Appendix 2

Questionnaire II

Training and Development Practices in Organization

(Identity of the respondent will be kept confidential and information will not be disclosed anywhere)

This questionnaire is intended to assess the effectiveness of the TRAINING function in an organization. Questionnaire is administered to HR Manager/ personnel/Training manager

Name:…………………..

Organization:…………………..

Experience in present organization:---------------------yrs

Age: ----------- yrs

Personal Contact no :………………

Email Id(official Only):…………………………

1.Corporate training: some indicators
   (a)Percentage of payroll spent on training:----------------------
   (b) Training money spent per employee (in Rs):-------------------

   (c) Average training hours per employee:--------------------------

   (d) Percentage of employees trained per year:-----------------------

   (e) HRD or training staff   in your organization/plant/unit:--------------------
   (f):Training budget for employees : -------------------- No of employees :----------

2. Which is Major driving force for the Training function of your organization (Read following Alternatives Tick (√) on only one response which suits you more)

(a). Increased domestic competition
(b). Global competition
(c). Changing business strategies
(d). Pressure for increased quality, innovation, and productivity
(e). Need to change corporate culture
(f). Demands and directives of top management
(g).Needs, wishes and demands of employees

3. Which Main Training and development challenge in your organization?
(Read following Alternatives and Tick (√) on only one response which suits you more)

(a).Make learning one of the fundamental values of the company
(b). Commit major resources and adequate time to training
(c). Use training and development to bridge the performance gap with the external world
(d). Integrate training into initiatives for change management
(e). Use training and development as a developmental tool for individuals and teams
(f). Link organizational, operational, and individual training needs
(g). Ensure that training and development allows the soft skills to develop
(h). Create a system of more valid, reliable, and operational measures to evaluate the effectiveness of Training and development
(i) State any other:--

Note : Read the statements and Please write Y (√) on the appropriate response

4	Key result area for Training and development function In your organization	1 Never	2 Sometimes	3 Always
	Conducting training need analysis and preparation of training calendar			
	Designing, developing training materials, and implementing training & development programs			
	Identifying and selecting training and development providers, such as outside instructors, in-house instructors, and consultants			
	Designing and developing methods, techniques, and criteria for measuring and evaluating the effectiveness of training and development programs			
	Analyzing, interpreting, evaluation data and reporting conclusions to the relevant management personnel			
	Advising and counseling to individual employees on career planning and development opportunities			

5	Following methods used for Training Need analysis Of employees in your organization	1 Never	2 Sometimes	3 Always
	Performance Appraisal			
	Interview			
	Test			
	employee suggestion			
	Questionnaire/Survey			
	Top Management Recommendation			
	Mention any other method you are using -----------------------------			

6	**Training Design and Implementation**	1 Never	2 Sometimes	3 Always
	Select the Trainer on the basis of In-depth analysis			
	Give opportunity to internal Trainer			
	Conduct Training In-House			
	Select same venue for the Training			
	Outsource the Training program/ Part of Training program.			
	Circulate the Calendar of the training program throughout the organization			
		1 Never	2 Sometimes	3 Always
	Prepare the employee expectation list before sending them for the Training			
	Use Motivational strategies to create interest among employees			
	There are on the job Coaching program where employees are helped to develop their Capabilities			

7	**Aim of Training Evaluation**	1 Never	2 Sometimes	3 Always
	To determine whether the training and development objectives are being met			
	To determine the effectiveness of the different components of a training and development program (e.g., content, training aids, facility and environment, program schedule, presentation style, the instructor, etc.)			
	To determine whether the training and development program justify the cost			
	To decide who (number and type of potential participants) should participate in future programs			
	To assess which participants gained the most or the least from a specific training program			
	To gain practical insights in order to design, develop, and deliver more effective future programs			
	To confirm the policy guidelines and documentation of training and development efforts			

		1	2	3

8	**Instruments used for Training Evaluation**	Never	Sometimes	Always
	Questionnaires			
	Attitude surveys			
	Paper-and-pencil tests			
	Performance tests			
	Interviews			
	Observations			
	Performance records			

9	**Timing of Training Evaluation**	1 Never	2 Sometimes	3 Always
	Pre-training			
	During training			
	Immediately after training			
	At a specified time(s) after the end of training			
	Before, during, and after the training			

10.	**Major perceived difficulties/problem of Training function of your organization**	1 Never	2 Sometimes	3 Always
	Lack of systematic and comprehensive training needs assessment			
	Lack of motivation about training among employees			
	Lack of transfer the learning on the job			
	Lack of a clear-cut written training development policy			
	Failure to evaluate the effectiveness of training and development programs			
	Weak interaction between the industries & training institutes.			

		1	2	3

11.	**Different models use to make training effectiveness**	Not Known	Known	Use but not use
	Goldstein model for Training Need Analysis			
	Kirkpatrick Model for Training Evaluation			
	Jack Phillip Model for Training Evaluation			
	Keller's ARCS Model For Trainee's Motivation			
	Instructional System Design (ISD) ADDIE Model			
	Klob Learning model for effective learning			
	State any other model you use: --			

Signature

Appendix 3

Questionnaire

For Testing APCPE Model

Please read the new proposed APCPE Training Model and give feedback on the effectiveness of this model

(Please read the statements and tick on the appropriate response)

Name of the respondent:--

Designation:--

Name of the Organization:--

Sr.no	Statements	Yes	No	Can't say
1	*Is proposed model will be effective in comparison with your present training system or model?*			
2	*Will the proposed model Effectives in solving problem of employee motivation towards the training function?*			
3	*Will the proposed model Effectives in solving problem of low transfer of learning after training?*			
4	*Do you fill this model is time consuming?*			
5	*Do you fill this model is complex?*			
6	*Are you interested in implementing this model in your organization?*			

Name and Signature

Appendix 4

Sample Questionnaire

Analyzing Employee Readiness for the training.

