

A PROJECT REPORT

(18MBAPR407)

on the Topic

A STUDY ON EMPLOYEE SKILL DEVELOPMENT IN FOOD CREATIONS PVT LTD BANGALORE

By

DIVYA H K

USN: 1CY18MBA15

MBA 4th Semester

Submitted to VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
in partial fulfillment of the requirements for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION



Under the Guidance of

INTERNAL GUIDE

Dr PRAKASH B YARAGOL

Professor

EXTERNAL GUIDE

Mr. PRATHAP

HR manager

Food Creations Pvt Ltd



DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION

C M R INSTITUTE OF TECHNOLOGY

#132, AECS Layout, ITPL Main Road, Kundalahalli,

BENGALURU-560037

Batch 2018-20

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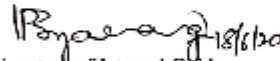


102688

No. 132, AECs Layout
IT Park Road
Bengaluru 560037
T : +91 80 2252 4466/77
F : +91 80 2852 4630
E : info@cmrit.ac.in
www.cmrit.ac.in

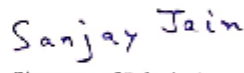
CERTIFICATE

This is to certify that **Ms. DIVYA H K** bearing USN 1CY18MBA15 is a bonafide student of Master of Business Administration Programme of the Institute (2018-20 Batch), affiliated to Visvesvaraya Technological University, Belagavi. Project report on **A STUDY ON EMPLOYEE SKILL DEVELOPMENT IN FOOD CREATIONS PVT LTD BENGALURU** is prepared by her under the guidance of **Dr. PRAKASH B. YARAGOL** in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi in Karnataka.


Signature of Internal Guide


Signature of HoD

Head of the Department
Department of MBA
CMRIT-PG Studies
Bangalore-560 037


Signature of Principal

Principal
CMR Institute of Technology
Bangalore - 560037

Evaluators

1) Name of external evaluator

Signature with Date

2) Name of internal evaluator

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Food Creations Pvt. Ltd.

Survey No. 34, Kacharakannahalli Village, Naduvathi Post, Hoskote Taluk, Bangalore - 560 067.
Phone : +91-80-2790 2254 E-mail : foodcreations@rediffmail.com

Date : _____

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Miss Divya H.K.(USN 1CY18MBA15)** 2nd year MBA student of CMR Institution Of Technology, AECS Layout Bangalore. She has successfully completed her internship and project work in "**Food Creations Pvt.Ltd.**" Study as per of her curriculam requirement Duration from January 2nd to February 16th 2020

We found her to be diligent and hard work.

I am sure she will keep up the excellent job, Wishing her all the best in future.

For Food Creations Private Limited

FOOD CREATIONS PVT LTD

Authorized Signatory
Authorized Signatory

DECLARATION

I, **DIVYA H K** hereby declare that the Project report entitled **A STUDY ON EMPLOYEE SKILL DEVELOPMENT IN FOOD CREATIONS PVT LTD BENGALURU** prepared by me under the guidance of **Dr. PRAKASH B YARAGOL** faculty of MBA Department, CMR Institute of Technology and external assistance by **MR PRATHAP**, HR Manager Food Creations Pvt Ltd, Bengaluru also declare that this project work is towards the partial fulfillment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi. I have undergone a summer project for a period of six weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted to any other University/Institution for the award of any degree/diploma.

Place: **BENGALURU**

Date:


DIVYA H K

USN:1CY18MBA15

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I have been fortunate enough to get good timely advice and support from a host of people to whom I shall remain grateful.

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DIVYA H K

USN : 1CY18MBA15

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EXECUTIVE SUMMARY

As per Visvesvaraya Technical University's curriculum, Belgaum for the partial fulfilment of the Master of Business Administration postgraduate programme

I have studied at FOOD CREATIONS PRIVATE LIMITED in Kacharakanahalli. It is one of South India's main producers of sun feast biscuit. For the project, I was engaged as a trainee under the HR Department and had access to meet the staff of different departments for a significant period of time that helped me gain insight into the type of work they are doing and research the role of and department within the organisation.

This article is an attempt to cover the company's profile with the company's target. The study offers an internal perspective of Organizational Activities, Operating Roles against the Organization's product and employee.

The study also provides the Organization's review of SWOT, power, vulnerability, potential and danger in the current situation. The study with Conclusions and Recommendations finishes. As a part of the research it was possible to obtain information on the organisation's work culture experience.

CHAPTER 1

INTRODUCTION

INDUSTRY PROFILE

“India stands at second place in manufacturing of biscuits in the entire world”. The Indian Biscuit Industry has a turnover of around Rupee 3000 cores p\

80% of the bakery products will be covered by bread and biscuits. Biscuits stand at a higher level than the bread in India, the biscuits will be consumed by all kind of peoples.

In the 20th century the biscuit industry was very much popular in India. Initially Biscuits are assumed to be sick-man’s food in India.

Biscuits are best food for people in all over the world. Biscuits are very easy to carry from one place to another place and tasty to eat.

The large industrially progressed state called Karnataka holds the larger quantity of consumption of biscuits.

The 55% of rural sector people consumes biscuits in state of Karnataka.

The well-known bakery products producers Cadbury nestle and broke bond tried to do business in the biscuit industry, but they are not doing business in the biscuit market.

According to FBM (Federation of Biscuit Manufacturer) in biscuit industry there is a steady growth of 15 percent p\

In India there are more than 150 medium and small scale industries were there. But know a day’s these industries facing raw material price problems.

THE MAJOR PRODUCERS IN BISCUITS ARE

Britannia, Parle
Priyagold, Ammul,
Sunfeast, Bisk farm,
Dukes Rajabiscuit

THE BISCUIT CONSUMPTION AS PER ZONES IN INDIA

STATE	PERCENTAGE
North states	28
South states	24
West states	25
East states	23

EXPORTS

In biscuit industry there is a 15 % growth in export as per the year 2015-16

IMPORTS

There is no any growth in the importing of biscuits; all variety of biscuits will be manufactured in India.

COST OF PRODUCTION INCREASED

For to manufacture the biscuits there are certain raw materials will be needed and the prices for the raw materials was high, and transportation cost of raw materials also high

The raw materials used for manufacturing of biscuits are Milk, Sugar, Maida, Atta price are more. And employee’s standard of living was increasing day by day so employees salary was increasing so by seeing these thing we can tell that cost of production for manufacturing of biscuits was increasing.

BISCUITE INDUSTRIES LATEST DEVELOPMENT

There are around 90% of Indians buy and eats the biscuits.

The Indian biscuit industry is producing 1.1 million tonnes of biscuits p\|a and at rupees 50 billion.

Indian bakery industries has worth of rupees 69 billion

Now a day s all regional all kinds of people were eating the biscuits so it made a drastic change in growth of biscuit industry.

BISCUITE INDUSTRIES EMPLOYMENT OPPORTUNITIES

There are around 350000 people were directly working in biscuit industry and around 3000000 people were indirectly working for biscuit industry with in India and outside India .

COMPANY PROFILE

The company was established on 1st December-2006 by R.PANCHAPAKESH.N and V.G.MAHADEVAN as "Food Production Private Limited." Biscuit production began in January-2007. The FCPL is located approximately 30 KM from central railway station in Bangalore City. The plant is situated at Kacharakanahalli, and is surrounded by farms and a few industries scattered. The plant is located about 12 acres in area.

NATURE OF BUSINESS

FCPL initially started Glucose Biscuits. The manufacture facility is CMU for SUN FEAST BISCUITS a brand owned by ITC LIMITED, the plant is capable of producing 35000 tons of biscuits every month. The plant has 5 manufacturing lines of which one if dedicated for producing Cookies and the other four are meant for producing Biscuits. Machinery for the plant is provided by leading equipment manufactures of the world like New Era.Miranda Automation Systems. Oven Man, Multi Pack, Peerless Group.

The plant performs according to PFA. PCB and WEIGHTS and MEASUREMENT ACT. The Substance Produced meets the specifications of PFA and SWMA too. Products produced also follow internal requirements as recommended by ITC LIMITED. Pest management software included a good housekeeping software. Practices about cleaning and sanitation and hygiene.

UPDATE LOCATION

FCPL is located at # 34, Naduvathi village post Kacharakanahalli, Bangalore 560067.

SHARES

The Authorized Share Capital = 40000000

Divided =4000000 equity shares

One share costs = 10 rupees

The company's shares would be under the ownership of the company's directors.

DIRECTOR COURRE

Executive Officer : R. Panchapaka

Director : D.G. Mahadawan

Director : M.K Datta Raj

VISION

“To maintain ITC 's position as one of India's most valuable corporation through world-class performance, and to generate increased value for the Indian economy and the stakeholders of the company.”

MISSION STATEMENT

"Increase the company's capacity to generate wealth in a globalised environment and deliver superior and sustainable value to stakeholders".

AREA OF OPERATION

FCPL is a private limited company which manufactures biscuits. They are a limited ITC contract-manufacturing unit.

They manufacture biscuits and carry them throughout India to various ITC outlets. They cater for regional as well as national levels.

CULTURE AND COMPANY PHILOSOPHY

FCPL development centred on unique cultural values. In average Indian Corporation, business theory and trends are not usually found. Success FCPL foundation is focused on hard work , honesty and dedication to truth.

FCPL FOLLOWS 5 “S” WORDS

- | | | |
|-------------|---|-----------------------------|
| 1. SEIRI | - | Holding equipment in order. |
| 2. SEITON | - | Configuration. |
| 3. SESISO | - | Flat Liners. |
| 4. SEIKESTU | - | To recognize. |
| 5. SHITSUKE | - | Awareness / Details. |

QUALITY POLICY STANDARD

"FCPL is committed to meeting consumer expectations for healthy and high quality food products through continuous improvement of the product, procedure, safety and enforcement with all legal and food safety management systems."

ANALYSIS TO SWOT

ITS STRENGTH

- New technologies or services revolutionary
- Method of consistency & procedures
- Good name of brand
- Among consumers, good will

ITS WEAKNESS

- High cost system standard
- Repeat risk

ITS OPPORTUNITIES

- A Modern Business Worldwide.
- New technologies should be reached
- Barriers to trade should be eliminated

ITS THREATS

- Home market rivals
- Price to rivals battles.
- Changes in tastes and desires of customers
- Competitiveness of the throat slash.

RECENT OBSERVATION

FCPL has planned few extensions to the plant in the coming years, which they think will add to their advantage if they implement and establish rightly.

- * More Capacity to produce.
- * New biscuit varieties to be put in.
- * Expand and create a new unit for new export biscuits in particular.

BISCUITS NAMES

- * SUN FEAST DARK FANTASY
- * SUN FEAST DREAM CREAM
- * SUN FEAST DELICIOUS
- * SUN FEAST BOUNCE
- * SUN FEAST FARM LITE
- *SUN FEAST MOM'S MAGIC

COMPETITORS

Three Major Competitors at the Global Level:

- Britannia
- Parle
- Amul

At the Regional and National Level Competitors like:

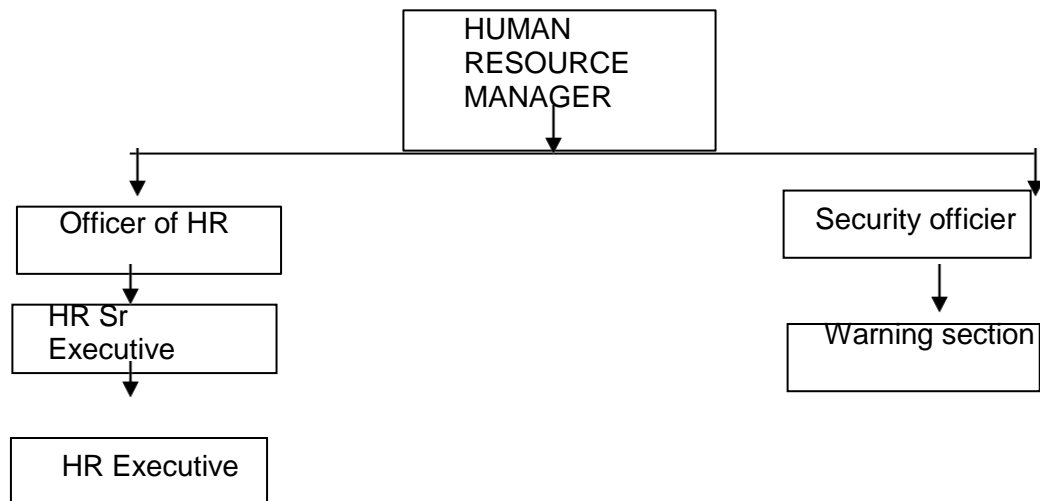
- Horlicks
- Bisk farm
- Dukes
- Cremica
- Priya
- Unibic
- Raja

FUNCTIONAL AREA / DEPARTMENTS IN FCPL

- Department of Production
- Department of Human Resources
- Department of Finance
- Department of purchase
- Department of Quality Control
- Department of Maintenance
- Department of Engineering

A DEPARTMENT CHART OF HUMAN RESOURCES

CHART OF HUMAN RESOURCES DEPARTMENT



Any organisation 's aim is to get cheap labour. Because the labour cost is the main concern for each organisation, it tries to minimise the cost and makes efforts to drive maximum labour benefit.

