

The Analytical Study of In-House Training at MSPGCL (India)

Dr. Mahesh L. Abale

Professor

Naralkar Institute and Career Development, Pune, India

maheshabale@gmail.com

Dr. Shital O. Deshmukh

Associate Professor

JSPMs, Jayawantrao Sawant college of Engineering (MBA Dept).,

Pune, India

drshitaldeshmukh18@gmail.com

Abstract

Training has become a vital input for any organisation. The change in the manufacturing factors, Technology change, Introduction of new employees to the processes and many more aspects are touched by the training. The company saves larger values of time, money and other vital resource in imparting training through In house faculties. The In-house faculties are readily available and they provide in-house and on the job specific training to the trainees. The trainers here possess the knowledge of the environment and the required skills for imparting the training. The required amount of time can be easily devoted on the specific training topics. The skills and the expertise are well groomed and the requisite corrective actions can be taken according to the consultations. The paper tries to find out the skill development in the large manufacturing industries like MSPGCL. It also highlights the effectiveness of in-house faculties for the training.

Keywords: In-house Training, Trainers, Trainees, Skill Development.

INTRODUCTION

The Training plays very essential role in delivering the right product. The skill based training involves the crucial imparting of skills through various types of training. The training with effective tools by efficient trainer adds to the requirement of any organisation. In vast country

like India and larger states like Maharashtra the training by an external faculty involves time, money and resource calculation. The requirements being directly proportional to the output requires effective utilisation of all the components while imparting the training. The Maharashtra State Power Generation Company Ltd.(MSPGCL) being a company catering to the need of the electricity power of the state employs more than Ten thousand work force and manufacturing electricity through 4 different ways. The Thermal, The Hydro, The Gas and The Solar are the technologies used for generation of electricity through inbuilt capacities. The electricity production comes under essential services, it values the time for the smallest of the activity carried out in the factory locations. Hence the paper focuses on the use of in-house training. The skills imparted and the trainers delivering the training are the major areas of focus. The analysis will be carried out on the effectiveness of the training delivered by the in house trainers.

Definition:- It is any attempt to improve current or future employee performance by increasing an employee's ability to perform through learning, usually by changing the employees attitude or increasing his or her skills and knowledge.

In House Training

The word itself says that the meaning of in house training. The activities set by and conducted by the in house employee irrespective of outside employees.

In-house training is a training program for learning opportunities developed by the organization in which they are utilised. Training may be required to be provided to employees as part of legislative requirements for industry performance and safety standards or continuing education requirements. The main purpose of the training is to sharpen the skills of trainee and to teach new trends in existing domain. It teaches an employee how to do a job more effectively and efficiently. It will also help him to become more successful in his career. We highlighted the Advantages to increase your awareness regarding these.

The Advantages and Benefits of In House Training

- **Save the Training cost** – cost per delegate is less compared to public training houses for the same number of people.
- **Save the Travel Cost** – The employees are not required to travel any other location for their training.
- **More specific** – Conducting a course for a single client makes it easier to focus on specific topics and areas that are causing issues occurring inside the business.

- **Customized training-** These trainings helps in addressing the business needs and learning objectives of our clients. Forming a group allows the training to be more focused on the company and real examples can be discussed more conveniently.
- **Convenience** – The training schedule for staff a per their job convenience time.
- **Team Building** – Delegates from different departments and skills set can foster the great teamwork, recognition and understanding of each other's roles. It can enhance the employee relations, Interpersonal communication and interaction with each other.

Trainer

Trainer(noun) one who trains; an instructor; especially, one who trains or prepares men, horses, etc., for exercises requiring physical agility and strength. Trainer(noun) a militiaman when called out for exercise or discipline.

About MSPGCL:

Mahagenco has the highest overall generation capacity and the highest thermal installed capacity amongst all the state power generation utilities in India. It generates power for more than 1,50,00,000 end consumers in Maharashtra at economical and affordable rates.

Training Sub Centers:

The MSPGCL (MAHAGENCO) has two training centers at Koradi (NAGPUR) and Eklahere (NASHIK). Each power station has a training sub center monitored and controlled by Executive Engineer (training). The role of the controller is organize training to employees. This includes preparation of training calendar, analyzing the need for the training and arranges the training programs. They also perform the post training analysis and arrange the feedback for the trainers from the trainees. The controller of the training center arranges various in-house training from the in-house trainers and faculties.

Mahagenco always believe in Human Investment. The scenario in present day, power sector more focus on to sharpen the skills of employee through training a view to increase the productivity of the employees. About 90 man-days of training has been imparted in various field. Induction level training given to the newly recruited employee some times on job training also arranging under the supervision of senior and expertise employees as per the requirement of the company.