(Objective of this questionnaire is to analyze what extent the employees are ready to attain the training program)

Title of the training program:--

Objective of the training program:--

Schedule:--

Name of the employee:--

Department:--

Designation:--

(Read the following statements and tick on the appropriate response)

Statement	Very well	Some what extent	Not at all
Need analysis report supports my training needs.			
I am clear with the objectives of the training program			
The training program will be beneficial for me in performing my present job effectively			
This program will improve my skill/knowledge/ attitude is useful in career advancement.			
This program will fulfill my expectations.			
I believe that I can learn training content.			
This program will not affect my present			

assignments.			
I understand the effects of work environment like situational constraints or social support on the transfer of learning			
I will take efforts to transfer learning on the job after attaining training program			
I am ready to attain the training program (If not pl mention the reasons)			
Mention the reasons for not attending the Training program:---			

Appendix 5

Klob Learning Styles Inventory

The Learning Style Inventory (LSI) is a simple self-description test, based on experiential learning theory, that is designed to measure your strengths and weaknesses as a learner. Experiential learning in conceived as a four stage cycle: (1) immediate concrete experience is the basis for (2) observation and reflection; (3) these observations are assimilated into a "theory" from which new implications for

action can be deducted; (4) these implications or hypotheses then serve as guides in acting to create new experiences. The effective learner relies on four different learning modes - Concrete Experience (CE), Reflective Observation (RO), Abstract Conceptualisation (AC), and Active Experimentation (AE). That is, he must be able to involve himself fully, openly, and without bias in new experiences (CE), he must be able to reflect on and observe these experiences from many perspective (RO), he must be able to create concepts that integrate his observations into logically sound theories (AC), and

he must be able to use these theories to make decisions and solve problems(AE).

The LSI measures your relative emphasis on the four learning modes by asking person to rank order a series of four words that describe these different abilities. For example, one set of four words is feeling, watching, thinking, doing, which reflects CE, RO, AC, and AE, respectively. The inventory yields six scores: CE, RO, AC, and AE plus two combination scores that indicate the extent to which you emphasise abstractness over concreteness (AC-CE) and the extent to which you emphasise abstractness over concreteness (AC-CE) and the extent to which you emphasise active experimentation

over reflection (AE-RO). One way to better understand the meaning of your scores on the LSI is to compare them with the scores of others. The "target" on the next page gives norms on the four basic scales (CE, RO, AC, AE) for 1, 933 adults, ranging from 18 to 60 years of age. About two thirds of the group are men and the group as a whole is highly educated (two thirds have college degrees or higher). A wide range of occupations and educational backgrounds are represented, including teachers, counselors, engineers, salespersons, managers, doctors and lawyers.

The raw scores for each of the four basic scales are listed on the crossed lines of the target. By circling your raw scores on the four scales and connecting them with straight lines you can create a graphic representation of your learning style profile. The concentric circles on the target represent percentile scores for the normative group. For example, if your raw score on Concrete Experience was 15, you scored higher on this scale than about 55% of the people in the normative group. If your CE score was 22 or higher, you scored higher than 99% of the normative group. Therefore in comparison to the normative group, the shape of your profile indicates which of the four basic modes you tend to emphasis and which are less emphasized.

Staff around you and those you may supervise will have a preferred way to learn. This will impact how they respond to instructions to complete tasks they are unfamiliar with, or if the nature of the task falls outside of their 'learning style'. The aim is to identify what learning style you have and raise your awareness that different individuals need different situations or tasks to maximize their comfort zone. This will also enhance their learning and motivation to complete new tasks.

The inventory is designed to assess your method of learning. As you take the inventory, give a high rank to those words which best characterize the way you learn and a low rank to the words which are least characteristic of your learning style.

You may find it hard to choose the words that best describe your learning style because there are no right or wrong answers. Different characteristics described in the inventory are equally good. The aim of the inventory is to describe how you learn, not to evaluate your learning ability.

INSTRUCTIONS

There are nine sets of four words listed below. Rank order each set of four words assigning a 4 to the word which best characterises your learning style, a 3 to the word which next best characterises your learning style, a 2 to the next most characteristic word, and a 1 to the word which is least characteristic of you as a learner. Be sure to assign a different rank number to each of the four words in each set. Do not make ties.

1. ___discrinimating ___tentative ___involved ___practical

2. ___receptive ___relevant ___analytical ___impartial

3. ___feeling ___watching ___thinking ___doing

4. ___ accepting ___risk-taker ___evaluative ___aware

5. ___intuitive ___productive ___logical ___questioning

6. ___abstract ___observing ___concrete ___active

7. ___present-oriented ___reflecting ___future-oriented ___pragmatic

8. ___experience ___observation ___conceptualisation ___experimentation

9. ___intense ___reserved ___rational ___responsible

SCORING

The four columns of words above correspond to the four learning style scales: CE, RO, AC, and AE. To compute your scale scores, write your rank numbers in the boxes below only for the designated items. For example, in the third column (AC), you would fell in the rank number you have assigned to items 2, 3, 4, 5, 8 and 9. Compute your scale scores by adding the rank numbers for each set of boxes.

