



## **Status of training and skill development activities among the workers of the shree cement limited**

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### **Abstract**

The present study is the outcome of the analysis of the status of various training programmes and skill development activities among the workers of Shree Cement Limited. It was found that Shree Cement Limited provides training to its workers not only for permanent employees but also for the casual / temporary / contractual employees even including the employees hired through contractors along with the retainers covered under safety and compliance training.

**Keywords:** training, skill development, workers, shree cement limited

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### **Introduction**

Workers are the vital resources of any industrial setup and their importance become more crucial if the organization is dealing with some specific and technical aspects. It's a well-known fact that the success or failure of any industry chiefly depends on efficient manpower and their effective functioning. Several educational institutes now a day, offers specialized programmes and curriculums to enhance the job opportunities for the students. But even after they have few generalized instructions for the students, as if they offer much more specialized aspects of training to the students they were blamed to be working only for that particular industrial setup. That's why technical industries like Cement, Leather, Beverages and others have to organize special technical training programmes for their workers as they deal a variety of functions and machinery. Such training programmes act as a 'feather in the crown' for the workers as they became much more specialized in their working areas and can provide much more effort in easy manners to enhance the production and growth of the company.

That's why providing such opportunities to the workers is the need of the hour, in the era of cutthroat competition in nearly all the industrial areas. Such employee development is carried out through a variety of training programmes. And this becomes a prerequisite for the development not only for the employees but also for the industrial setups working in different areas and levels. Thus, training and development are becoming one of the major components of Human Resource Development. In particular, Cement Industries dealt with a variety of works and nearly for all possible work they need different skill-oriented employees and to overcome such specialised demands companies provides specialized training and skill development programmes for their workers to maintain working requirements.

The present study deals with the status of training and skill developmental activities among the workers of the Shree Cement Industry.

### **Review of Literature**

According to UNESCO (1999) <sup>[5]</sup> Technical and Vocational Education and Training (TVET) is crucial for the various technology industries. They defined the Technical and Vocational Education and Training as 'Those aspects of the educational process involving, in addition to general education, the study of technologies and related sciences, and the acquisition of practical skills, attitudes, understanding, and knowledge relating to occupants in various sectors of economic and social life'.

According to the Asian Development Bank (2011) <sup>[1]</sup> Skills development for the informal sector presents specific challenges to governments around the world. Among Asian countries, the informal sectors take up nearly 65% of non-agricultural employment. More particularly in terms of India the informal employment in agriculture and the proportion of informal employment significantly increased as it reached from 83% of non-agricultural employment to 93% of total employment'.

Ramana and Nallathiga (2013) <sup>[3]</sup> worked on the construction industry and identified the requirement of the Indian economy in terms of growing demand for skill sets that match its growth requirement. They reported that the construction industry was exhibiting steady growth in the last several years. They also highlighted that among the construction industry there was a great demand for skilled workers and they also found that higher-skilled workers had greater opportunities to achieve the work. They also highlighted that the skill programmes and associated training programmes are not only beneficial for the workers but such training programs also

provide a significant trust to the industrial setups too. They also mentioned about few indicators to evaluate the level of skill among the workers.

Sumithra and Raj (2017) <sup>[4]</sup> worked on Training effectiveness in the cement industry and concluded training as a critical aspect of the development of knowledge of the workforce and effective human resource development management. According to them, the cement Industry is providing training to workers effectively but still, there is a possibility to improve in the efforts. They suggested that the company should provide a more flexible environment for the worker to interact with the trainer. They also stated that such a training programme not only helps in enhancing the knowledge, skill, and ability of workers but also increases the satisfaction level among them, especially in concern to their irrespective job profiles.

Potnuru *et al.*, (2021) <sup>[2]</sup> studied the moderating role of Organizational Learning Culture (OLC) on the relationship between different practices of Human Resource Development (HRD) along with the Employee Competencies (EC) in the enhancement of Organizational Effectiveness (OE). For this, they designed an integrated research model of various Human Resource Development practices along with other key parameters. They worked on data collected from 506 employees working in 4 medium-size cement manufacturing companies. On the basis of the study conducted they concluded that training and career development had a significant positive impact on Employee Competencies

### Objectives of the Study

- To study the status of training programmes for the employees along with female employees of the Shree Cement Limited
- To study the status of training programmes for casual / temporary / contractual employees along with employees with disabilities of the Shree Cement Limited

### Methodology

The data used for the study was mainly the Secondary datasets and it was collected through published annual reports of the Shree Cement Industry along with its industry profile and other published reports.