LITERATURE REVIEW

K. Pramod Gonchkar(2012) Explains that training and development has positive impact on employee's knowledge, Attitude, skills, behavior and job performance . Means officers feel positive to work for bank benefit. If they feel that this activity is for their benefit. Researcher find that the officer want Training and development is more specific to their job content so that they can take an active part in that and work toward the benefit of the organization. The researcher has been used survey method for this study. The researcher collected data from primary as well as a secondary sources. Primary data was collected from PSBs and PSB officers using Interview method. Secondary data was collected from the web sites of the ministry of finance of the government of India, the Reserve Bank of India and the respondent PSBs themselves. The random sampling technique has been used since every PSB stands an equal and independent chance of being selected. The feedback received from the first four PSB respondents and the first 400 PSB officers for the study.

Kumar, A. (2017), Examines the effectiveness of training in the measurement of improvement of in the employee's job performance and behavior pattern in the organization. The main purpose of this study is to review the model and to find out the effectiveness of in-house training in organization. Data was collected from 119 employees with the structured questionnaire. According to plan, six in house training were conducted and grade system (i.e. A, B and C) used to assess the performance of employees after training after completion of training many employees were placed in grade A. It has been observed that a very remarkable positive impact on their job performance.

The in-house training concentrates on the problem based approach in any organization. The trainees or the employees have authentic, real and pressing problem. On these they have to develop their own conceptualized training methodology. Such type of training according to Ina Weinbauer-Heidel, and Masha Ibeschitz-Manderbach is Concrete, effective and efficient.

In their book Public Enterprises Management B. S. Bhatia, and G. S. Batra, have expressed that the public enterprises must have well chalked up plan for training. This must include the in-

house training and mentoring. The in-house training programs envisaged must be industry oriented and function specialized.

OBJECTIVES OF THE STUDY

- To study training sessions delivered at Sub-center MSPGCL.
- To study the delivery content in regards to trainers.
- To study skills improvement pattern with respect to trainees.

SCOPE OF THE STUDY:

- The scope of study is training module delivered at MSPGCL
- To assess trainers and training contents.
- To study the skills developed amongst the trainees.

HYPOTHESIS

- H0: In-house Training doesn't improve skills.
- H1: In-house Training improves skills.
- H0: The training by in-house faculties doesn't improve skills sets.
- H1: The training by in-house faculties improves skills sets.

METHODOLOGY

Data and sample

This study is based on primary data. Questionnaire were drafted and administered to the one categories respondents for collection of primary data. The questions in the Schedules were close-ended.

The sample unit is used for the study was Bhusawal Thermal Station (India). The data were collected from target population 1250 employees that were chosen through the random sampling

method. The total data collected had been obtained from 800 respondents. The total respondents are the trainees of the 4 training sessions conducted by the trainers.

Research design of the present study is exploratory cum descriptive. The purpose of the study is to achieve a new insight into a phenomenon.

The Hypothesis were formulated based on dependent(i.e. Effectiveness of Training) and independent variable(i.e. Tools used Case Study, Presentation, Study Material)

Data processing and analysis plan

The collected primary data was processed manually. Statistical tools like averages were used to analyse and interpret the data, duly supplemented by graphical and tabular representation. Appropriate interpretations were added to the tabulated and charted data. One way ANOVA tests were conducted to test the hypotheses.

RESULT AND DISCUSSION

Table 1.1 Details of variance sample

<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>
Trainer 1	200	470	2.35	0.972362
Trainer 2	200	477	2.385	0.961583
Trainer 3	200	484	2.42	0.978492
Trainer 4	200	421	2.105	0.818065

Table 1.2 final result using single factor ANOVA

<i>Source of Variation</i>	<i>SS</i>	<i>Df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
Between Groups	12.25	3	4.083333	4.37832	0.00456	2.616089
Within Groups	742.37	796	0.932626			
Total	754.62	799				

Results of Test:

Table no.1.1 and 1.2 are the tables highlighting the result for the factors taken for the analysis. The factors tested with respect to 4 different trainers are the effectiveness. The four trainers being the in-house trainers are tested with respect to their effectiveness. The table 1 describes the comparison between the averages and the variance among the feedbacks of respondents in reference to the in-house trainers. The Averages of all the Independent factors are similar stating that they are reflecting one positive tendency of feedback.

The respondents believe that the training was beneficial with respect to their work requirements and the job specification. The training module prepared by the trainers included all the case studies and the complexities arising at the work stations. The trainees can manage the activities at work station due to clearance of difficulties in session.

Moreover the P value is below level of significance 0.00456 hence the results are significant.

CONCLUSION

The training by the in-house faculties is found to be effective. The above data analysis and consecutive interpretation proves that the tools used for the training are efficient and highly effective with respect to the productivity of the training. The employees who undertook the training experience that the training was useful in their activities at work stations. Hence it's highly recommended to continue the in house faculties. The in-house training hence is the most effective and efficient method of training in large organizations. The coverage of large number of employees and effectively delivering the solution makes the in-house training effective. The advantages sighted are in economical and physical viability of each and every organization. The insights of the specific technical and managerial expertise can be easily given to participants through the in-house training. The difficulties, the complexities, the in-house technical cases and an expert view over it make the in-house training as the most useful amongst the training. The in-house training thus helps to develop a pool of database which can be used as the library for the coming generations.

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