Score items:	Score items:	Score items:	Score items:
2 3 4 5 7 8	1 3 6 7 8 9	2 3 4 5 8 9	1 3 6 7 8 9
☐☐☐☐☐☐	☐☐☐☐☐☐	☐☐☐☐☐☐	☐☐☐☐☐☐

| CE = _____ | RO = _____ | AC = _____ | AE = _____ |

The concentric circles represent percentile scores based on the combined responses of 127 practicing managers and 512 Harvard and M.I.T. graduate students in management. (For example, a raw score of 21 on Abstract Conceptualization means you scored higher on this dimension than 80 percent of the managers and students tested, while a score of 24 would indicate you scored higher than anyone in the population on which these norms are based.)

321

A high score on CONCRETE EXPERIENCE represents a receptive, experience based approach to learning that relies heavily on feeling-based judgment. High CE individuals tend to be empathetic and "people oriented".

They general find theoretical approaches to be unhelpful and prefer to treat each situation as a unique case. They learn best from specific examples in which they can become involved. Individuals who emphasis CONCRETE Experience tend to be oriented more towards peers and less towards authority in their approach to learning, and benefit most from feedback and discussion with fellow CE learners.

A high score on ABSTRACT CONCEPTUALISATION indicates an analytical, conceptual approach to learning that relies heavily on logical thinking and rational evaluation. High AC individuals tend to be oriented more towards things and symbols and less towards other people. They learn best in authority-directed, impersonal

learning situations that emphasis theory and systematic analysis. They are frustrated by and benefit little from unstructured "discovery" learning approaches like exercises and simulations.

A high score on ACTIVE EXPERIMENTATION indicates an active, "doing" orientation to learning that relied heavily on experimentation. High AE individuals learn best when they can engage in such things as projects, homework, or small group discussions. They dislike passive learning situations such as lectures. These individuals tend to be extroverts.

A high score on REFLECTIVE OBSERVATION indicates a tentative, impartial and reflective approach to learning. High RO individuals rely heavily on careful observation in making judgements, and prefer learning situations such as lectures that allow them to take the role of impartial observers. These individuals tend to be introverts.

To compute the two combination scores, subtract CE from AC and subtract RO from AE. Preserve negative signs if they appear.
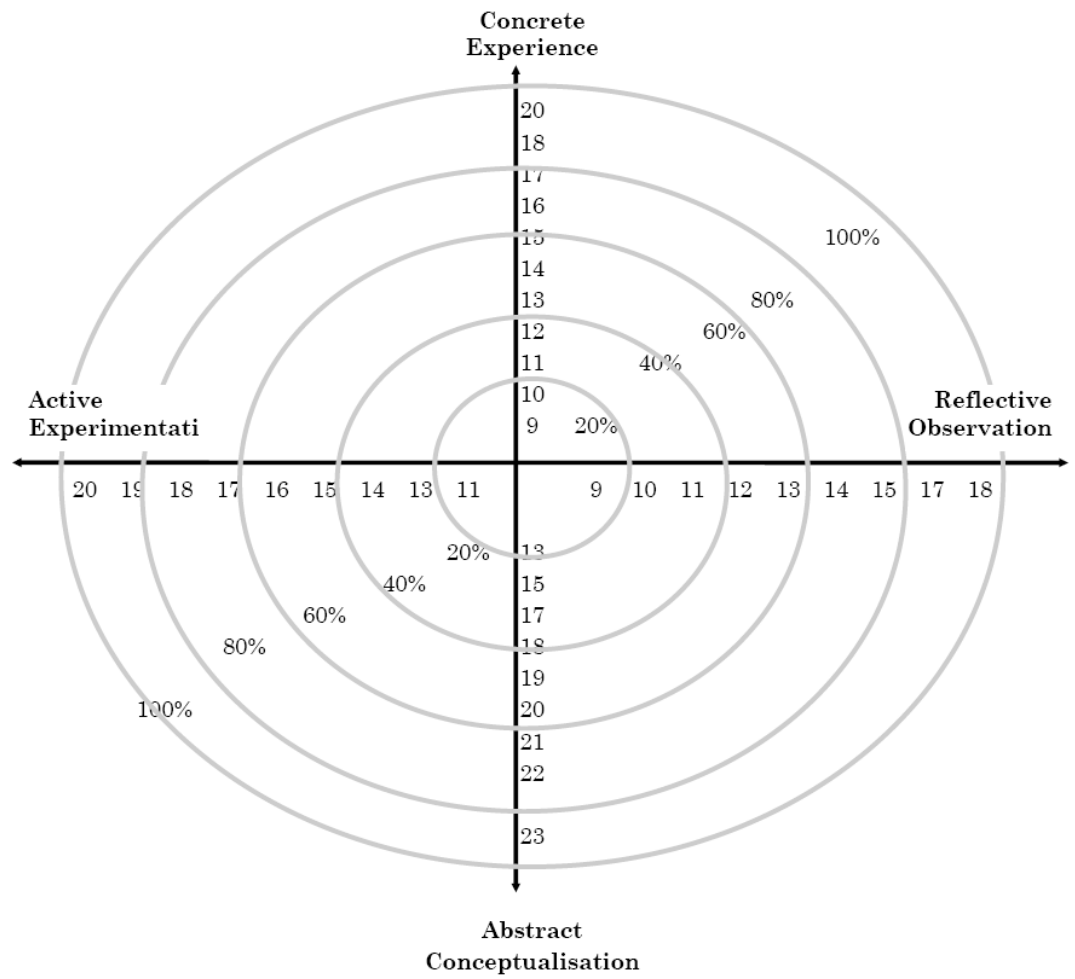
AC CE AE RO