Today labour is a social as well as an economic entity. Labor has a direct bearing not only on costs but also on the planning, organisation and team building. To achieve organisational goals so to bring a good bond between the managing authority and the organisation's employees as the work was entrusted to the department of personnel. It also monitors and controls work activities.

HUMAN RESOURCE DEVELOPMENT

The need for manpower actually comes from the sections through the form and number of manpower requirements being mentioned and sent to the head office of the company and the HRD function starts after approval. HRD's aim is to create and establish a healthy, harmonious human relationship.

THE HRD FUNCTIONS ARE

- Employment
- Workout
- Location
- Assessing performance
- To promote and transfer
- Takeovers
- Property
- Relations within industry
- To recruit:

These are some of the activities\functions that Human Resource Department is carrying out.

FUTURE PROSPECTS

- 1) Automation in all lines
- 2) Introducing lean concept
- 3) Introducing J I T (just in time)

CHAPTER :-2

CONCEPTUAL REVIEW AND LITERATURE BACKGROUND

THEORETIC BACKGROUND GROUND

THEORETICAL BACKGROUND STUDY

Meaning

Skills development is the first step towards growing the organisation 's productivity. Broadly speaking skill development is a process in which the workers will learn efficient way of working. If the skills of the employee are good then the employee in a position to get greater output by putting minimum input.

Skill development is the important function of human resource department. The highly skilled worker will perform his job in such a way that he was well versed in ssteps of production because the highly skilled worker was well versed in that particular area with having required skills for to perform his particular job.

According to Dale s.Beach, - Skill development is organisational formula by which the workers can gain a skills required for the specific job.

By the above definition it was clear that the organisation formula is skill development for the purpose of increasing the skills of the employees. So by increasing skill of the workers the organisation can get a good output from the employees.

The skill development program will be given to employees based on the skills of the employees the different types of employees who will get skill development training as follows

- 1) Highly skilled
- 2) Skilled
- 3) Semiskilled
- 4) Unskilled

Highly skilled worker

Highly skilled worker is workers are the worker has all required skill that is needed for performing that particular work.

Skilled

The skilled worker is one who has the skills on an extent that he can manage the work it means he was not that much skilled in performing that work.

Semiskilled

Semiskilled workers are those were these workers having some confusions regarding that work and these were requires regular supervision.

Unskilled

Unskilled worker are worker usually these workers are fresher's and these fresher's will not be known much about the work these fresher is requires a continuous supervision and skill development trainings.

Importance and objectives of skill development

Skill development plays an important role in every organisation because

- 1) The productivity of the employees will be increased due to having a good skill in working area, the organisations productivity will be depended on employees work so if an employee having greater skills so he can work better, by working better the company's productivity will be increased.
- 2) If the productivity will be increased then the company's profitability will be enhanced it means by developing skill of the employees the organisation profitability will be increased, so organisations profitability is also depended on skills of the employees.

3) The skill development training also reduces the accidents in working area, if an employee was not aware about the skill which is required for that specific job then it may leads to accidents, so skill development also place a major role in reducing the accidents in the organisation.

4) The organisation may not that much worried about the supervision because the skilled worker will not make mistakes if the mistakes are less than the supervision for the in that skilled worker area is not been done. This can be achieved by skill development so the companies more concentrating on the skill development.

5) The skill development will increase the quality of work means the worker will not be make any faults if the faults were not there means than that work is a quality work and output produced also be good quality so the skill development helps in producing highly quality products.

6) The skill development program also increases the confidence of the worker, if the workers have no doubts and queries about the work than the confidence of the worker will automatically increase so skill development helps in enhancing confidence of the employees.

These are some of the skill development objectives and importance; the organisation can concentrate skill development to achieve these objectives.

By following what techniques/methods the company can increase the skills of the employees

a) On the job skill development

b) Off the job skill development

1) On the job skill development technique

This is a technique where the skills of the employees will be developed by training then on the job means the skill development training will be given by while performing the work.

Coaching

This is a technique where the skill development training will be given by the well skilled trainer while performing the job. Means the trainer will coach the learner how to perform the work by clarifying the doubts of the workers.

Apprentice

This is a method where the experts will share their knowledge to people who desire to learn, on the job training was given for developing skills, the learner can apply for the permanent post in that organisation.

Job rotation

This is a method or technique where the worker will be shifted to other areas of departments or from one department to other department. Because then the worker can learn skills required for that work, these kind of workers skills are called as multi skilled workers

2) Off the job skill development technique

The off the job skill development will be done without entering into working area it means it is like skill development training which will be provided in class room. But in that also skill development training will be provided according to necessities in the working area.

Lecturing

This is a technique where the skill development training will be provided by the professionals who were well known about the working process and the methods. In the skill development training what the workers will learn they can implement in the working area once training was completed.

Seminar

This is a method where the skill development training will be given to workers by utilising some pictures, diagrams, and videos, by utilising technology the expert will give the skill development training.

Case study

In this technique the experts will provide a problem to the learners then the learners must come up with a solution to that problem this method will be followed to analyse the present skills of the employees and to identify in which area skill development should be done.

These are some of the techniques or methods the organisations will follow to increase the skills of the employees so by implementing these techniques the skill development can be done.

REVIEW OF LITERATURE

1) Saini Vandana (2004)

“A skilled workforce is important to making India internationally competitive and solid, and to further boost its economic development.” As India moves towards the information economy, focusing on skills becomes essential and skills must be applicable to the changing economic climate.”

2) HAGAR, GARRICK, AND CROWLEY (2000)

Communication, planning and organising as prominent amongst the critical skills for performance. Communication plays a major role in skill development because the information should be communicated properly.

3) JONES (2001)

Education is positively correlated with productivity. The employees education also plays a major role in employees skill development it is easy to convey information to person who was educated.

4) GOEL (2007) Training and development efforts of organisation have positive impact on their employee’s performance. The company can expect a good output from a employee who was well trained.

5) As inspired by Carnevale (1991) and Cappelli & Iannozzi (1995), the employer essentially decides the skill specifications of the workers. For example, Spenner (1985) notes that "some of the job 'power' depends on how bureaucracy and organisational interaction define the job."

6) Hanser (1995) provides help by distinguishing between work tasks and job tasks that are evolving. Job tasks are the tasks needed to do the work, but evolving tasks modify the job requirements due to various organisational structures in themselves

7) Kalleberg and Leicht (1986) further support this very theory by presenting evidence that the sub-dimensional (task) level of competence is clearly influenced by various job structures.

8) As Prowse (1992) continues, workers trying to adapt to the modern economy assume that 'security depends on talent, hard work, technological expertise and, perhaps most importantly, the capacity to learn and respond to rapidly evolving conditions.'

9) The research attempts to explain what the skills deficit is, in general, where it is, and offers an analytical framework for understanding the abilities and success of certain abilities in the general workplace (Cappelli & Rogovsky, 1995). To this end, the literature review dealt with the following topics: (a) the skills mismatch history, (b) the qualities workers expect to see at work.

10) Employers' fear that the skills available for their workers today are running in shortages was articulated and heard (Carnevale, Gainer & Meltzer, 1990; Cappelli & Rogovsky, 1995; Natriello, 1989, Bridging the capability gap by ASTD 2010, Mc Kinsey, 2009)

CHAPTER-3

Research Design

TOPIC CHOSEN FOR THE STUDY

“THE STUDY IS ON EMPLOYEES SKILL DEVELOPMENT IN FOOD CREATIONS PVT.LTD”

STATEMENT OF THE PROBLEM

Employee skills and development play a critical and significant role in any given company in modern times. In view of this, my research on employee skills and development in food creations ltd gives me the opportunity to learn in depth about the various strategies and methods adopted by food creations ltd in order to enhance their employee skills and development very effectively and efficiently. The issue statement covered different factors such as the employee's awareness of skills and the employees' learning facilities.

NEED FOR THE STUDY:

"SKILL DEVELOPMENT" is the process of employee knowledge development , employee competence level for workplace success. Skills Development Training Moto is to improve workers' skills and enhance employees ' current level of skills so that employees are better prepared to perform their existing work and employees are ready to take up next level of work.

Skill development is a continuous process every organization needs to concentrate on to get the expected outcomes. Important areas for skill up-gradation are being identified and the skill development of employees in different skill level is an ongoing process in the organization. The study emphasizes the need for an effective training method to aid the skill development of employees thus leading to better productivity.

Broadly speaking development of skills is an art of improving knowledge of workers in the factory. If the organisation and workers want improve and increase productivity

means they have learn and improve. In organisation employees become an important part because the productivity will be depended on them.

OBJECTIVES OF THE STUDY

- 1) To understand the skill development programs used in different functional areas at Food Creations Pvt. Ltd.
- 2) To address the areas where skill development can be enhanced to improve the knowledge and ability of the employees.
- 3) To understand how skill development programs are conceptualized at Food Creations Pvt. Ltd.
- 4) To deliver a framework to enhance the skill and productivity of the employees at Food Creations Pvt. Ltd.

SCOPE OF THE STUDY

This study scope is limited to Food Creations Pvt Ltd, Bangalore. The study helps to find out the employees need for skill development. It also enables the Management to make provision for enhancing the skill development of the employees that result in greater productivity.

The study helps the management to understand employee's opinion regarding the management skill development training and also helps management to understand employee's requirement about skill development training.

Skill development also judges the knowledge, skills and feedback, and its impact on workers in training in skill development. This suggestion is only applicable to particularly to FOOD CREATIONS PVT LTD, Bangalore.

RESEARCH METHODOLOGY

It is a process of presenting various steps in the research .It is a plan that specifies the source and type of information relevant to the research problem. Simple Random survey has been used in the study.

TYPE OF RESEARCH DESIGN

Descriptive research is used in this study. It depicts the participants in the accurate way. The information will be collected without changing the environment. It will be collected through the employees and it is not truly experimental. It helps in collecting the information regarding the attitude, behaviour, status or characteristics of a particular group.

SIZE OF THE SAMPLE

Sample size for this study is 100 employees of FOOD CREATION PVT LTD

SAMPLING TECHNIQUE

A simple random technique was adopted for the study.

SAMPLING UNIT

Employees of FOOD CREATION PVT LTD

METHODS OF DATA COLLECTION

- ❖ Primary data – primary data will be gathered by means of the questionnaire. Personal interview has helped gather data and gain a sense of how things function in an organization. .
- ❖ Secondary data – Books and articles published previously about skill development and information available in the internet.

HYPOTHISE

- ❖ · No meaningful relationship exists between organisational efficiency and the expertise of the organisation's employees.

STATISTICAL TOOL AND TECHNIQUE USED

Chi square Test

This test is used to compare the data which is observed and the data which is assumed according to specific hypothesis.

LIMITATIONS OF THE STUDY

- 1) Time was a constraint while preparing the project.
- 2) Language was a barrier while interacting with the employees.
- 3) At time of interviewing the lack of cooperation from the employees it may be a obstacle for the study.
- 4) The study is limited to the FOOD CREATION PVT LTD.

CHAPTER-4

DATA ANALYSIS AND INTERPRETATION

1) Are you aware of skill development training happening in your organisation?