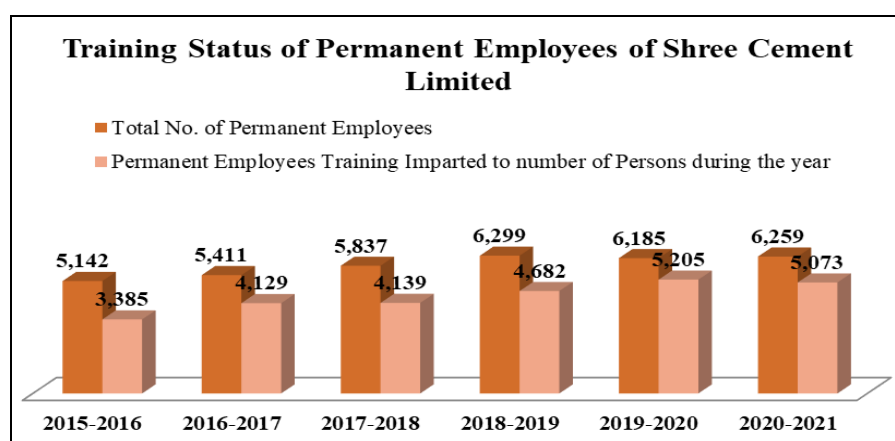
### Observation and Results

It was found on the basis of published reports and Annual reports of the Shree Cement Limited Industry that the company is much particular about its manpower and human resource developments. As they provided training to not only the permanent employees but also to the Casual/ Temporary/ Contractual employees and even they specially emphasized on the female employees and employees with disability for the effective human resource developments.

Among the permanent employees of Shree Cement Limited, it was observed that the maximum percentage of employees were trained during the financial year 2019-2020 (84% of the permanent employees) while the lowest training percentage was observed during the 2015-2016 (66% of the permanent employees) (Table 1; Figure 1).

**Table 1:** Status of Training among Permanent employees of Shree Cement Limited

Year	Total No. of Permanent Employees	Permanent Employees Training Imparted to number of Persons during the year	% Training
2015-2016	5,142	3,385	66%
2016-2017	5,411	4,129	76%
2017-2018	5,837	4,139	71%
2018-2019	6,299	4,682	74%
2019-2020	6,185	5,205	84%
2020-2021	6,259	5,073	81%

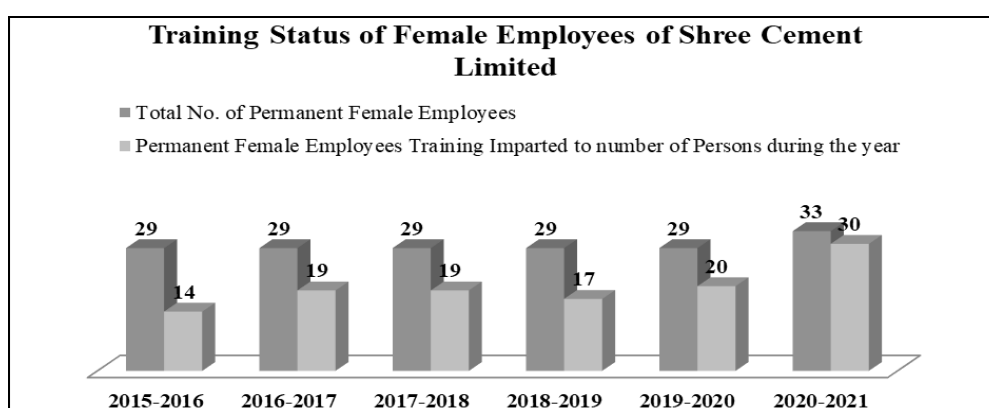


**Fig 1:** Status of Training among Permanent employees of Shree Cement Limited

Among the female employees of Shree Cement Limited, it was observed that the maximum percentage of female employees were trained during the financial year 2020-2021 (91% of the female employees) while the lowest training percentage was observed during the 2015-2016 (48% of the female employees) (Table 2; Figure 2).

**Table 2:** Status of Training among Female employees of Shree Cement Limited

Year	Total No. of Permanent Women Employees	Permanent Women Employees Training Imparted to number of Persons during the year	% Training
2015-2016	29	14	48%
2016-2017	29	19	66%
2017-2018	29	19	66%
2018-2019	29	17	59%
2019-2020	29	20	69%
2020-2021	33	30	91%