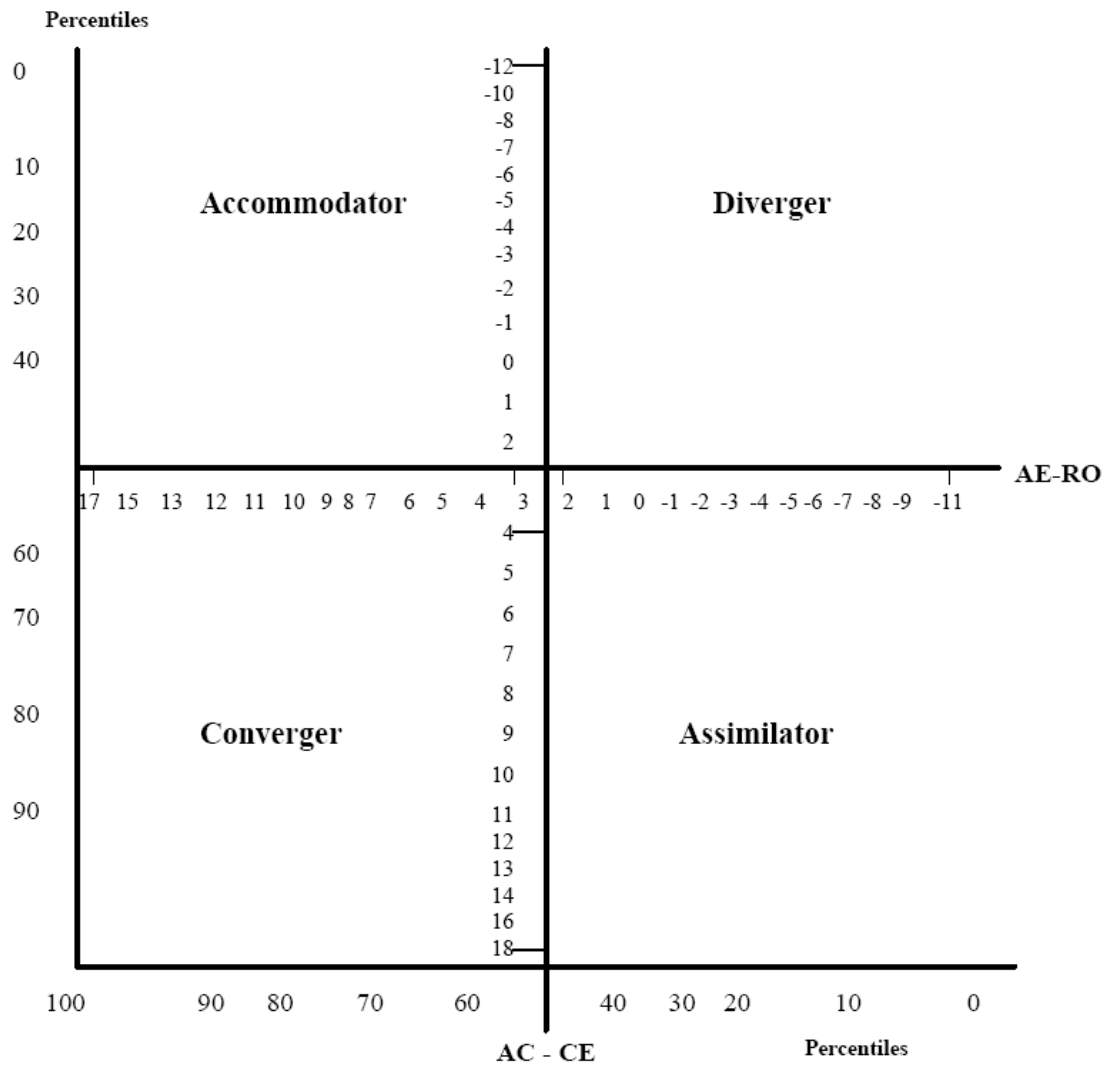AC - CE = _____ AE - RO = _____

IDENTIFYING YOUR LEARNING STYLE TYPE

It is unlikely that your learning style will be described accurately by just one of the four preceding paragraphs.This is because each person's learning style is a combination of the four basic learning modes. It is therefore more meaningful to describe your learning style by a

single data point that combines your scores on the four basic modes. This is accomplished by using the two combination scores, AC-CE and AE-RO. These scales

indicate the degree to which you emphasise abstractness over concreteness and action over reflection, respectively. The grid below has the raw scores for these two scales on the crossed lines (AC-CE on the vertical and AE-RO on the horizontal) and percentile scores based on the normative group on the sides. By marking your raw scores on the two lines and plotting their point of interception you can find which of the four learning style quadrants you fall into. These four quadrants, labelled Accommodator, Diverger, Converger, and Assimilator, represent the four dominant learning styles. If your AC - CE score were -4 and your AE-RO score were +8, you would fall strongly in the Accommodator quadrant. An AC-CE score of +4 and an AE-RO score of +3 would put you only slightly in the Converger quadrant. The closer your data point is to the point where the lines cross the more balanced is your learning style. If your data point is close to any one of the four counters, this indicates that your rely heavily on one particular learning style.

Learning - style profile 1

Concrete
Experience

20
18
17
16
15
14
13
12
11
10
9

100%
80%
60%
40%
20%

Active
Experimentati

Reflective
Observation

20 19 18 17 16 15 14 13 11   9 10 11 12 13 14 15 17 18

20%
40%
60%
80%
100%

20%
13
15
17
18
19
20
21
22
23

Abstract
Conceptualisation

Learning - style profile 2

Appendix 6

VAK Learning Styles Self-Assessment Questionnaire

Circle or tick the answer that most represents how you generally behave.