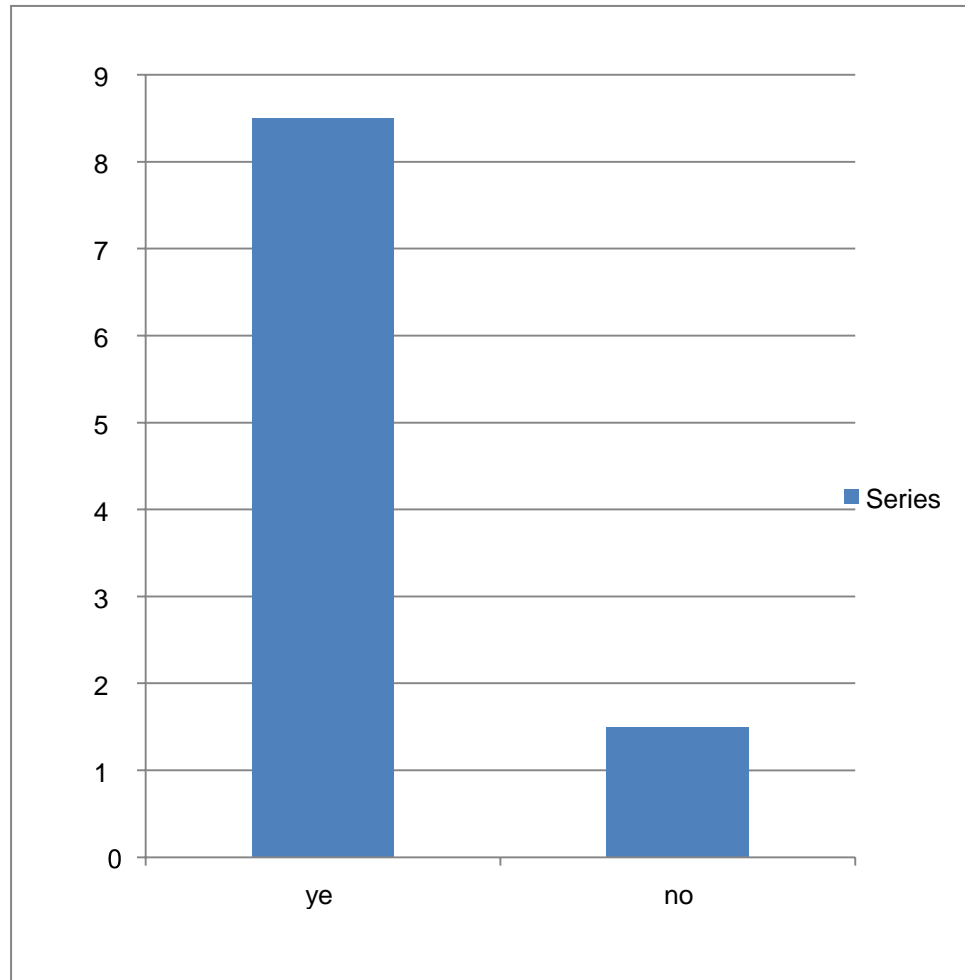
TABLE=4.1 Awareness about skill development training

Responses	Respondents Total	(%)
Yes	85	85
No	15	15
Full Total	100	100

ANALYSE

By seeing this it was clear that 85% of the workers aware skill development training happening in their organisation and only 15% of workers not aware the skill development training happening in their organisation

GRAPH 4.1: Awareness about skill development training.



INTER PRETATION

It is clear that most of the employees were aware that in their organization skill development training was happening, it may be because the company was continuously concentrating on skill development training.

2) 2) Is the company supplying the staff with the requisite skills development programmes?

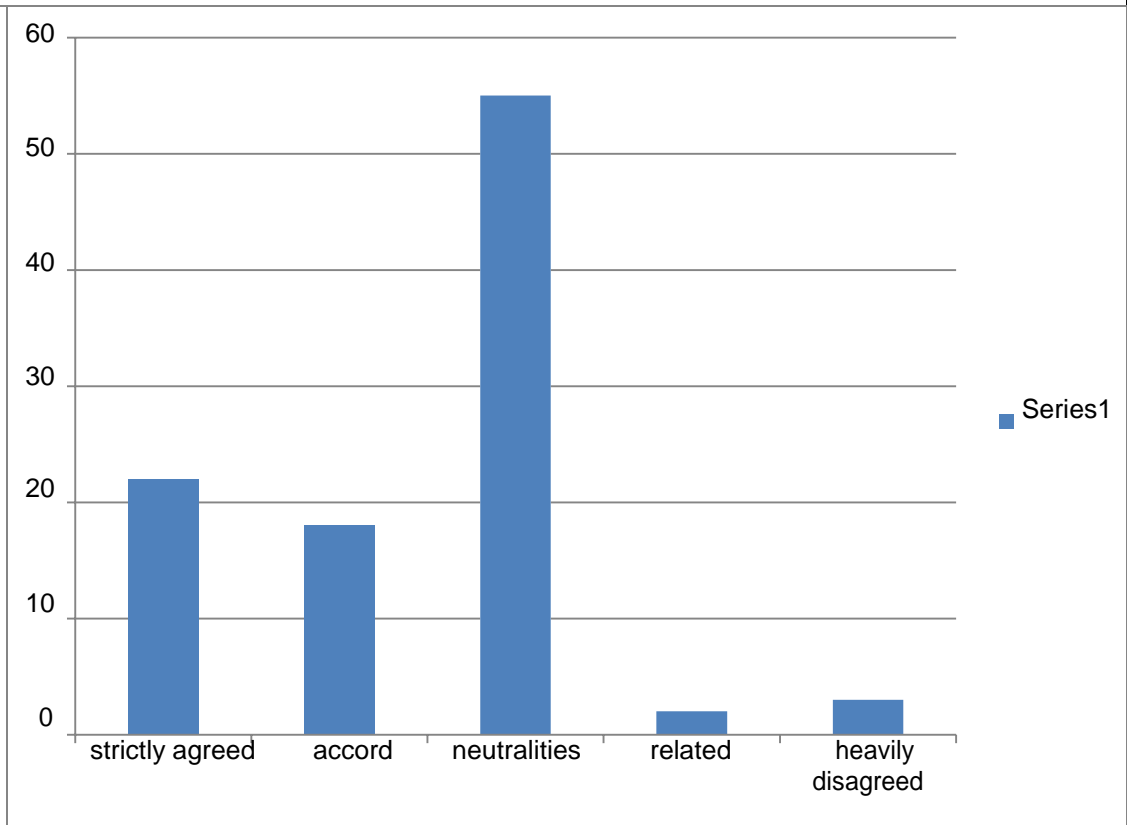
TABLE =4.2 organisation providing the skill development programmes expected of the employees

Responses	Respondents Total	(%)
Strictly Agree	22	22
Accord	18	18
Neutralities	55	55
Related	2	2
Heavily Disagreed	3	3
Total	100	100

ANALYSIS

22% Were strictly agreeing ,18% were accord ,55% were neutralities , 2% related and3% heavily disagreeing that the organisation was providing skill development program to work

GRAPH=4.2: Organization providing the requireskill development programs for the workers.



INTERPRETATION

More than half of the employees neutrally agreeing that organisation were providing required skill development training to workers and very few were not agreeing that organisation is not providing skill development training.

3) Is the skill development program applicable to all workers of the organization?

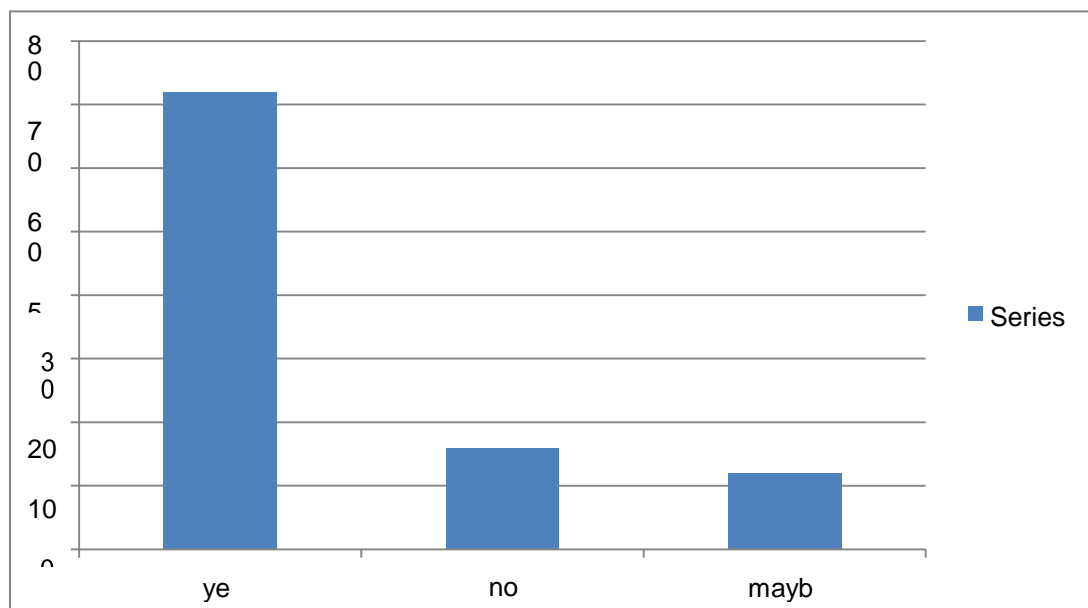
TABLE=4.3 Skill development programme applicable to all workers of the organisation

Responses	Number of Respondents	Percentage
Yes	72	72
No	16	16
May be	12	12
Total	100	100

ANALYSIS

72% workers opinion was yes, 16% workers opinion was no and 12% of the workers opinion was skill development was applicable to all the workers

GRAPH=4.3: Skill development program applicable to all workers of the organization.



INTERPRETATION

Most of the employees opinion that the organisation skill development training was applicable all workers of the organisation , only few workers opinion that skill development training was not applicable to all the workers.

4) Does the organisation have a full-fledged development and up gradation programme with competent professionals?

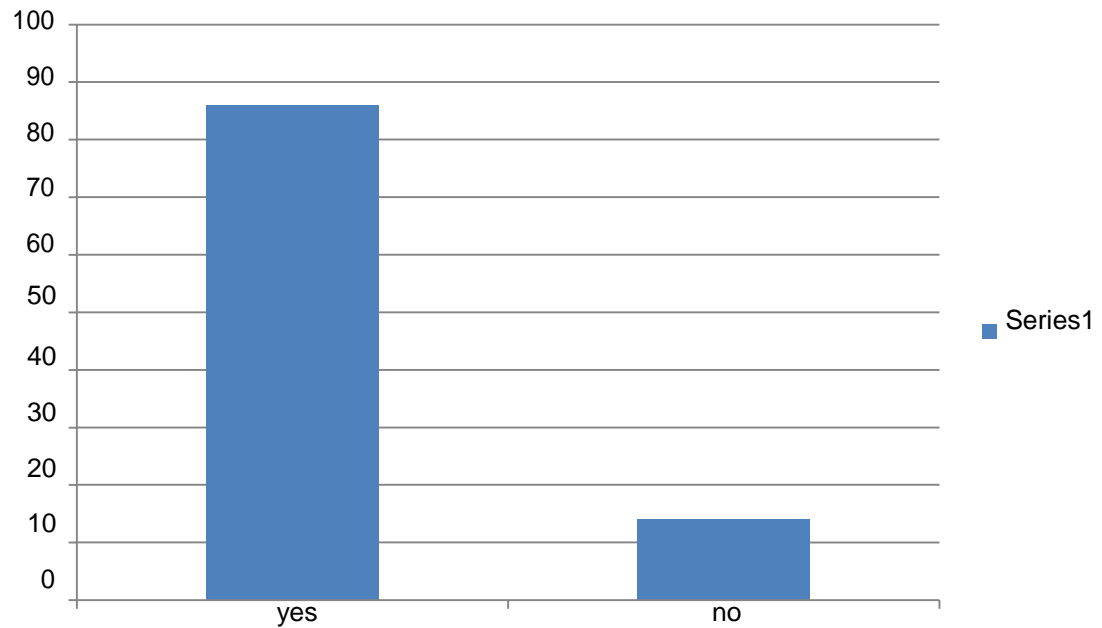
TABLE=4.4 Does the organisation have a full fledged development and up gradation programme with competent professionals

Responses	Respondents Total	(%)
yes	87	87
no	13	13
Full Total	100	100

ANALYSE

87% workers feeling was yes and 13% of workers feeling was no regarding whether skill development training was given by competent professionals

GRAPH=4.4: Does the organization have a full fledged development and upgradation program with competent professional.



