



INTERNATIONAL RESEARCH JOURNAL OF HUMANITIES AND INTERDISCIPLINARY STUDIES

(Peer-reviewed, Refereed, Indexed & Open Access Journal)

DOI : 03.2021-11278686

ISSN : 2582-8568

IMPACT FACTOR : 6.865 (SJIF 2023)

A Study of effectiveness of training and development practices in Co – Operative dairy unit

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DOI No. **03.2021-11278686** DOI Link :: <https://doi-ds.org/doi/10.2023-96867161/IRJHISIC2302056>

Introduction:

The largest milk-producing country in the world is known as India. Socioeconomic development is significantly aided by the dairy industry. The evaluation of the need for development, education, and training in order to pinpoint performance needs and knowledge-skill sets is the main goal of this study.

Organizational growth and personnel proficiency are both aided by training and development. The effectiveness of any organization's training programmes and organisational growth are always key to its success. What capabilities and services an organisation offers to its staff and clients depends on its culture.

Objective of The Study:

- 1) To analyse the trainings process of the co – operative dairy unit.
- 2) To identify the success factors of the organization through training and development of organization.
- 3) To analyse growth and development of organization.

Importance of the Study:

1. Organization is the big system which is handle all over company's development. Training and development is core part of the organization.

2. It is very important to the organization because it hold to all employees for their organizational growth and sustainability.
3. Its identifies the difficulties to face by organization and getting appropriate solution on it. Training and development is very important for organizational success.

Research Design:

The study will be carried online then primary data and secondary data are collected to project primary data creating questionnaires and collecting responses and secondary data is already available.

Research type:

Descriptive research –

Descriptive research design is also development in the field of research. It seek to describe a field or a problem by using questionnaire.

Data collection: Primary and secondary data

Sample size: 60

Respondents: Employees of the company

a) Secondary Data-

Secondary data those which are collected through websites old records and is collected from previous research journals articles.

b) Primary Data:

Primary data are those which is collected for first times for the primary data collection, which is done through distribution of questionnaire, observation for present study. It is collected through discussion with company employees.

Data Analysis & Interpretation:

Data analysis is the very important part of the research paper. Data analysis aims to bring order structure to data summarization. It helps to reduced interpretable forms. It helps to uncover the pattern in the data. Data interpretation main aim to execute and apply processes that assign meaning to these discovering by analysing data.

Workers position in organization

Sr. no.	Positions of workers	No. Of Response	Percentage
1	Account assistance	1	5
2	Compressor operator	4	10
3	Food processing unit	10	40
4	Lab assistant	5	5
5	Microbiologist	5	5
6	Quality checkers	5	5
7	Store worker	15	10
8	Staff control	4	10
9	Lab worker	10	5
10	Assistant admin officer	1	5
11	total	60	100

Graph

Positions of workers in organization



Interpretation:

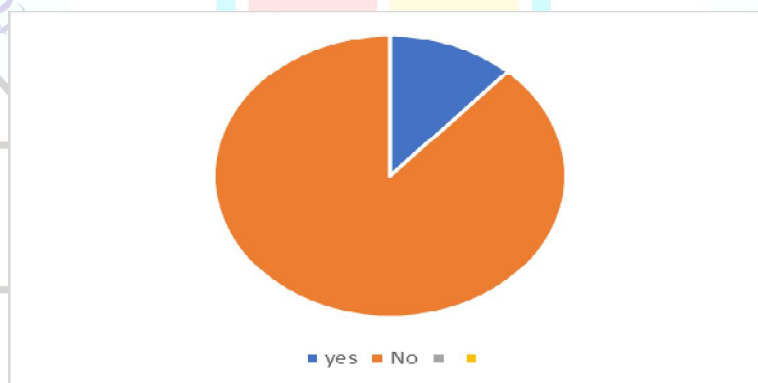
It found that 1(1.7%) people are in category of account assistance, assistant manager, chemist, microbiologist and store manage officer. And 2(1.7%) another peoples are included into the office assistant. 3(5%) are into the lab employees and store manage officers.

Technological problems in organization

Sr. No.	No. of Response	Response	Percentage
1	20	Yes	11.7%
2	40	No	88.3%
3	Total	60	100%

Pie chart

Technological problems in organization



Interpretation:

It is found that 80.3% employees have no technical problems in their organization. But 11.7% employees faced technical problems in their organization.

Findings:

1. 5(8.3%) of respondents in 23-33 years and after 25-38year 4(6.7%) and 2(1.7%) Responses

are more than 20-49 years old.

- 1(1.7%) people are in category of account assistance, assistant manager, chemist, microbiologist and store manage officer. And 2(1.7%) another peoples are included into the office assistant. 3(5%) are into the lab employees and store manage officers.
- 80% employees have no technical problems in their organization. But 20% employees faced technical problems in their organization.
- 100% employees said that training and development is the core part of their dairy industry
- 100% employees are said that dairy development impacted on poverty reduction
- 97.1% employees said that they use advance technology in their organization. But 2.9% employees said that they can't use advance technology in their organization.
- 71.4% employees said that Lassi is the special product of their organization. But 25.7% employees preferred all product is special of their organization. And 2.9% employees said that Milk is the special product of their firm.

Suggestions:

1. Create a new scope of practice, with higher level training and development systems for the dairy industry.
2. Create a distribution network for the getting appropriate information.
3. Follow the best benchmark dairy products.
4. Create on the job training

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