1. When I operate new equipment I generally:

    a) read the instructions first
    b) listen to an explanation from someone who has used it before
    c) go ahead and have a go, I can figure it out as I use it

2. When I need directions for travelling I usually:

    a) look at a map
    b) ask for spoken directions
    c) follow my nose and maybe use a compass

3. When I cook a new dish, I like to:

    a) follow a written recipe
    b) call a friend for an explanation
    c) follow my instincts, testing as I cook

4. If I am teaching someone something new, I tend to:

    a) write instructions down for them
    b) give them a verbal explanation
    c) demonstrate first and then let them have a go

5. I tend to say:

    a) watch how I do it
    b) listen to me explain
    c) you have a go

6. During my free time I most enjoy:

    a) going to museums and galleries
    b) listening to music and talking to my friends
    c) playing sport or doing DIY

7. When I go shopping for clothes, I tend to:

    a) imagine what they would look like on
    b) discuss them with the shop staff
    c) try them on and test them out

8. When I am choosing a holiday I usually:

    a) read lots of brochures
    b) listen to recommendations from friends
    c) imagine what it would be like to be there

9. If I was buying a new car, I would:

    a) read reviews in newspapers and magazines
    b) discuss what I need with my friends
    c) test-drive lots of different types

10. When I am learning a new skill, I am most comfortable:

    a) watching what the teacher is doing
    b) talking through with the teacher exactly what I'm supposed to do
    c) giving it a try myself and work it out as I go

11. If I am choosing food off a menu, I tend to:

    a) imagine what the food will look like
    b) talk through the options in my head or with my partner
    c) imagine what the food will taste like

12. When I listen to a band, I can't help:

    a) watching the band members and other people in the audience
    b) listening to the lyrics and the beats
    c) moving in time with the music

13. When I concentrate, I most often:

   a) focus on the words or the pictures in front of me
   b) discuss the problem and the possible solutions in my head
   c) move around a lot, fiddle with pens and pencils and touch things

14. I choose household furnishings because I like:

   a) their colours and how they look
   b) the descriptions the sales-people give me
   c) their textures and what it feels like to touch them

15. My first memory is of:

   a) looking at something
   b) being spoken to
   c) doing something

16. When I am anxious, I:

   a) visualise the worst-case scenarios
   b) talk over in my head what worries me most
   c) can't sit still, fiddle and move around constantly

17. I feel especially connected to other people because of:

   a) how they look
   b) what they say to me
   c) how they make me feel

18. When I have to revise for an exam, I generally:
   a) write lots of revision notes and diagrams
   b) talk over my notes, alone or with other people
   c) imagine making the movement or creating the formula

19. If I am explaining to someone I tend to:

   a) show them what I mean
   b) explain to them in different ways until they understand
   c) encourage them to try and talk them through my idea as they do it

20. I really love:

    a) watching films, photography, looking at art or people watching
    b) listening to music, the radio or talking to friends
    c) taking part in sporting activities, eating fine foods and wines or dancing

21. Most of my free time is spent:

    a) watching television
    b) talking to friends
    c) doing physical activity or making things

22. When I first contact a new person, I usually:

    a) arrange a face to face meeting
    b) talk to them on the telephone
    c) try to get together whilst doing something else, such as an activity or a meal

23. I first notice how people:

    a) look and dress
    b) sound and speak
    c) stand and move

24. If I am angry, I tend to:

    a) keep replaying in my mind what it is that has upset me
    b) raise my voice and tell people how I feel
    c) stamp about, slam doors and physically demonstrate my anger

25. I find it easiest to remember:

    a) faces
    b) names
    c) things I have done

26. I think that you can tell if someone is lying if:

    a) they avoid looking at you
    b) their voices changes
    c) they give me funny vibes

27. When I meet an old friend:
    a) I say "it's great to see you!"
    b) I say "it's great to hear from you!"

c) I give them a hug or a handshake

28. I remember things best by:

   a) writing notes or keeping printed details
   b) saying them aloud or repeating words and key points in my head
   c) doing and practising the activity or imagining it being done

29. If I have to complain about faulty goods, I am most comfortable:

   a) writing a letter
   b) complaining over the phone
   c) taking the item back to the store or posting it to head office

30. I tend to say:

   a) I see what you mean
   b) I hear what you are saying
   c) I know how you feel

Interpretations.

Now add up how many A's, B's and C's you selected.

A's =   B's =   C's =

If you chose mostly A's you have a **VISUAL** learning style.

If you chose mostly B's you have an **AUDITORY** learning style.

If you chose mostly C's you have a **KINAESTHETIC** learning style.

Appendix 7

Check list

For

Analysis of Learning Transfer Climate

(Tick on the appropriate response)

Sr.No	Factors	Enough	Need Improvement
1	Supervisor support, and supervisor section		
2	Peer support		
3	Opportunity to use learning		
4	Resources, tools and information that allow trainees to use their learning.		
5	Time organization is giving to utilize the Learning.		
6	Feedback i.e. Formal and informal indicators from an organization about an individual's job performance.		
7	Openness to change.		
8	Benefits (Rewards) organization is giving for application of learning.		
9	Clear performance outcome expectations		
10	Evaluation technique Organization is using to Evaluate Learning Transfer.		