INTERPRETATION

Most of the employees opinion was the skill development training was given by competent professional and very few workers opinion was not by competent professionals

5) How often is the skill development programme conducted in the organisation?

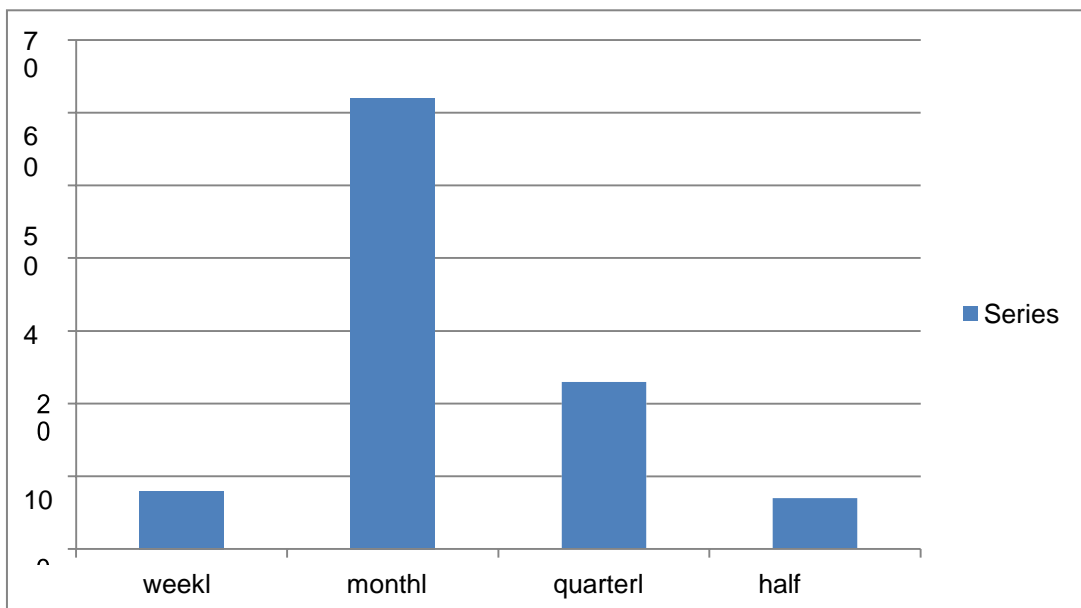
TABLE=4.5 How often is the skill development programme conducted in the organisation

Responses	Number of Respondents	Percentage
Weekly	7	7
Monthly	63	63
Quarterly	22	22
Half Yearly	8	8
Total	100	100

ANALYSIS

7% of were telling that weekly once the skill development training will be conducted and 63% were monthly ,22% were quarterly ,and 8% were opinion was half yearly regarding the skill development program happening in organisatio

GRAPH=4.5: How after is the skill development program conducted in the organization.



INTERPRETATION

Skill development training was provided to employees monthly this was the opinion of most of the employees and workers opinion was weekly, quarterly and half yearly it may be because they may not attended training program because of shift changes

6) Does the skill development program helps in fulfilling the organisational Objectives?

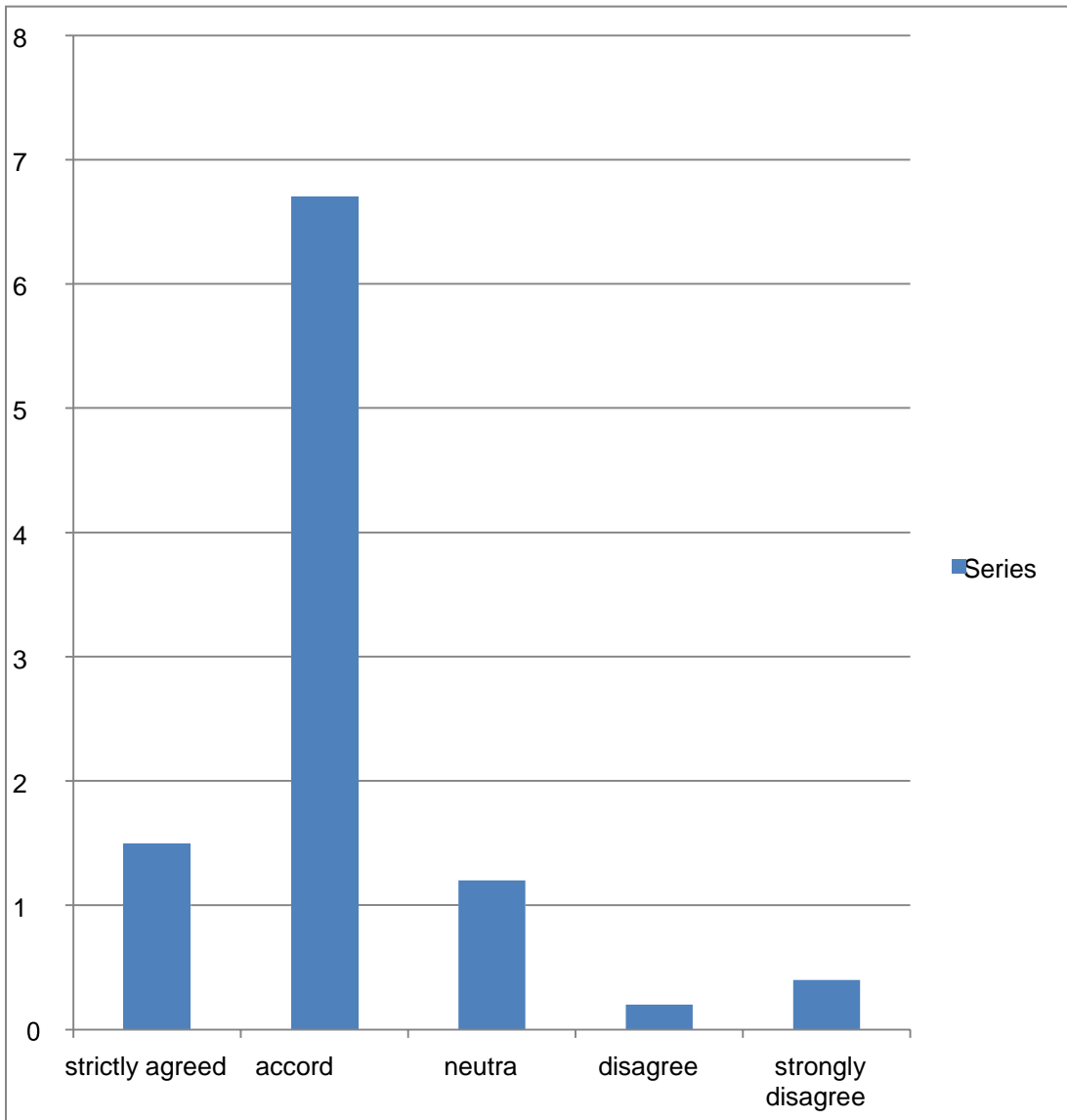
TABLE=4.6 Does the skill development programme helps in full filling the organisational objectives

Responses	Respondents Total	(%)
Strictly Agreed	16	15
Accord	66	66
Neutralities	10	10
Related	3	3
heavily Disagreed	5	5
Full Total	100	100

ANALYSIS

16% was strongly agreeing, 66 were agreeing, 10% were neutral, 3% disagreeing and 5% were strongly disagreeing that skill development program helps in fulfilling organizational objective

GRAPH=4.6 : Does the skill development program helps in fulfilling the organizational objectives.



INTERPRETATION

Here the employees were agreeing that skill development program was helps in fulfilling objectives of the organisation and few workers opinion was strongly agreeing, neutral, disagreeing and strongly disagreeing

7) Are there any job aids (resource and technology) available on the job to support what workers to learn in the skill up gradation programme?

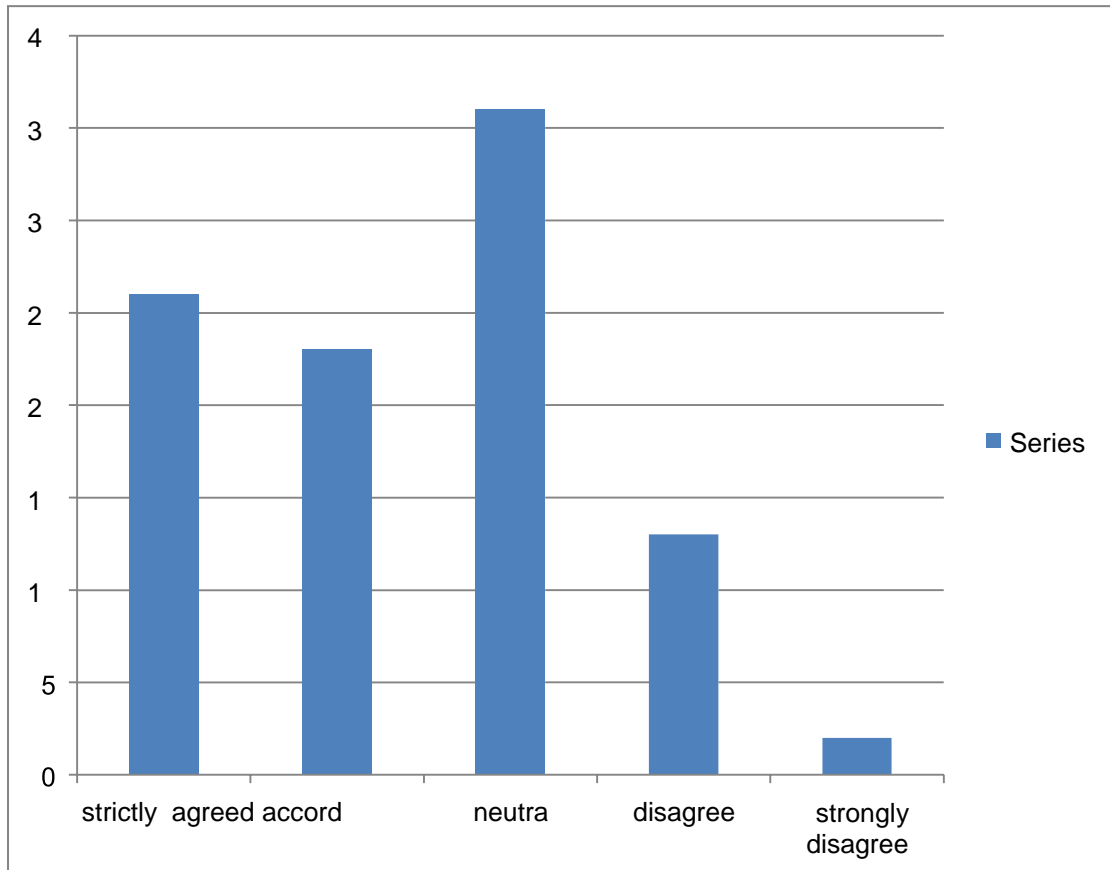
TABLE=4.7 Are the any job available on the job to support what workers learned in the skill up gradation program

Responses	Number of Respondents	Percentage
Strictly Agreed	25	25
Accord	24	24
Neutralities	36	36
Related	13	13
Heavily Disagreed	2	2
Full Total	100	100

ANALYSIS

25% strongly agreeing ,24% agreeing ,36%neutral ,13% disagreeing and only 2% strongly disagreeing that the organisation was providing resources and technology to workers To learn in skill development training

GRAPH=4.7: Are there any jobs available on the job to support what workers learned in the skill upgradation program.



INTERPRETATION

High number of workers opinion was neutral regarding the resources and technology that the company providing to learn in skill development program .more than half of employees ware like strongly agreeing, agreeing, disagreeing, and strongly disagreeing.

8) Is there any increase in productivity or in performance level after the skill development programme?

