Training, E-Training and Technological Advancements in Cement Industry

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Abstract:
This paper will highlight the importance of training programme and technological advancement to sustain in corporate world. With the increase in competition, locally or globally, organizations must become more adaptable, resilient, agile, and customer-focused to succeed. That's the reason Indian engineers are in a great demand in foreign too. The managers today face a whole new array of changes in technology. E-Training is a part of training programme. E-Training programme is easy to conduct but successful program is a challenge for management too. With the ongoing changes in technology, it's important that we have to be aware of the technological advancements and changes in Information technology and provide training according to that also. But E-Training cannot train technical aspects fully as equipments and machinery need physical presence for practical knowledge. This has lead to a paradigm shift in cement industry also. These technological advancements can overcome through technical training, technological and informational training and e-training of employees through various ways like innovation and self development also.

Keywords: Training and development, Technology, E-training etc

1. Introduction

Training program is the most important asset for any organization and it is the source of achieving competitive advantage. The great challenge for management is to retain and nurture employees with the help of training for technological advancements. One has to handle the technical aspects as this can make the workplace more settled and peaceful for everyone. This paper highlights the technological advancement and how these advancements can be managed by training program. We will survey cement industry employees and then their opinion will be taken into consideration also.
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2. Hypothesis

- H0: Technological advancement or managing technological change do not directly depends on training and development department of the organisation.
- H1: Technological advancement or managing technological change directly depends on training and development department of the organisation.
- H0: E-training or e-learning cannot improve technological advancements in an industry.
- H1: E-training or e-learning can improve technological advancements in an Industry.

3. Training and E-Training

Training is the most important issues to be treated properly by management as Training period, training costs, training output, and most important is what to train and to whom. With the need to cut training costs, training itself often suffers. In many cases training return are not up to a level, and it directly effects employee performance and company image too. To overcome this one can go for e-learning or e-training. This reduces costs, time and money and so it gives returns in desired way. Ultra tech cement has its own training cell of e-learning or e-training. Many companies are meeting this challenge by providing e-learning opportunities that allow employees to receive the training they need without the expenses associated with travel, material and trainer costs etc. Ultratech cement is famous for its quality training programs in cement sector.

E-training means training provided employees of a company with the help of internet.

E-training is part of training programme. It means training given from outside to a company employee in the organisation with the help of internet.

In this method one can learn without going anywhere which ultimately save money, material and time too. E-training is a method by which one can save time, money and labour all at a time.

E-training will improve one's knowledge and subject area up to a level but for technological advancement employees need physical presence too as cement plants are equipped with a lot of machinery and materials. For that physical presence is also needed for some extent in training.

At times e-training becomes very complex too. Technical issues are related with machinery and equipments also so e-training cannot train them fully with the help of internet. Physical presence is also required at times. One to one interaction has a better impact on employee's knowledge so it depends upon the type of training employee need at that time.

4. Technological Advances

"Things change so rapidly that the ability to use certain technologies is always evolving, so you always need people with new skills," Schramm says.

This is another challenge that more and more training departments are facing. Being able to deal with their own changing roles in corporate society, the overlapping responsibilities, technology is again a new aspect to think about. New technology creates unemployment and in other hand, there comes scarcity of skilled manpower. Like this, technological change brings difficulties and challenges in organization. Change adaptation of technology can be handled through in-house training and e-training .One can take help from training experts from outside also as this training will help the employees to acquire new skills about technological changes in organisation. There is a challenging task of adapting workplace to rapid technological changes which influence the nature of work.
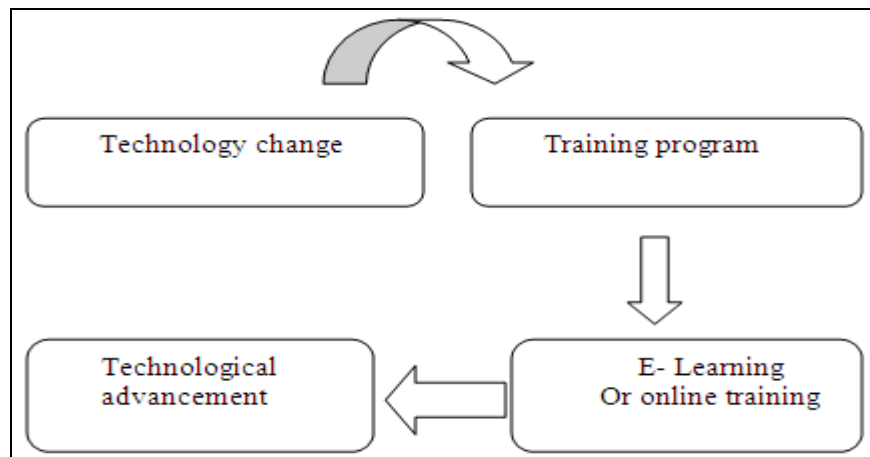
For example: Ultratech cement plant is technically very advanced and so its training team has to train employees as per that technology. But it doesn't mean that lack of technical knowledge will always have an option for another training programme. Employees themselves have to be aware enough about technology changes.

Wonder cement and Lafarge cement are very much concentrated over sound technology. The top players of cement industries always need experts for a subject which further improve knowledge by training programmes.

5. Limitations of the Study
- Collecting information from people during the working hours will be difficult in an industry.
- Due to work shifts it will be difficult to approach the employees.
- Management do not disclose confidential data.

6. Research Methodology
- Meaning of Research: The purpose is to study the technological advancements and training program to sustain in corporate world. Today every organisation sure doing their best to sustain in the competition, so it becomes hard for companies not to survive in that environment but to face the upcoming challenges also.

