analysis of market position of the company	<i>P. Keerthi</i>	<i>Keerthi H K</i>
12-2-2018 to 17-2-2018	Research problem identification	<i>P. Keerthi</i>	<i>Keerthi H K</i>
19-2-2018 to 24-2-2018	Preparation of research instruments for the data collection	<i>P. Keerthi</i>	<i>Keerthi H K</i>
26-2-2018 to 3-3-2018	Theoretical background of the study	<i>P. Keerthi</i>	<i>Keerthi H K</i>
5-3-2018 to 10-3-2018	Data collection and data analysis	<i>P. Keerthi</i>	<i>Keerthi H K</i>
12-3-2018 to 17-3-2018	Interpretation of the data gathered during the survey	<i>P. Keerthi</i>	<i>Keerthi H K</i>
19-3-2018 to 24-3-2018	Final report preparation and submission	<i>P. Keerthi</i>	<i>Keerthi H K</i>

Internal Guide:



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