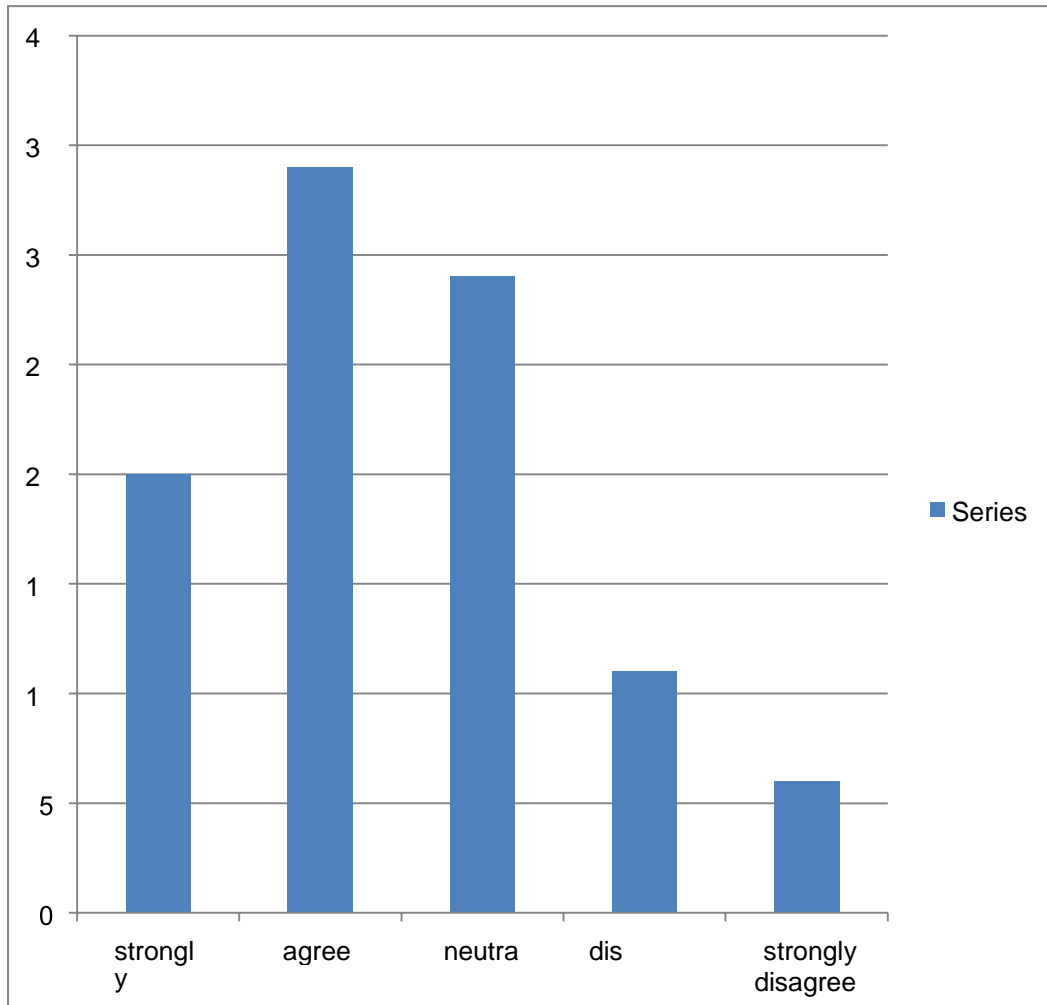
TABLE=4.8 Is there any increase in productivity or in performance level after the skill development programme

Responses	Respondents Total	(%)
Strictly agreed	20	20
Accord	35	35
Neutralities	28	28
Related	11	11
Heavily Disagreed	6	6
Full Total	100	100

ANALYSIS

20% workers strongly agree, 35% of workers agree, 28% neutral ,11% disagree ,and 6% strongly disagreeing that productivity level was increased after getting skill training

GRAPH=4.8: Is there any increase in productivity or in performance level after the skill development programme



INTERPRETATION

Most of employees opinion was agree and neutral regarding productivity increase after getting skill development training and few reaction was strongly agree ,disagree ,strongly disagree

9) Does ones decision making ability increase after the skill up gradation program.

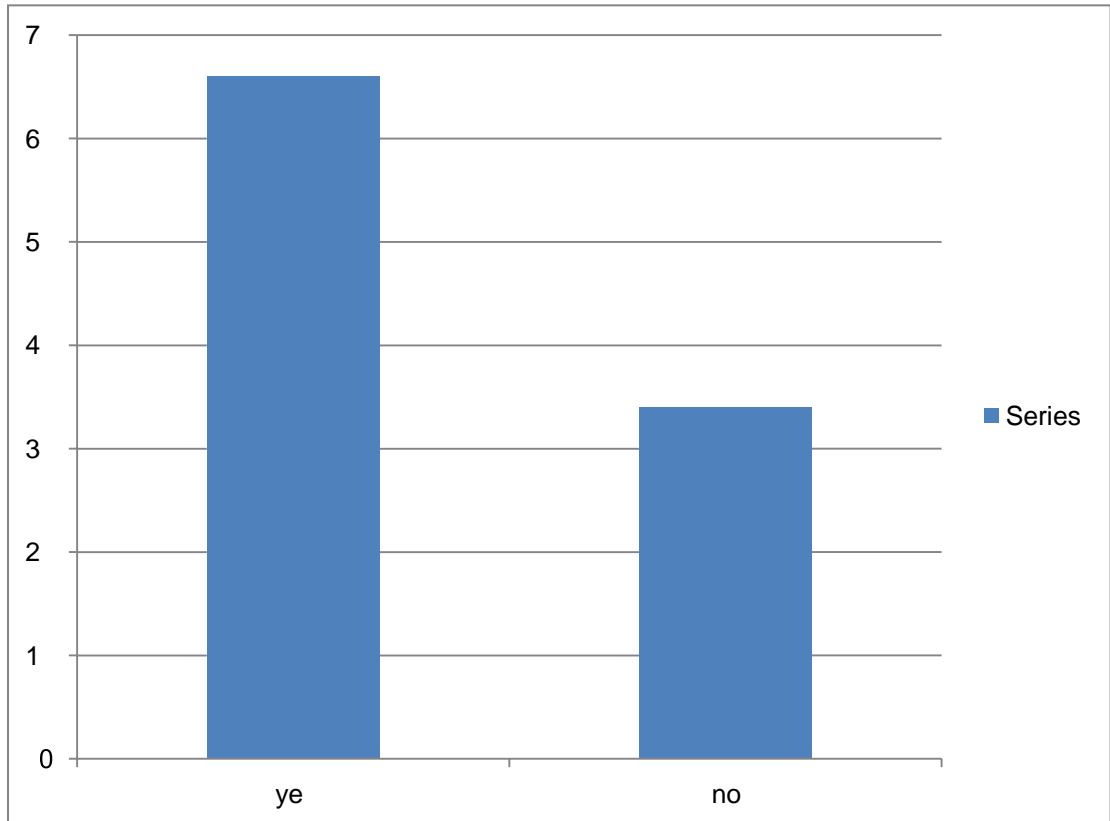
TABLE=4.9 Does ones decision making ability increase after the skill up gradation program

Responses	Respondents Total	(%)
Yes	66	66
No	44	44
Full Total	100	100

ANALYSIS

66% workers opinion was yes and 44% employee's opinion was no regarding whether decision making ability was increased after attending skill development training

GRAPH=4.9: Does ones decision making ability increase after the skill up gradation program



INTERPRETATION

More than half of the workers opinion was yes and few opinions was no that about their decision making ability was increased after attending skill development training

10) Does the skill up gradation program help in improving the potential of the workers in organisation?

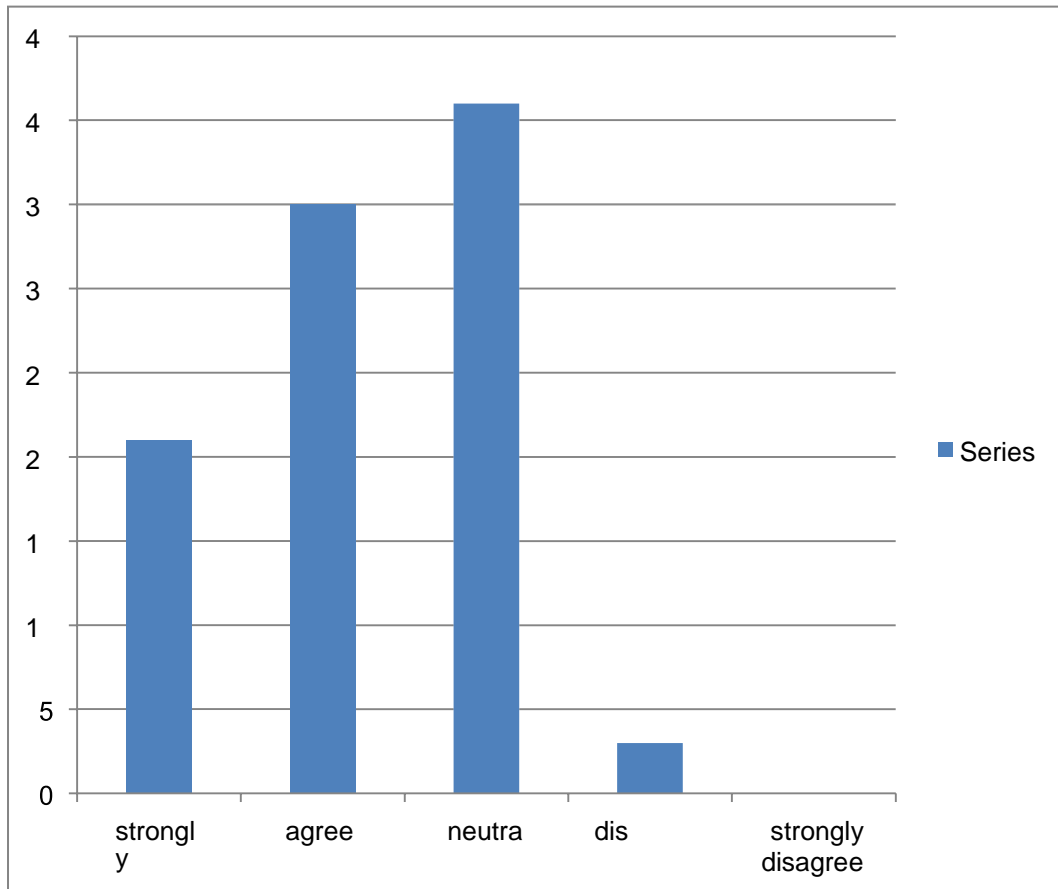
TABLE=4.10 Does the skill up gradation program help in improving the potential of the workers in organization

Responses	Number of Respondents	Percentage
Strongly agreed	21	21
Agreed	35	35
Neutral	41	41
Disagreed	3	3
Strongly Disagreed	0	0
Total	100	100

ANALYSIS

21% strongly agree , 35% agree ,41% neutral ,and 3% disagree that that their potentiality was increased due to skill development training 0% strongly disagree

GRAPH=4.10: Does the skill up gradation program help in improving the potential of the workers in organisation



INTERPRETATION

Most employees opinion was strongly agree, agree, and neutral that their potentiality was increased after attending skill development program and few were disagreeing and no one was strongly disagreeing

11) Does the skill development program differ from person to person?