Appendix 8

List of Companies

(Sample)

Pharmaceutical Sector

1. Dr.Reddy's Laboratories Limited

CTO Unit-VI, APPIIC Indl.Estate,Pydlbheemavaram,

Ranasthal Mandal , Srikakulam Dist, Andrapradesh

2.Ranbaxy

A-11, Industrial Area, Sahibzada Ajit Singh Nagar

Mohali, Punjab- 160 055,   Phone   : 172 - 2271450

3.Orchid Chemicals And Pharmaceuticals Ltd

Plot No L-9, M I D C
Waluj, Aurangabad, Maharashtra 431136
contact no : 0242- 2551060

4.Lupin

A-28, M I D C
Chikalthana, Aurangabad, Maharashtra 431210
Contact no-0242- 2482509

5.FDC

B-8, M I D C Industrial Area
Waluj, Aurangabad, Maharashtra 431136
Contact no : 0242- 2554299

6.GlanMark Phrama

E-37 MIDC Industrial Area , D Road, Satpur
Nasik Maharashtra,– 422007

7.Candila

Zydus Tower, Satellite Cross Roads, Ahmedabad. Gujarat– 380015

Contact no: 079-26868100

8. Baxter (India) Pvt Ltd

B-15/2, M I D C , Waluj
M I D C Waluj, Aurangabad, Maharashtra 431136
Contact no :0242 -2551104

9. Cipla

Village Malpur Upper P.O.Bhud Nalagarh Dist. Solan
Baddi, Himachal Pradesh - 173205

10. Sun Pharma

Survey No. 214 and Plot 20, Govt. Industrial Area, Phase-II,

Piparia, Silvassa, - 396 230.

11. Torrent Pharmaceuticals Ltd

Vill Bhud & Makhnu Majra Teh Baddi Distt Solan
Himachal Pradesh.Contact no :01795-247159

Food and Beverages

12.Amul Ice Cream

U-25, M. I. D. C. HINGNA ROAD, NAGPUR , Maharashtra- 444 016

Contact no: 07104-234991.

13.Asia Pacific Breweries Ltd (UBL)

Plot Nos. H 8- 11 MIDC Industrial Area, Waluj

 Aurangabad, Maharashtra

Conact no: 0240-2564172-175

14.Carlsberg (South Asia Beverage)

 Plot H 17/11,Waluj MIDC ,

Auranagbad- 431136

Conact No : 0240-2555101,2555102

Aurangabad

15 . Cargill Foods India Limited

E4/E45, MIDC Area, Kurkumbh,
Tal. Daund, Pune
Contact no : 020 - 235802, 235803

16.Fosters

 Plot No. M-99, MIDC Waluj *Aurangabad* 431136.

Telephone: +91 240-2554563/4

17.Hindustan Cocacola Ltd

D-58 MIDC,Ambad-422010,Maharastra

Contact no 253-5604121 -26/ 2381766/67

18.Nestle India Ltd

 Patti Kalyana, Kiwana Road, Samalkha,

Panipat,Haryana - 132101

19.PespsiCo

Plot No.D-7, MIDC, Paithan

Auranagabad-431148

Contact no : 02431-233212/214

20. Radico NV Distilleries

D-191-195, Five Star MIDC, Shedra, Auranagabad, Maharashtra - 431201,

Contact no : 0240-2622050

Mr. Bahubali Adinath Demanna (electrical manager) 919766694454

21.Sabmiller India Ltd

Unit Pals , L-5,MIDC, Waluj,Auranagabad

Contact no: 02402555236

22.Sabmiller India Ltd

 Skol Breweries Ltd, unit Haryana, 49th KM stone

GT raod, Murthal,Sonipat ,Harayana- 131039

Contact no : 0130-3949999

Engineering and Electronics

23. Alfa Laval India Limited

Mumbai-Pune Road,,Dapodi,Pune

Contact no 91-20-797721

Email : pankaj.maheshwari@alfalaval.com

24. Aurangabad Electricals ltd

Gut No.65, Village Chitegaon, Tq.Paithan, Aurangabad,

Contact no : 02431251482

25. Burckhardt Compression

Gat No. 304, Village Kondhapuri,Pune-Nagar road,Tal. Shirur,

 District Pune,- 412 209 , Contact no 2137 - 669400

26. Bharat Forge Ltd

Gat No. 635, Kuruli Village, Chakan

Pune District - 410501

Maharashtra - India

27.Cosmofilms ltd

B-14/8-9, M I D C Area

Waluj, Aurangabad, Maharashtra 431136

0242 255258135.

28. Cummins Exhaust India Ltd.

Plot 1, Silver Industrial Estate, Village Bhimpore, Daman.

Contact No : 260 222 0282/0384

29. Endress Houser Flowtec (I) Pvt Ltd.

M-174/175, Waluj MIDC Industrial Area

Contcat No: 240- 255 16 00 , 0240 -256 36 00

30. Endress & Hauser Flowtec (I) Pvt Ltd.

Line1,M - 174 / 175 , M I D C ,WALUJ ,Auranagabad, Maharashtra-431136

Contact No: 024-552325/26,024-2555179

31. Honeywell Automotive India Ltd,

56 & 57, Hadapsar Industrial Estate, Hadapsar, Pune 411 013

Contact no : 20-66039400

32. Lombardini India Pvt ltd

Post Box No. 754, Plot No. J-2/1, MIDC Industrial Area, Chikalthana Aurangabad India
Contact no : 0240- 471452

33. LG Electronics .

Plot No. A-6/2, MIDC, Ranjangaon,

Tal. Shirur **PUNE**,Maharashtra- 412220

Contact No : 02138232268

34. Kirloskar Pneumatic Company Limited.

Hadapsar Industrial Estate. **Pune** 411013.

