PREFACE

This research helps to understand the present scenario of employee training program in cement industry as well as to make people aware about cement sector too. Training is a way for continuous development through updating skills and knowledge to maintain organizational effectiveness. Present study is concerned with evaluating training issues like lack of employee interest, impact of training program on employee skills, improper training methods and effectiveness of training program etc. Therefore, research in cement industry with specific training objectives will explore new concepts of the study.

Chapter one explain employee training program in cement industry or it is a search for training program in cement industry. This study includes training needs, its importance, training process as well as training outcomes too. Employee views about training, effect of training on employee skills, their learning by training, all has been studied in the research. For training program to be successful, training must be both desired by employee and beneficial to the company. It is also critical that management follow up training program to produce value for the company.

Chapter two explain cement industry in detail with company profile of all four companies where research has been carried out. Classification of cement, its process, top players of cement industry, present scenario of cement industry in Rajasthan is defined in the study.

Chapter three include the summary of research with research problem, objectives, hypotheses and review of literature. It gives a view about statistical tests and data interpretation as well as data analysis. Dependent variable and independent variables are stated with respect to hypothesis.
Chapter four highlights data interpretation with related tables, charts and figures. It explains the test applied for hypothesis testing. Reliability test, normality test, chi-square –goodness for fit and chi-square for independence test.

Last chapter findings and conclusions are based on all four chapters especially from data analysis. It highlights findings of study and conclusion is drawn with data collected through toolset. Recommendations and suggestions will help to improve employee training program in cement industries. Scope for further study will provide ways for further research.