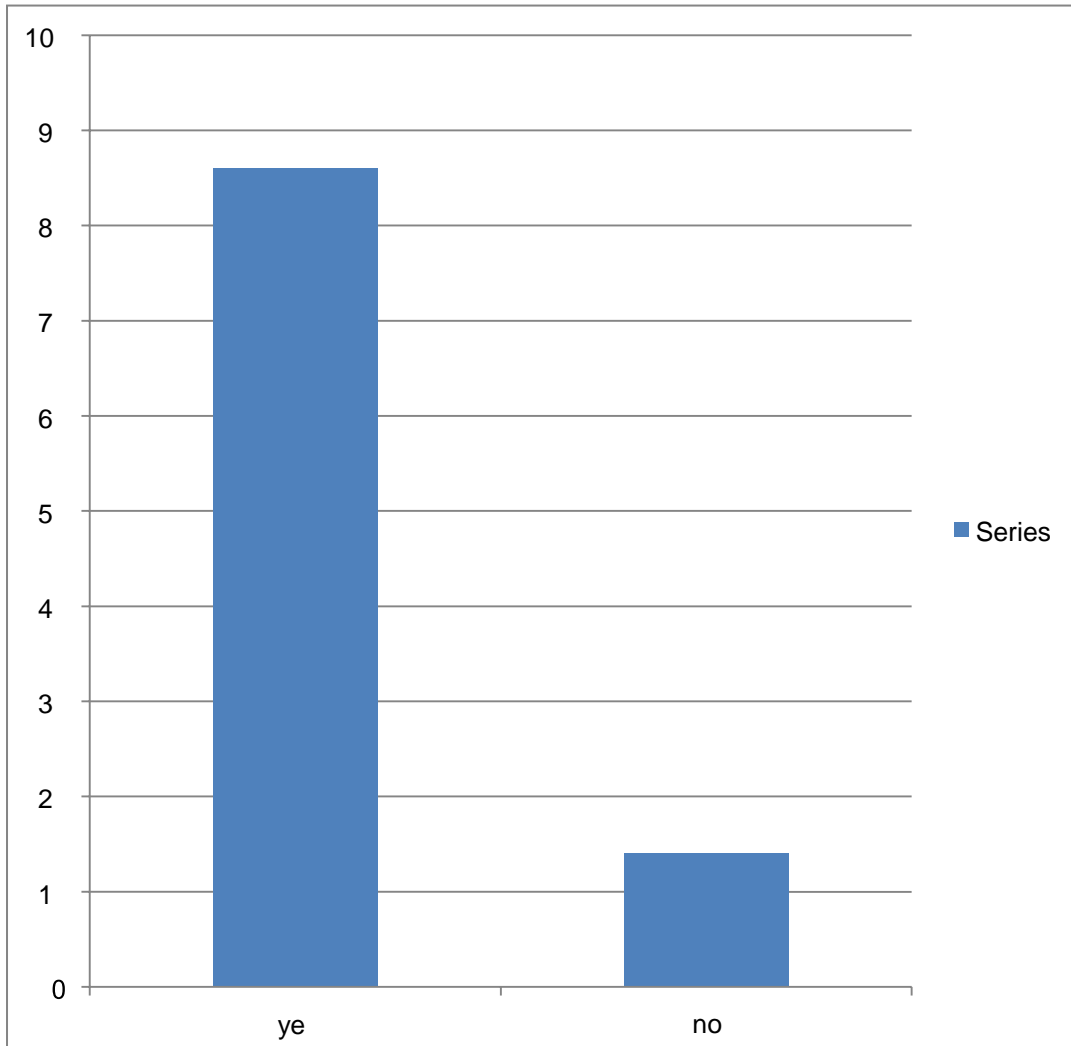
TABLE=4.11 Does the skill development program differ from person to person

Responses	Respondents Total	(%)
Yes	85	85
no	15	15
Full Total	100	100

ANALYSIS

85% reaction was yes and only 15% reaction was no about that the skill development training was differ from person to person

GRAPH=4.11: Does the skill development program differ from person to person



INTERPRETATION

More than 80% opinion was yes and only few opinion was no regarding skill development program differ from person to person and it cannot be same for all the workers

12) Evaluate the effectiveness of skill development program?

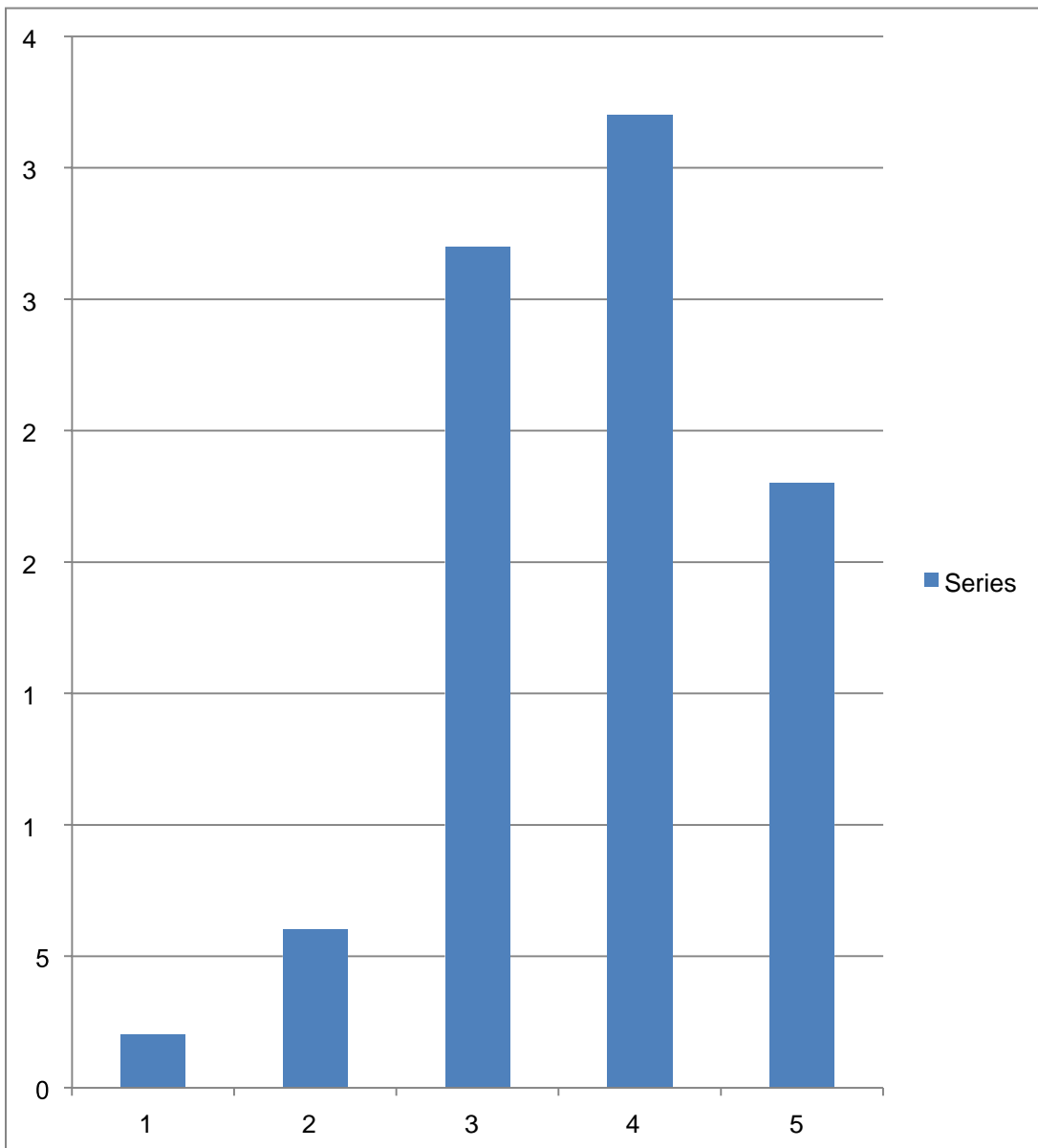
TABLE=4.12 Evaluate effectiveness skill development program

Responses	Number of Respondents	Percentage
1	2	2
2	6	6
3	32	32
4	35	35
5	23	23
Total	100	100

ANALYSIS

2% rated as 1 ,6% rated as 2 ,32% rated as 3 ,35% rated as 4 ,and 23 % rated as 5 , if 5 was rating means then excellent,4 good,3 poor,2 poor average, and if it is 1 very poor .

GRAPH=4.12: Evaluate effectiveness skill development program



INTERPRETATION

Most of workers opinion was good and average only few workers opinion was like poor and very poor.

13) Do you think the candidates are provided skill training according to their skill?

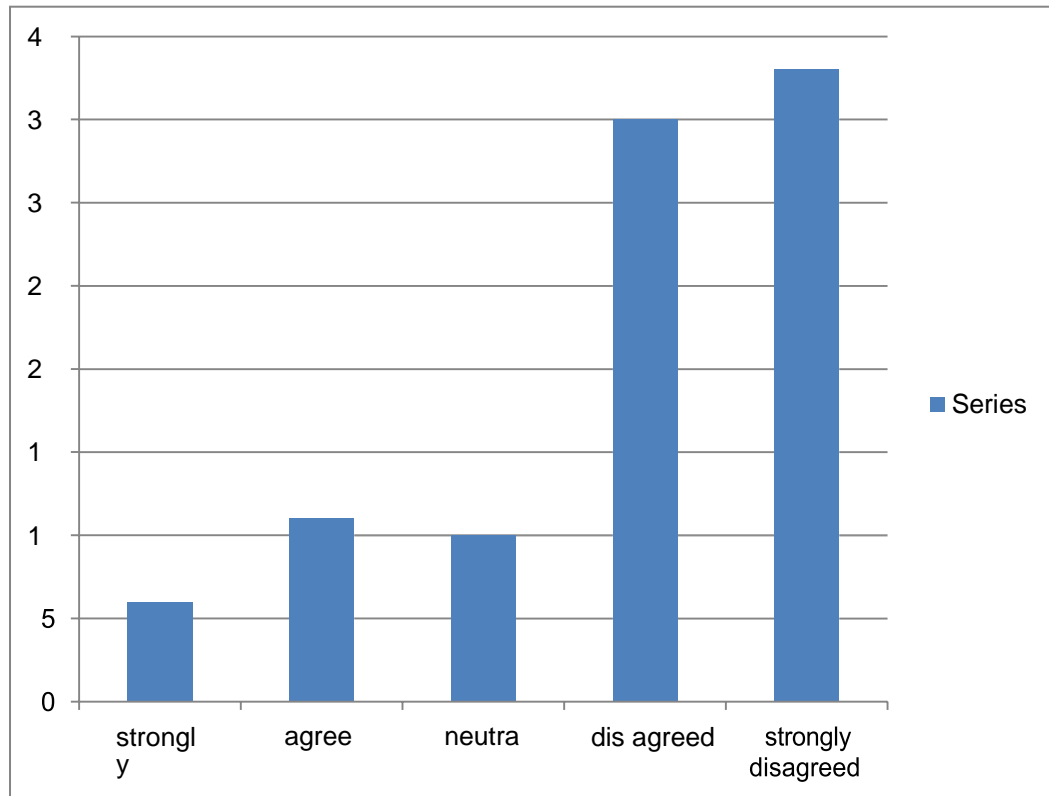
TABLE=4.13 Do you think the candidates are provided skill training according to their skill

Responses	Number of Respondents	Percentage
Strongly Agreed	6	6
Agreed	11	11
Neutral	10	10
Disagreed	35	35
Strongly Disagreed	38	38
Total	100	100

ANALYSIS

6% strongly agreeing, 11% agreeing, 10% neutral, 35% disagreeing, and 38% strongly disagreeing that Training on skills development was provided on the basis of skill levels of the workers.

GRAPH=4.13: Do you think the candidates are provided skill training according to their skill



INTERPRETATION

Most of the workers disagree and strongly disagree that skill development training was not provided on the basis of their skills only few employees agree that it was provided on the basis of skills of employees

14) When do you get communicated about the skill development training?