Contact no : 020-6870133

35. Morganite Crucible India Ltd.
 B-11 MIDC, Waluj, Aurangabad - 431 136, Maharashtra State.
 Contact no : 240 2554405, 2554406
36. NRB Bearings

E-72, (I) & (II) M.I.D.C. Waluj
Aurangabad - 431133

37. Raman Boards,

ABB global industries and services ltd

Jhunpur Road,131021,Khewra,Haryana

Contact no : 011306451158

38. Siemens Ltd.

Aurangabad Works, E-76 Waluj MIDC Area,

Aurangabad 431 136, Conatct no : 240 255 4008 / 255 4700

39. Varroc V

Waluj Plant V11 L 4 MIDC Waluj Aurangabad 431136

Contcat no:0 240-255 1480

40.Whirlpool , Mumbai

1071/1075, B Wing, 1 St Floor, Oberoi Garden, Adjacent To Chandivli Studio

Chandivali, Saki Naka, Mumbai- 400072

 Contact no : 022 66750339

41. Sterlite Optical Technologies Ltd.

E-3,MIDC,Waluj,Aurangabad - 431136

Contact: 0240 2564599(326),0240

Steel Industries

42. Essar Steel Limited

Essar House, 27 KM , Surat Hazira Road, Hazira - Gujarat - 394270 ,

Contact no :0261-6685821

43.ISPAT

Geetapuram, Dolvi Taluka Pen, Dist. Raigad, Maharashtra, - – 402107,

Contact No. :(02143) 277501 – 510 .

44.Jindal Steel and Power Limited.

Plot No. 751, Near Panchmukhi Chhaka,

Similipada, Angul ,Orissa- 759122

Contact no: (06761) 254191-95

45. Mahindra Ugine Steel Co. Limited

Jagdish Nagar, District Raigad, Khopoli, Maharashtra - 410 216

Contact no: (02192)-263318

46 .Polland

Addi MIDC area

Auranagabad Road

Jalna-431203

Concatct no : **02482 -220077**

47.Ratanmani Metals & Tubes Ltd

Survey No. 474, Anjar-Bachau Road, Village: Bhimasar,

Tal. Anjar, Kutch, Gujarat, - 370201,
Contact N0 : 02836-285539

FMCG Sector

48 .Godrej consumer products

Plot Nos 85-88, EPIP, Phase-II, Village Thana, Tehsil Nalagarh
District - Solan, Himachal Pradesh - 173205.
Contact No: (01795) - 274298/274235

49.Godfrey Philips India Ltd

A 1/1,MIDC Indl Area,

Baramati, Pune

Conact no : 02112244150

50. Hindustan Unilever Ltd

Plot No. D34-D38, UPSIDC Industrial Area,

District Sant Kabir Nagar, Khalilabad, Uttar Pradesh -271 175,

51.Johnson and Johnson

B-15/1,MIDC,Waluj,**Aurangabad**-431136

Contact: 0240 2554720,0240 2554722

52.ITC Ltd

Cigarette and Packing & Printing Factory, Basdeopur P.O.,

District Munger
Munger – 811202,

Contact No : 91-6344-220516

53. Marico Industries Ltd

 E-10 MIDC Area Ajanta Road Jalgaon ,

Contact No : (257) 2210002.

 54. Nirma

Plot No. B/4, Jainpur Industrial Area, Jainpur,
Kanpur Dehat - 209101
Uttar Pradesh

55. Parle Pvt Ltd

 SP-2/4 RIICO Ind.Area,Delhi-Jaipur Road,Dist. Alwar,

Neemrana-301705(Rajasthan)

Contact no 01494-/246091/246181/246312/246313

56.Wipro

L-8, MIDC, Waluj
Aurangabad - 431136

Automobile Sector

57. Skoda Auto India Pvt Ltd

A - 1 / 1, M.I.D.C., Five Star Industrial Area, *Shendra*, MIDC,

Aurangabad, Maharashtra 431201 **,**

Contact no : 240 -5631406

58. **Bajaj Auto Ltd**

 MIDC Waluj Auranagabad- 431136

59.Tata Motors Limited, Pune

6km Off Somatane Phata, Bebedohol, Mumbai-pune Highway,

Tal Maval, Pune, Maharashtra - 411 004

Contact no : (02114)-237121/237126

60. Kinetic Engineering

Nagar-Daund Road ,Ahmednagar, Maharashtra - 414001

Contact : 0241-2470612

61.Hero Honda Motors

 Plot No.3, Sector-10, Ranipur IIE-SIDCUL, Haridwar - 248001

 Contact no : 01334-238500

62.Maruti Suzuki India Ltd.

Gurgaon Plant, Old Palam Gurgaon Road, Gurgaon – 122015

Contact no : (0124)- 2346721

Banking and Financial Sector

63.Aviva Life Insurance

1st Floor Mahavir Complex

Opp Akashwani next to HDFC Bank

Jalna Road,Auranagbad-431001

Conatct No- 0240-2365522-43

64.Axis Bank

Adalat Road, Near Kranti Chowk. Aurangabad 433 001,

Contact No : (0240)5621969/5621970/2344828.

65. Export Import Bank

44, Shankar Sheth Road, Pune

Conatct no: 020 26403000

66. HDFC Bank

Rouza Bugh Branch, Hursul road

Aurangabad : 431001

67.HDFC Std life

A 1, Trade Star Building, Andheri Kurla Road, J B Nagar,

Andheri East, Mumbai,

Contact No: 022 28220055

68.ICICI prudential Life Insuarnace Company Ltd

1st Floor, Block No. 4-A, Cannought Cidco, Above Ford Show room

Auranagabad-431003

69.IDBI

Plot No 7, Raghbir Chamber, Vidya Nagar, Jalna Road,

Aurangabad .Contact no :0242 2452441

70.Life Insurance Corporation

P&GS Unit Adalat Road

Jeevan Prakash Aurangabad - 431005

71.State bank of India

State Bank of India, Ground Floor,B Wing Sector 11 CBD Belapur

Navi - Mumbai 400614.

Contact No - 022 27566050 i

72.State Bank of Hyderabad

 Regional Office Region - III (Aurangabad)

 Plot No. 1. Town Centre

CIDCO Aurangabad - 431 003.