7. Objective of Research Study
Our objective of the study is to know views of cement employees about our study and aims:
- To identify technological advancement and how to enhance it by training.
- To suggest ways and means for improvement of technology with the help of training programme.

8. Scope of the Study
The scope of the study is confined to the employees of cement industry. The present study has identified various technological aspects of training or e-training etc.

9. Determination of Sample Size

- The Location*:* Ultratech cement, Wonder cement.
- Determination of universe: Universe for this study will comprise of employees of cement industry.
- Determination of Sample size: The sample size is around 100 as it is necessary to get the facts through various employees who belong to the cement industry.
- Sampling Technique*:* The convenience method of sampling is adopted.
- Statistical Tools: The statistical tool used for this study is Simple percentage method.
- Source of Data: The methods of data collection for this research are from primary and secondary sources of data.
- Primary Data: For the purpose of this study, primary data comprises responses obtained through interview.
- Secondary Data: The sources of secondary data for this research consist of mainly published text books, journals of vsrd international journal and saga publications also. Magazine and newspaper articles, Annual reports of multinational companies like Ultratech, Birla, n Lafarge cement. Academic publications, Library sources etc.
- Collection of Data: Data will be collected through personal contact by survey method as well as by telephonic interview. There are several advantages associated with the use of this method:-
  - ➢ Access to direct data or response from selected respondents.
  - ➢ Un biased information
  - ➢ Original data

10. Data Analysis and Results (Percentage Analysis)

Objectives	% Yes	%No	State Of Confusion.
H1	69	27	4
H2	71	18	11
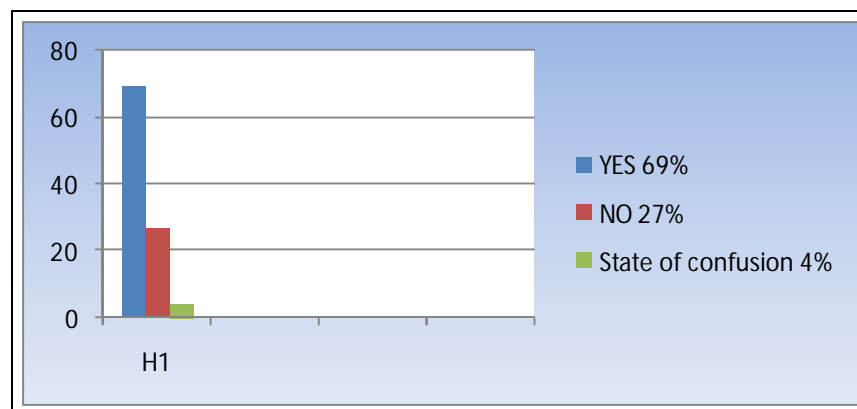
- H1: Technological advancement or managing technological change directly depends on Training and development department of the organisation.
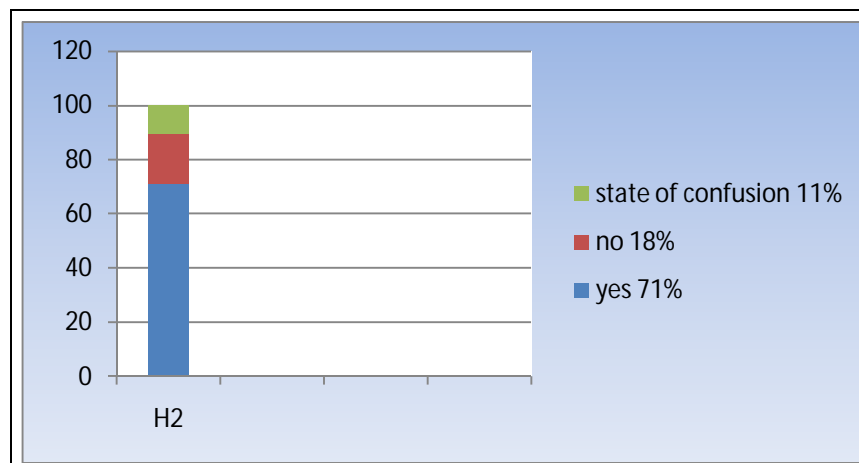
- H2: E-training or e-learning can improve technological advancements in an Industry.

11. Results

- 69% agree that managing technological change directly depends on training and development department.
- E-learning is a little complex concept and it too depend upon the employee attitude so there was mixed response about it.
- 71% respondents are having moderate opinion towards E-training.
- 70 to 80 % favour that E-training or e-learning can improve technological advancements in an industry and helps us to learn different skills and capabilities to survive in cut throat competitive world. It improves the leanings of employees and overall helps to sustain in business world.

12. Conclusion

The role of the training must parallel to the needs of the changing technology too. Within this environment, management must learn how to manage technology effectively through e-training programs and be proactive for emerging challenges related to technology and innovation. Technology can be upgraded and improved through proper quality training. Training involves every employee in making improvements. E-training focuses on identifying problems at their source, solving them and improving their capabilities, capacities etc. Training should be qualitative not be biased in any area. Training and e- training both are essential but both are necessary as e-training is a part of training programs and saves money and time both. E-training can help up to a level but doesn't have one to one contact with employees. So maybe it becomes less effective at times too.

Technology is changing in a rapid way and it become hard to manage that too. It is not an easy task to train employees again and again by e- training. Training and development department have to be more focused over technical updates and make the employees to get updated on regular basis.

Knowing in advance what type situation might arise will help us to be better equipped for technological advancement with the help of e-training or training .so employees, trainers and management all have to be proactive for technical aspects .E-training is very useful but it has also its limits. As per the survey technical aspects should be dealt with training and e-training both as per the need.

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