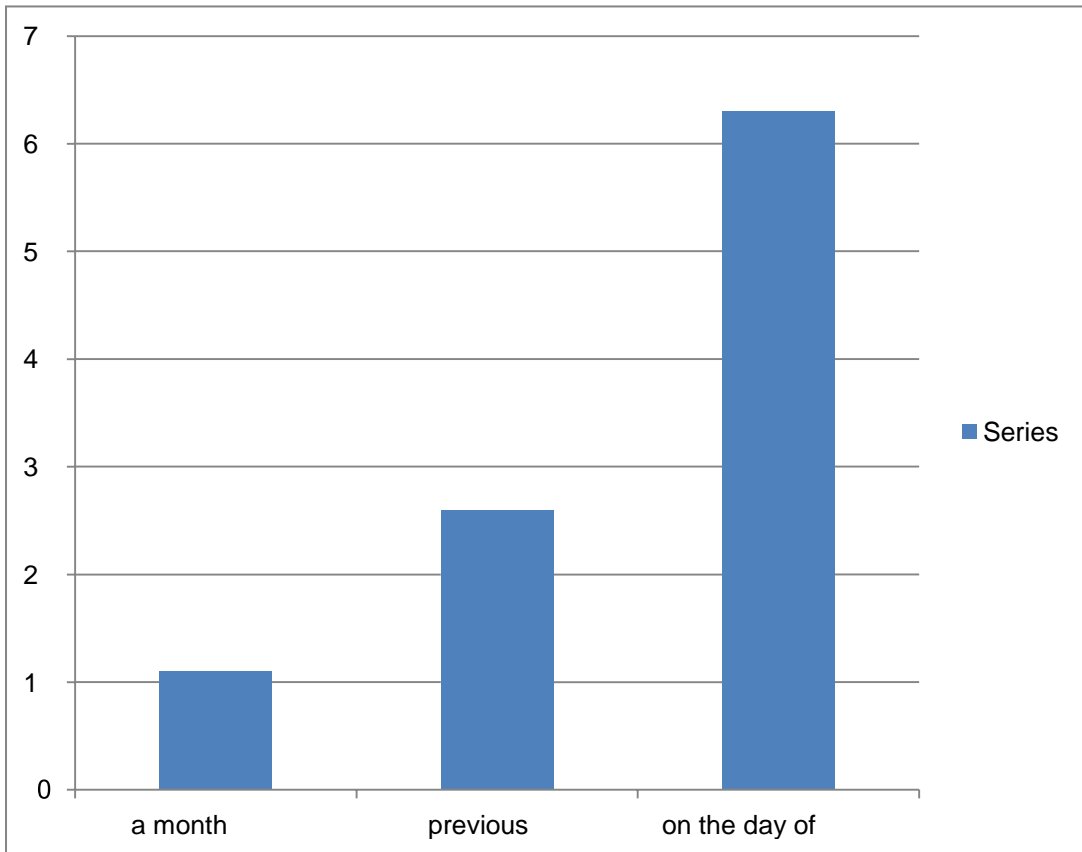
TABLE=4.14 When do you get communicated about the skill development training

Responses	Number of Respondents	Percentage
A Month Before	11	11
Previous Day	26	26
On the day of training	63	63
Total	100	100

ANALYSIS

11% a month before ,26% previous day ,and 63% on the day of training , they will get communicated about the skill development training

GRAPH=4.14: When do you get communicated about the skill development training



INTERPRETATION

Most of employees get communicated training on the day of training and few opinion was like previous day and a month before , it may be because the training will be given on ideal time .

15) How do you rate the trainer?

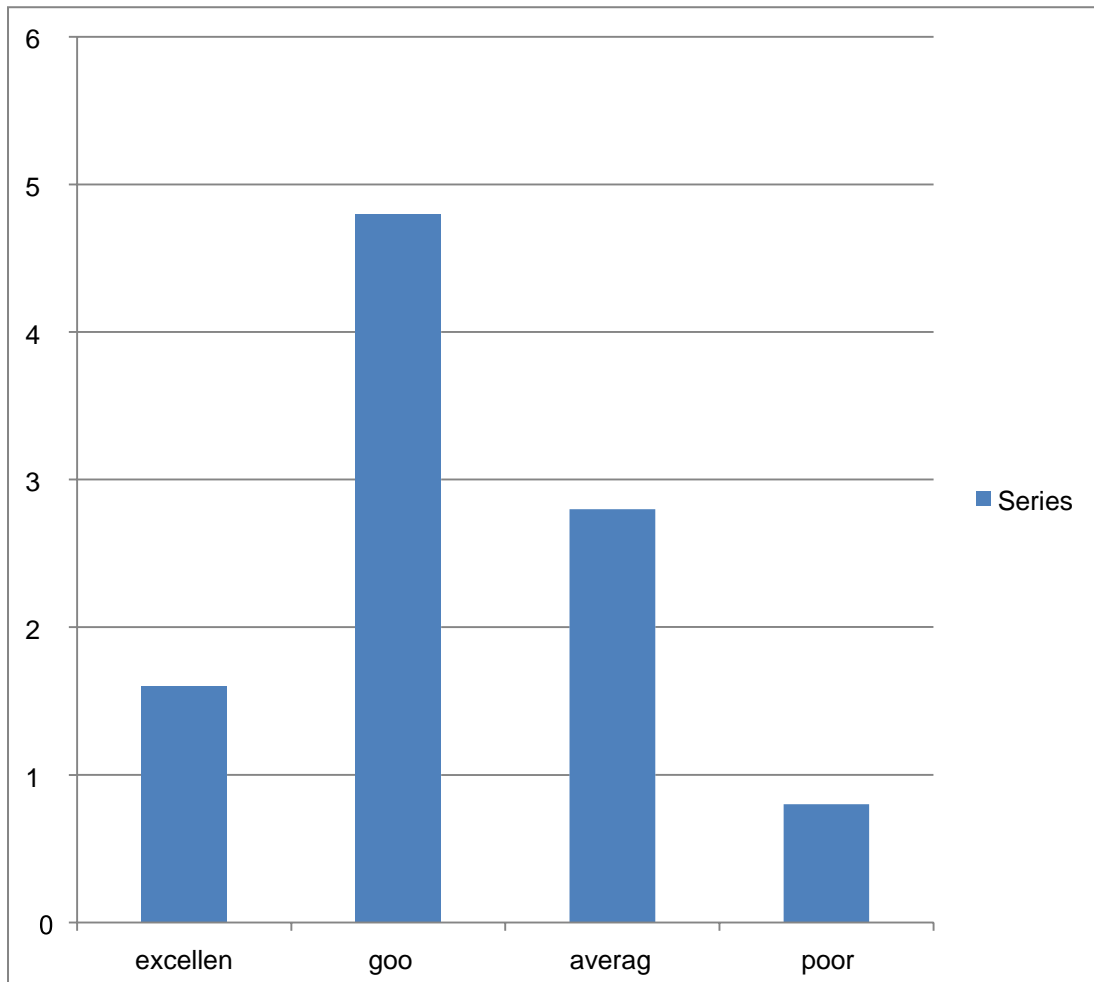
TABLE=4.15 How do you rate the trainer

Responses	Respondents Total	(%)
Excellent	17	17
good	47	47
average	28	28
poor	8	8
Full Total	100	100

ANALYSIS

17% excellent ,47% good ,28% average and 8% poor in this way the employees were rated the trainers .

GRAPH=4.15: How do you rate the trainer



INTERPRETATION

The most of workers opinion was good regarding skill development trainer and only few opinions was excellent, average, and poor.

16) Does the trainer have enough skill, knowledge and clarity about the training program?

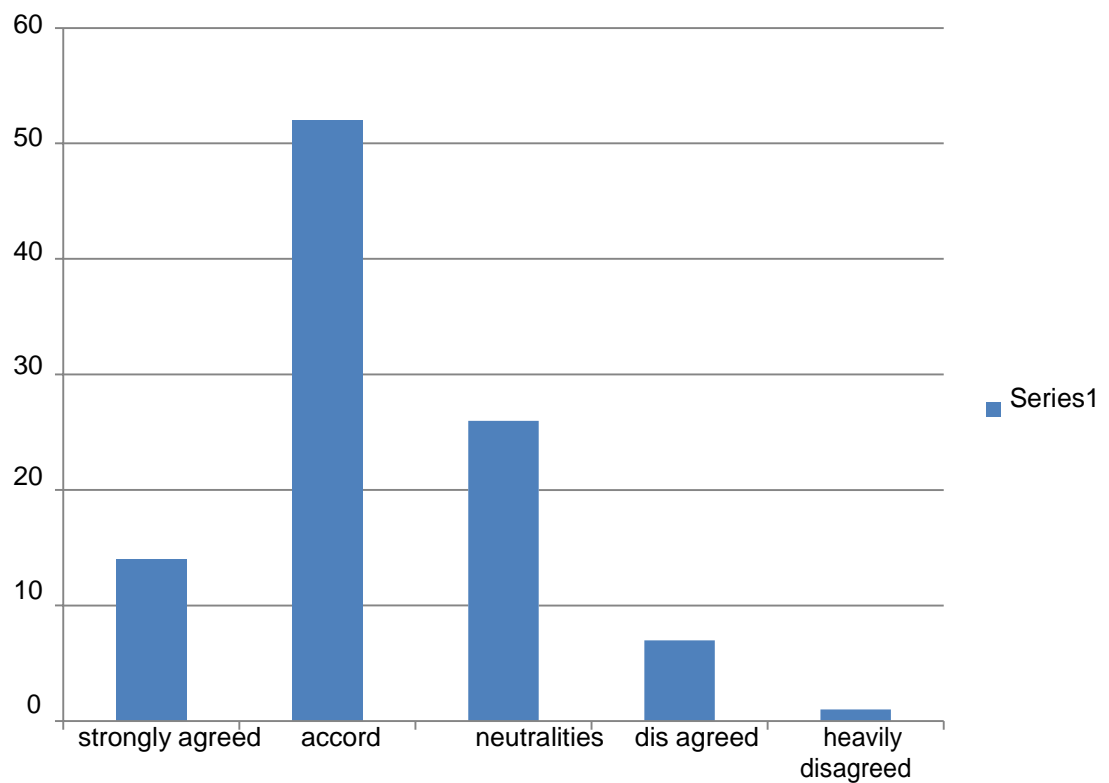
TABLE=4.16 Does the trainer have enough skill knowledge and clarity about the training program

Responses	Respondents Total	(%)
Strictly Agreed	13	13
Accord	52	52
Neutralities	26	26
Related	7	7
Heavily Disagreed	2	2
Full Total	100	100

ANALYSIS

13% strongly agree, 52% agree, 26% neutral, 7% disagree, and 2% agree that the trainer who gives training he will be having enough knowledge to give training.

GRAPH=4.16: Does the trainer have enough skill knowledge and clarity about the training program



INTERPRETATION

Most of workers opinion was agree that trainer has enough knowledge to train and few opinion was strongly agree ,neutral ,disagree , and strongly disagree . That trainer has enough knowledge

17) How many skill development training programs have you have attended?

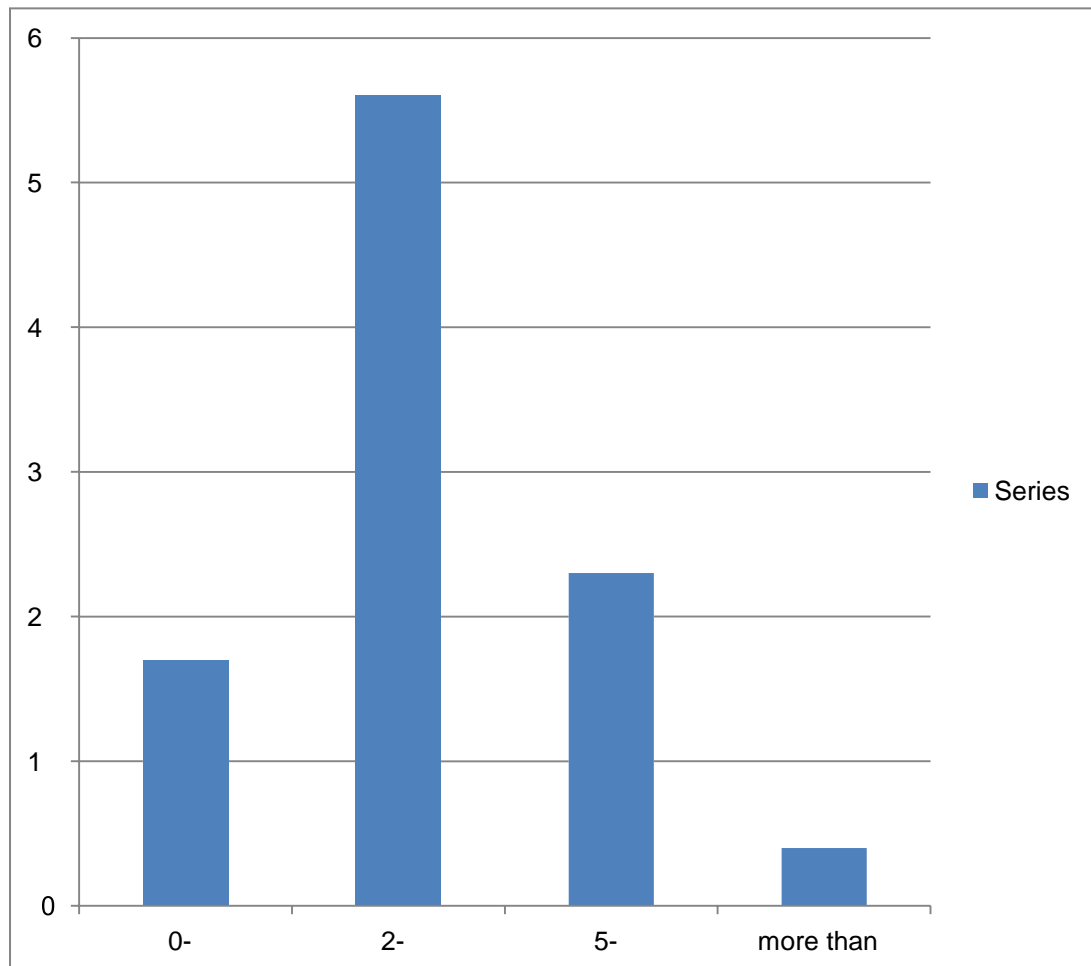
TABLE=4.17 how many skill development training programs have you have attended

Responses	Number of Respondents	Percentage
0-1	17	17
2-4	56	56
5-6	23	23
More Than 6	4	4
Total	100	100

ANALYSIS

17% workers opinion was 0-1 ,56% workers 2-4 ,23% workers 5-6 ,and 4% opinion was more than 6 , training programs they have attended .