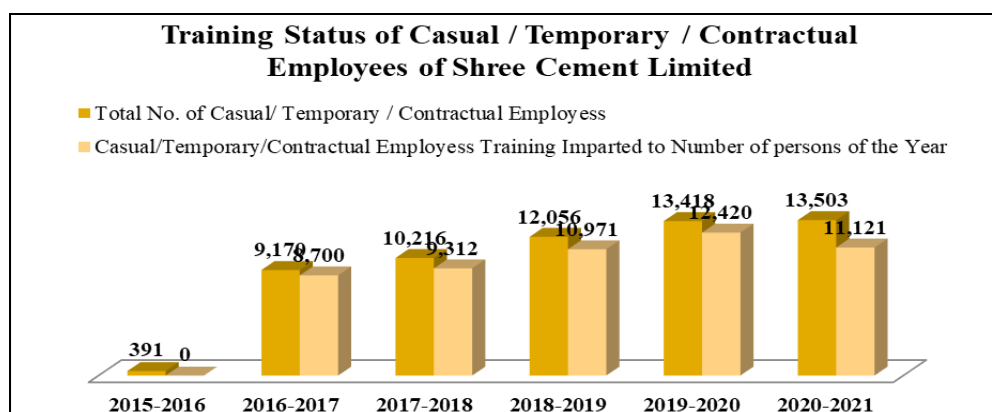


**Fig 2:** Status of Training among Female employees of Shree Cement Limited

Among the casual / temporary / contractual employees including the employees hired through contractors including retainers covered under safety and compliance training of Shree Cement Limited, it was observed that the maximum percentage of contractual employees were trained during the financial year 2016-2017 (95% of the contractual employees) while the lowest training percentage was observed during the 2020-2021 (82% of the contractual employees) (Table 3; Figure 3).

**Table 3:** Status of Training among Casual/ Temporary/ Contractual employees of Shree Cement Limited

Year	Total No. of Casual / Temporary / Contractual Employees	Casual/Temporary/Contractual Employees Training Imparted to Number of persons of the Year	% Training
2015-2016	391	NA	NA
2016-2017	9,170	8,700	95%
2017-2018	10,216	9,312	91%
2018-2019	12,056	10,971	91%
2019-2020	13,418	12,420	93%
2020-2021	13,503	11,121	82%

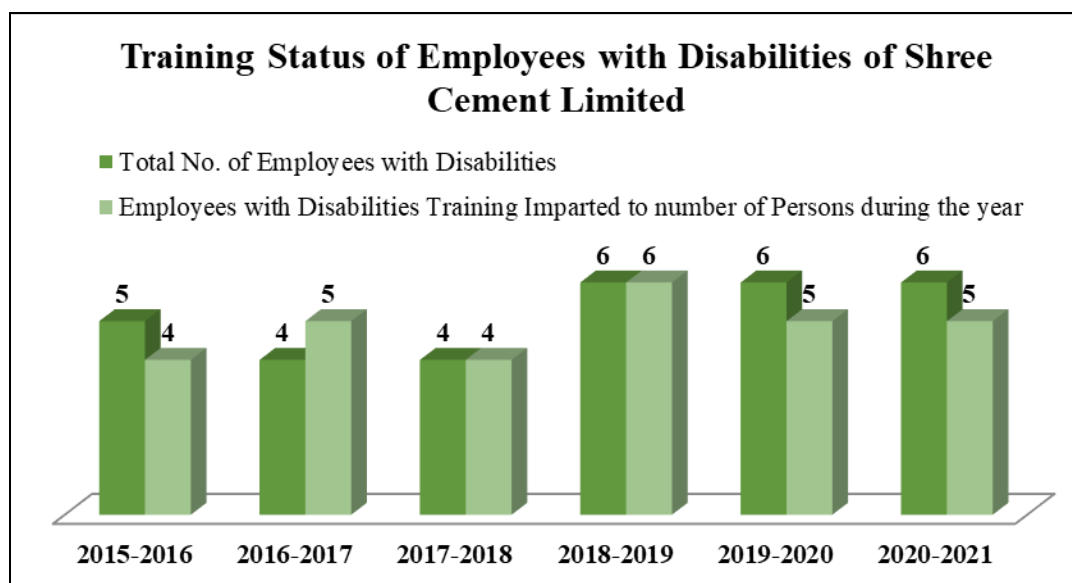


**Fig 3:** Status of Training among Casual/ Temporary/ Contractual employees of Shree Cement Limited

In the case of employees with disabilities, special attention was carried out as among the employees with disabilities of Shree Cement Limited it was observed that maximum percentage of employees with disabilities were trained during the financial year 2016-2017 (125% of the employees with disabilities) while the lowest training percentage was observed during the 2015-2016 (80% of the employees with disabilities) (Table 4; Figure 4).

**Table 4:** Status of Training among Employees with Disabilities of Shree Cement Limited

Year	Total No. of Employees with Disabilities	Employees with Disabilities Training Imparted to number of Persons during the year	% Training
2015-2016	5	4	80%
2016-2017	4	5	125%
2017-2018	4	4	100%
2018-2019	6	6	100%
2019-2020	6	5	83%
2020-2021	6	5	83%



**Fig 4:** Status of Training among Employees with Disabilities of Shree Cement Limited

### Conclusion

During the study, it was found that Shree Cement Limited was providing training to its workers effectively. It must be stated that Shree Cement Limited is much particular for its industrial growth as it not only works for the training of permanent employees but also for the casual / temporary / contractual employees including the employees hired through contractors along with the retainers covered under safety and compliance training. The Shree Cement Limited industry is managing its human resources in a good manner as there are no reports were found in concern to Child Labour, Sexual Harassment or Discriminator Employment.

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