CONCLUSION

Automobile companies believe that their employees are the foundation of their strength. Their employees’ efficiency and dedication to work have gained the profit as well as the excellent position in national and international market as the “fastest growing automobile industry”. In every organization, it is human resource that makes the difference. It is the human capability, loyalty, dedication and commitment that distinguish a successful organization from others.

Training programs are important because they lend stability and flexibility to an organization. Also, they are helpful in avoiding accidents, preventing damage to machinery and equipments and minimizing scrap, some of training benefits are:

- Improving services and customer satisfaction
- Improving customer relations and customer retention
- Increasing market share
- Decreasing cost
- Minimising turnover of the employees
- Improving employee satisfaction
- Enhancing organizational efficiency and productivity.

Many companies fail these days surviving in the rigid competition, if they don’t have a core competence at its disposal or the trained manpower which is ready to take up the challenges. With the advent of globalization, Indian economy is now open to the competition. That is in the form of reduced tariff, free flow of foreign investment and entry of multinational companies. New strategies and new business structures have changed the business paradigms. When an organization
is expected to grow and expand its activities, it has to hire more manpower, and therefore, the balance sheet may get affected by the increased bill of wages. The very first thing the organization can do is that it can immediately train the employees as per its requirement. Thus, an organization that invests in the training can definitely predict an increase in the effectiveness of the employees.