GRAPH=4.17: how many skill development training programs have you have attended



INTERPRETATION

Most of the employees have attended 2-4 training programs and rest will be attended like 0-1, 5-6, and more than 6, training programs.

18) Was the time period for the skill training session sufficient for learning?

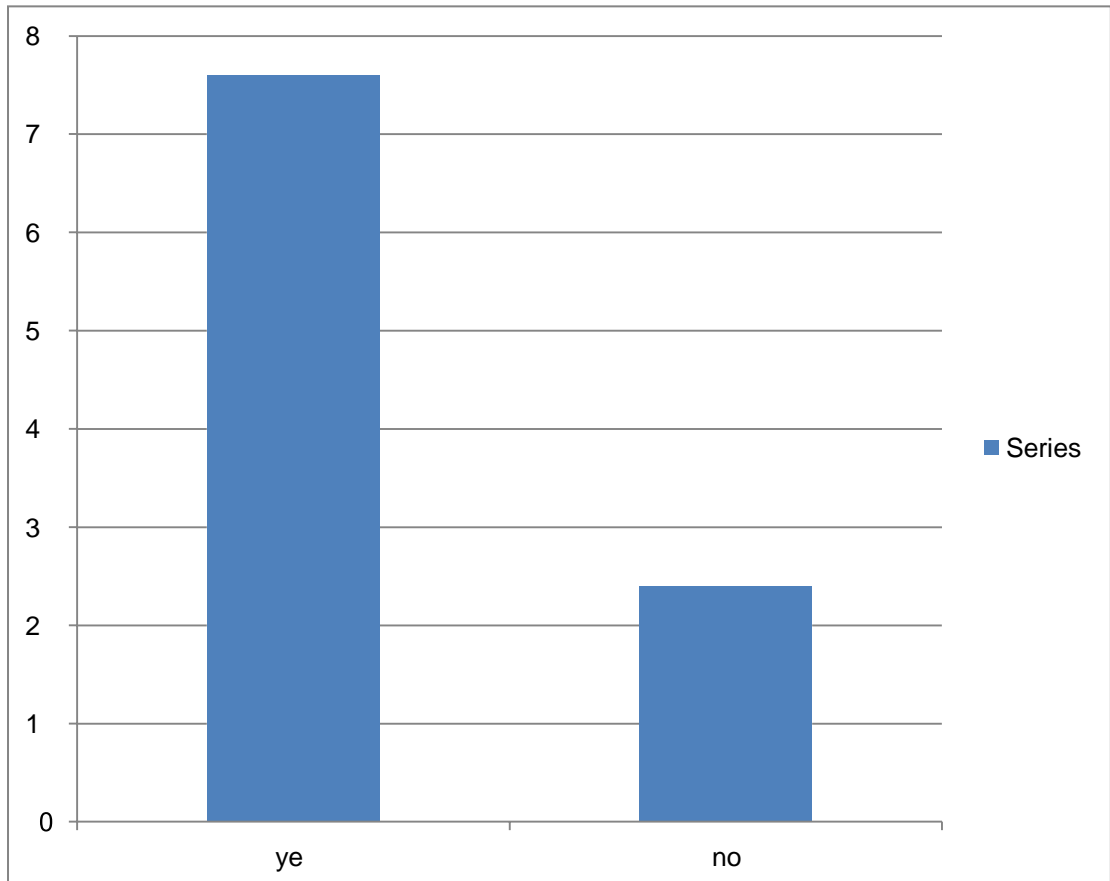
TABLE=4.18 Was the time period for the skill training session sufficient for learning

Responses	Respondent Total	(%)
yes	75	75
no	25	25
Full Total	100	100

ANALYSIS

75% employee's opinion was yes and 25% workers opinion was no that the skill training session sufficient for learning.

GRAPH=4.18: Was the time period for the skill training session sufficient for learning



INTERPRETATION

More than half of the workers opinion that the training session was sufficient for learning the skills and few workers opinion was not sufficient for learning

19) Can the time limit for the training programme be modified for better learning experience?

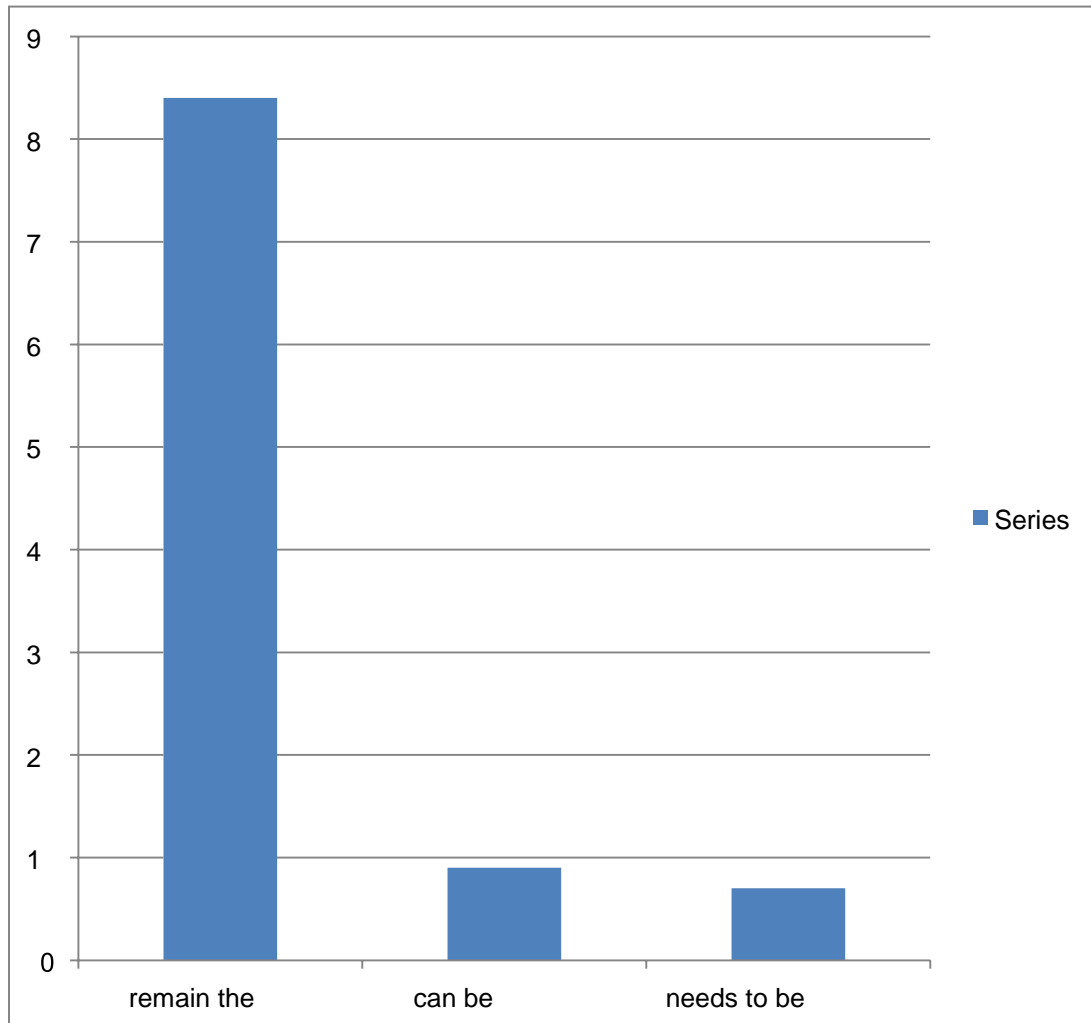
TABLE=4.19 Can the time limit for the training programme be modified fir better learning experience

Responses	Number of Respondents	Percentage
Remains The Same	84	84
Can Be Increased	9	9
Needs To Be Decreased	7	7
Total	100	100

ANALYSIS

84% remains the same, 9% can be increased and 7% needs to be decreased, it was the opinion of workers regarding modification of training limit.

GRAPH=4.19: Can the time limit for the training programme be modified fir better learning experience



INTERPRETATION

Most of workers opinion was the training limit should remain the same and others opinion was like can be increased, and needs to be decreased.

CHI SQUARE TEST

NULL HYPOTHESIS

H0: Productivity is not depend on skills of employees

ALTERNATIVE HYPOTHESIS

H1: Productivity is depended on skills of employees

Particulars	Observed frequency of the study(O)	Expected frequency of the Study (E)	(O-E)	(O-E) 2	(O – E) 2 /E
Strictly Agreed	20	20	0	0	0
Agreed	34	20	14	196	9.8
Neutral	29	20	9	81	4.05
Disagreed	11	20	-9	81	4.05
Strongly Disagreed	6	20	-14	196	9.8
					27.7

E = number of respondents / Option number = 100/5 = 20

Degree of freedom: (5-1) = 4

Significance level: 5 per

Standard value :11.071

Calculated: 27.

TAKE NOTE

- The measured rate is higher than the normal table rate and then Alternative Hypothesis and Null Hypothesis is rejected

- The measured rate is lower than the normal rate value and acknowledges Null Hypothesis.

The estimated value here is 27.7 and more than the regular table value 11.071 So we have to accept Alternative Hypothesis.

So the productivity is depended on skills of the employees

CHAPTER;-5

SUMMARY OF FINDINGS , CONCLUSIONS and SUGGESTIONS

FINDINGS

- 1) Employees of the organisation were aware about the skill development training happening in their organisation.
- 2) The organization provided the workers of the organization the necessary skill development training.
- 3) The competence professionals shall provide the skill development training.
- 4) The skill development training helps the employees to fulfil the organisational objectives.
- 5) The employees were implementing the things which were learnt in skill development program in the operational area.
- 6) There is a increase in productivity day by day after more concentrating on skill of the employees.
- 7) The skill development training was provided to the employees based on their skill levels.
- 8) After attending the skill development training sessions the employees decision making ability was increased.

SUGGESTIONS

- 1) Many of the employees were missing the skill development training because the employees get communicated about their skill development training session on the day of training .so the organisation can plan in such a way that at least employees get communicated day before the training.

- 2) Many times the employees were repeatedly getting the training and few were hardly attending the training session , it may be because the employees were knowing their training session on day of training and in that day in that shift they may not be present.

- 3) Most of the skill development training was off the job training it may not suitable for all kind of workers so skill development training can be given on their role in the organisation.

CONCLUSION

The study reveals about the skill development of the workers of food creation private limited. The study was conducted by distributing questionnaire and direct interacting with employees of food creation pvt ltd.

The organisation was found to be more centred on employees ' skills because the organisation assumes that employees 'skills play a significant role in productivity, so organisation was more centred on workers' skills.

The factory believe that a skilled employee need not to put 100% effort to get 100% output ,by putting less effort only he can get 100% effort , so they are more concentrating on skills of the employees.

And the organisation was providing required skills development to workers. The organisation was providing skill development training by the trainers who have professionally skilled.

And the training will be based on skill level of the employee"s .The organisation was providing required resources that will use full to employees to learn in the training period.

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