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A Study of Significance of Training Activities in Manufacturing Companies

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Abstract

If India's manufacturing sector can become more competitive on the world arena, it will be a significant engine of economic growth and job creation this decade. Power growth, stable job prospects, and educational opportunities for tens of millions of people all point to India's promising future as a global market participant. Many factors affect how much they can achieve. To begin, these value chains are set up to make the most of India's raw materials, industrial expertise, and entrepreneurial spirit. India is making progress towards Industry 4.0 thanks in part to the National Manufacturing Policy, which has as its long-term goal the increase of manufacturing's share of GDP to 25% by 2025, and the PLI scheme for manufacturing, which was launched in 2022 to bring the country's core manufacturing sector up to global manufacturing standards.

Keywords: Training Activities, Manufacturing Companies, economic growth, international markets, National Manufacturing Policy.

Introduction

The industrial sector in India has grown rapidly in recent years. Current Indian Prime Minister Narendra Modi has launched a programme named "Made in India" to promote his country's manufacturing sector and entice global

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investment. It is the government's goal to create 100 million more jobs in the sector by 2022.

Government Initiatives

The government of India has taken many measures to provide favourable conditions for the growth of the manufacturing sector. Important initiatives and new creations include:

- The PLI for semiconductor production in the Union Budget 2022-23 was set at Rs. 760 billion (US$ 9.71 billion) with the goal of making India a major producer of this critical component.
- The government has approved a PLI programme for 16 facilities to produce KSMs, medicine intermediates, and active pharmaceutical components (APIs). There would be an investment of Rs. 348.70 crore (US$47.01 million) and the creation of 3,042 jobs due to the building of these 16 units. Construction of these facilities is expected to begin for commercial use in April 2023.
- The Atal Incubation Centre (AIC), Pondicherry Engineering College Foundation (PECF), received Rs. 3 crore (US$ 403,293.54) in November 2021 from the Start-up India Seed Fund initiative, administered by the Experts' Advisory Committee (EAC) of the Department for Promotion of Industry and Internal Trade.

Organised Manufacturing Sector in the State of Karnataka

The Annual Survey of Industries provides in-depth statistical data on the organised industrial sector's manufacturing sector (ASI). Karnataka has 5.69% of India's industrial registrations in 2017-18. 5.79 percent of the state's fixed capital, 6.55 percent of its output, and 6.97 percent of its GDP came from Karnataka's registered industries in the same year. As compared to the previous fiscal year, 2017–18 saw a small increase in Karnataka's share of all registered industries. At the same time as fixed capital has increased, registered factories

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in Karnataka have become less influential in the nation's industrial performance in terms of working capital, total input and output, gross and net value added, and profits. The value-added production in Karnataka's registered manufacturing sector is mostly carried out by the following industries, as reported by ASI 2017-18 with NIC-2008:

- Manufacture of Food Products - 16.75%.
- Manufacture of Basic Metals-13.33%.
- Manufacture of Coke and refined petroleum products - 11.75%.
- Manufacture of Motor vehicle, trailers & semi-trailers-9.04%.
- Machinery and equipment- 5.85%
- Manufacture of Electrical Equipment - 4.46%.
- Manufacture of Other manufacturing materials-4.34%.
- Manufacture of Wearing Apparels - 4.02%.

In told, these eight sectors accounted for about 72% of Karnataka's registered manufacturers' total value of production in 2017-18. Karnataka has higher performance than the rest of India in terms of factory employment, factory production, and factory gross value added. Karnataka's registered factories have a greater capital intensity than India as a whole, but they also employ more people and generate more value added and production per square foot of factory space.

As compared to other sectors, manufacturing stands out as having both a large number of and a high degree of complexity in its daily activities. According to McKinsey, the potential for automation in these sectors is 1.3% higher than in sectors with fewer processes. Automation of industrial processes using digital solutions and technology may greatly increase production output.

Nonetheless, the same analysis shows that the aforementioned automation and digitalization of production have considerably affected the necessary skill sets

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for different vocations. This is because modern technology can't be effectively deployed without a trained and educated staff.

Challenges of Training Manufacturing Employees in 2023

First, we'll go through some of the most significant challenges that L&D professionals in the manufacturing industry could face while giving training:

1. The need for reskilling and up skilling for new digital technologies and processes

We've established that the introduction of cutting-edge machinery into factories has led to a yawning chasm in necessary skills. As a result of this shift, managers and L&D professionals need to reevaluate their training methods and start reskilling and upskilling their workforce in cutting-edge digital technologies and skills.

2. Creating role-based learning programs

Another common challenge for manufacturing companies is implementing a role-based strategy for education, development, and advancement in the workplace. A lot more progress may be made in a shorter amount of time with this kind of personalised training.

3. Providing on-demand employee performance support post-training

Increasing productivity in the factory doesn't happen overnight. Rather, it's a cycle that starts with initial instruction and continues via periodic checks on progress towards performance goals. Although this is undeniably true, many L&D professionals and upper-level management either refuse to acknowledge it or lack the necessary structure to prove it.

4. Measuring training effectiveness

It's possible that many factories provide their employees first-rate training programmes. Yet, they aren't great at monitoring their progress or gauging the outcomes of their efforts. Learning and development professionals should ask

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themselves, "What goals, targets, and key performance indicators will we use to monitor the growth and effectiveness of our training?"

5. Training distributed workforces

Several factories in the industry provide stellar training opportunities for workers. Yet, they are inadequate in terms of keeping tabs on progress, collecting data, and assessing the results of these efforts. When evaluating the success of our training, what metrics will we use to track its progression and progress towards goals? issue has to be answered by those working in the field of learning and development.

Conclusion

Every business needs hardworking workers, but only those have the skills and expertise can get the job done. In today's increasingly competitive job market, where tasks are becoming ever more difficult, investing in the education and training of one's workforce has become more important than ever. Investment in employee training is beneficial to the company's bottom line and necessary to retain a capable workforce. Workers that have received enough training have been shown to be more productive, which is good news for any company. This is particularly true in the private sector in the post-liberalization and post-globalization age, when competition is fierce. If you want to see actual improvements in performance, on the part of both the company and the individual, you must first alter people's unfavourable beliefs about the usefulness of training. Training that is more relevant to students' everyday work and that is accompanied by promotions and pay increases has the potential to foster a productive learning environment. Companies may reap both short- and long-term benefits from investing in their human resources by providing them with high-quality training. Company training programmes need better management if they are to provide the best possible return on investment. All training and development efforts should be directed on increasing the value of

human resources. Delete any training and development programmes that don't improve performance.

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