Contact No: 0240-2474935, 2487794

IT and BPO Sector

73.Biral Minac

Plot No.*F*-4-1, MIDC, Chikalthana, Aurangabad - 431210

74. Dell Computers India Ltd

12/1, Divyasri Green, Inner Ring Road
Domlur, Bengaluru, Karnataka 560071
080 25357311

75. Genpact,

 14-45, IDA Uppal, Opposite NGRI, Habsiguda, **Hyderabad**.

Conact No : 040-55114505, 1800-1800-043

76.HCL Infosystem

201/208, Akshay Complex

Dhole Patel Road, Pune, Maharashtra 411001

020 24263182 **80.**

77.Infosys Technologies Ltd

Corporate Headquarters ,Plot No. 44 & 97A, Electronics City

Hosur Road, Bangalore -560 100

Contact no :   080- 28520261

78.Intelenet Global Services

Poonam Biscuit factory, E-23

MIDC, Chikalthana,Auranagabad

Conact no : 0240-66404745

79.Polaris Software Lab Ltd

'Foundation', No. 34, IT Highway,Chennai - 603 103

Contact no : 044-2743 5001

80.Tech Mahindra

Sharda Center Erandwane *Pune*, Maharashtra 411004. India

Contact No :020-66018100

81. Wipro BPO .

Plot **No**. 2, Rajiv Gandhi Infotech Park,

Hinjewadi, **Pune** - 411057.

Conact no: 020-22933700

Hospitality Sector

82. Hotel Ajant Ambassidor

Cidco, Jalna Raod

Aurangabad, 431003

Conact No : 0240-2485211

83. Hotel Rama International

R-3 Chikalthana, Aurangabad 431 210, Maharashtra, India

Contact no : 0240-6634141

84.Hotel Aurora Towers

9, Moledina Road, Pune,

Maharashtra 411 001, India

Contact no : 20 261 31818 |

85. Leela Hotels

The Leela Palace Kempinski Udaipur

Lake Pichola, P.O.Box No.125

Udaipur - 313 001

Contact no:029 -46701234

86. Lemon Tree

R 7/2, Chikalthana, Airport Road,,

Aurangabad 431210,

Contact No : 0240 6603030

87. Marriott   Hotels

Opposite Hussain Sagar Lake,Tank Bund Road

Hyderabad- 500080

Contact no: 040 -27522999

88. The Park Hotel

Sector 10, CBD Belapur, Navi Mumbai ,Navi Mumbai,

Maharashtra,400614,

89. Taj Hotel

8-N-12
Cidco, Aurangabad, Maharashtra 431003
contact no: 0240-22381106

Retails Sector

90.Big Bazaar

M Square, Motiwala Complex, Akashwani Signal, Jalna Road.

Aurangabad -431 001
contact no:0240 - 3918 360 / 61

91.Big Bazaar

Fun N Shop Mall, Vithaldas Shivalkar Marg, Fatima Ng,

Hadapsar Solapur Highway, Wanowri, Pune - 411 013
contact no : 020 - 6642 0500 / 3046 2006

92. Globus Stores Pvt Limited

N-1,CIDCO **Aurangabad** – 431003.

Contact no :0240- 2483520.

93.More

16035/A-66, Dargah Road, Jyoti Nagar

Auranagabad-431003

Contact no : 0240-6457008

94. More

Survey 46 Hissa 1A/1B/1 Govind Ngr Co-Op Ngr Soc

Chandan Ngr **Pune**,-411014.

Contact no : 020-64104457/58

 95. Spencer

Spencer Plaza, A P I Compound, Air Port Road,

Chikalthana, Aurangabad,

Contact no : 240-6612017

96. Spencer

Sr. No. 77/48, Parmar Shopping Gallary, Wanowri,

Shivankar Road,, Fatima Nagar, Pune

Contact no: 020 26821607

97. Reliance Fresh

Guntha **No** 113,Plot **No** 1,Satara Parisar, Aurnagabad

Contact no :0240-6455076

Others

98 . Krishidhan Seeds

D-3 to D-6, Addi MIDC area

Auranagabad Road, Jalna-431203

Conact no : 02482-222600

99. Goodyear   south Asia Tyres ltd

H-18,MIDC, Industrial Area, waluj,Auranagabad-431136

Conact No : 0240-6608104

100. Tata Indicom

A, E & F Blocks

Voltas Premises

T. B. Kadam Marg

Chinchpokli

Mumbai - 400033

Contact No-022 - 66671414

And

Nirala Bazar , Auranagabad

Conatct No:O240-6625466

Closing Remark

Contemporary organizations are in a flux. Changes are occurring in almost all the facets of organizational life. Organizations now are facing greater challenges to retain their talented and competent personnel with them. Thus, talent management has become the critical goal of HR professionals. Among many others options, improving the quality of **HRD** is reported to be one effective alternative to face these challenges. The level of innovation existing in organizations and opportunities offered by them to apply creative ideas into practice seem to be factors leveraging the competitive edge. The quality of learning and **development** climate has become more of a determining factor for the survival of contemporary organizations.

The objective for selecting this topic for research is to contribute something in the field of HRD by suggesting strategies to make HRD Function effective.

This Research is an honest attempt to contribute for the corporate sector of India .The findings and suggestions given through this research based on the in-depth analysis will be useful for the organizations to improve their HRD and training function. The Training Model suggested through this research will be definitely helpful to solve major employee training issues.

This research will be also useful for the academicians for further research and students to know the different HRD & Training Practices in corporate sector of India. This Research was also great experience at personal level which provided an opportunity to interact with corporate sector and understand their practical issues.

 Findings and suggestions   are circulated to the organizations which participated in the survey with the message that:

"Human Resources are your greatest asset. Put your time, effort and money into training, grooming, and encouraging your greatest asset".

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