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**DEVELOPMENT OF MANAGERIAL PERSONNEL IN SELECTED  
MANUFACTURING SECTORS IN SPSR NELLORE DISTRICT: SPECIAL FOCUS  
ON TRAINING PROGRAMMES BY LEVELS OF MANAGERS**

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*Abstract*

*The Human Resource Department plays a wide variety of different roles in the success of an organization. To compete in an ever-changing world, businesses must frequently realign themselves. Organizational development is a way to improve a company through this change process. When done effectively, organizational development focuses on the best use of the company's employees. Human Resource Development (HRD) is the framework for helping employees develop their personal and organizational skills, knowledge, and abilities. Organizational development is a planned effort for a work group and/or the organization, managed by leadership and supported by employees, to increase organization effectiveness through planned change in processes and systems. The focus of all aspects of Human Resource Development is on developing the most superior workforce so that the organization and individual employees can accomplish their work goals in service to customers. Organizations have many opportunities for human resources or employee development, both within and outside of the workplace. Human Resources may set strategies and develop policies, standards, systems, and processes that implement these strategies in a whole range of areas.*

**Keywords:** Levels of Managers and Training Programmes.

**Introduction**

Management is the process of coordination and administration of tasks that is required to achieve the goals of the organisation. It is also referred to as the art of making things happen with the help of resources.

Management is required for an established life and is essential for managing all types of organisations. A sound management system is the fortitude of thriving companies. Managing life implies getting everything done to accomplish the aspirations of life and maintaining an establishment. This means getting things done with and by other people to fulfil its objectives.

To put it in other words, the organisation and coordination of the pursuits of an industry for the idea of accomplishing determined objectives efficiently and thoroughly are marked as management.

This authoritatively obligatory association connects individuals as subordinates and superiors and gives rise to distinct degrees in an establishment. There are 3 levels in the ranking order of an establishment and they are:

1. Top-level management
2. Middle-level management
3. Lower-level management

Let us discuss these management levels in detail in the following lines.

### Top Level Management

They comprise of the senior-most executives of the company. They are normally regarded as the Chairman, the Chief Executive Officer (CEO), the Chief Operating Officer (COO), President and Vice-president (VP). Top management is a team consisting of managers from various operational levels, managing marketing, finance, etc., For instance, Chief Finance Officer (CFO), Vice President (marketing) whose primary task is to combine various components and regulate the actions of different units according to the overall objectives of the company.

These top-level managers are accountable for the progress and continuation of the establishment. They investigate the trading atmosphere and its connections for the survival of the company. They form the overall organisational aims and approaches for their accomplishment. They are held responsible for all the pursuits of the company and for its influence on the society. The job of the top manager is difficult and stressful, necessitating long hours and dedication to the company.

### Middle Level Management

It is the connection between top and lower-level managers. They are lower to the top managers and above to the first line managers. They are normally called as division heads, for instance, Production Manager. Middle management is accountable for executing and regulating systems and manoeuvres generated by the top management.

At the same time, they are liable for all the actions of the first-line managers. Their principal task is to bring out the plans formed by the top managers. For this purpose, they have to:

- ✓ Understand the procedures outlined by the top management
- ✓ Guarantee that their staff has the required workers
- ✓ Designate certain tasks and duties to them, and drive them to accomplish the aspired objectives.
- ✓ Interact with other departments for the stable operation of the company. At the same time, they are subject to all the actions of the first-line managers.

### Lower-Level Management

Managers and supervisors make up the lower level of the management in the hierarchy of the business. Supervisors immediately

manage the efforts of the workforce. Their power and ability are defined according to the maps drawn by the top management.

Supervisory management performs a significant task in the system since they coordinate with the genuine workforce and move in directions of the middle management to the employees. Through their efforts the worth of the output is reported, wastage of substances is reduced, and security measures are affirmed.

### Objectives

1. To study the levels of Managers in the selected manufacturing sectors in the SPSR Nellore district,
2. To examines the development and training programmes in the selected manufacturing sectors in the SPSR Nellore district.

Table 1 shows that the year wise levels of managers in Greentech industries in the SPSR Nellore district. it could be observed from the table top level, middle level and low-level male and female managers increased between the years of 2012-13 and 2021-22.

**Table 1**  
**Year wise levels of Managers in Greentech industries in the SPSR Nellore district**

Year	Top level		Middle level		Low level		Total
	Male	Female	Male	Female	Male	Female	
2012-13	50	30	250	110	380	180	1000
2013-14	55	32	260	112	382	182	1023
2014-15	62	34	265	113	385	183	1042
2015-16	68	38	268	115	386	180	1055
2016-17	74	42	274	120	372	180	1062
2017-18	82	43	285	125	392	179	1106
2018-19	80	40	290	130	370	182	1092
2019-20	65	40	230	110	310	162	917
2020-21	65	35	220	102	302	160	884
2021-22	87	46	297	125	388	191	1134

**Source:** Annual Reports, Greentech Industries (India) Private Limited (GIPL), Nellore.

The company that invests in workplace training is investing in its own success.

As technology changes daily, employees expect their organizations to support them with continuous informative training programs to keep them updated with the latest

industry processes, trends, and technologies to enable them in their jobs and career.

Different types of employee training methods focus on enhancing various skills for employees to improve their performance and rate of productivity, as well as upskilling and reskilling them to prepare for what the future will require of them.

Facilitating an ongoing learning culture in a workplace creates an adaptive, flexible, engaging, and productive working environment for your employees.

**The different types of workplace training programs for employees**

1. Orientation Training
2. Onboarding Training
3. Compliance Training
4. Product Training
5. Leadership Training
6. Technical Training
7. Quality Assurance (Q/A) Training
8. Sales Training
9. Soft-Skills Training
10. Team Training
11. Diversity Training
12. Safety Training
13. Upskilling
14. Reskilling

Table 2 displays that the types of workplace training programmes for employees by levels of managers in Greentech industries in the SPSR Nellore district. It is observed from the table top level, middle level and low-level male and female managers during the year 2021-22.

**Table 2**  
**Different types of workplace training and development programs for employees during 2021-22**

Types of workplace training programs for employees	Top level		Middle level		Low level		Total
	Male	Female	Male	Female	Male	Female	
	Orientation Training	9	4	43	10	51	
Onboarding Training	10	1	30	12	42	10	105
Compliance Training	9	2	27	11	37	15	101
Product	7	6	22	10	28	17	90

Leadership Training	8	5	14	9	32	19	87
Technical Training	3	4	19	11	24	18	79
Quality Assurance (Q/A) Training	7	2	21	12	26	16	84
Sales Training	8	3	19	10	24	17	81
Soft-Skills Training	5	4	34	5	31	10	89
Team Training	3	2	21	8	28	19	81
Diversity Training	2	3	14	7	19	10	55
Safety Training	5	4	10	6	18	7	50
Upskilling	8	2	11	8	21	10	60
Reskilling	3	4	12	6	7	11	43
<b>Total</b>	<b>87</b>	<b>46</b>	<b>297</b>	<b>125</b>	<b>388</b>	<b>191</b>	<b>1134</b>

**Source:** Annual Reports, Greentech Industries (India) Private Limited (GIPL), Nellore.

**Workplace Training**

Workplace training enables employees to gain the knowledge required to perform their duties while contributing to their organization. These training programs are designed to help employees learn different skill sets to perform their daily tasks efficiently, improve overall performance, develop efficiency in their job, and avoid violations of laws and regulations.

By providing comprehensive training and support, organizations can ensure that employees are productive and engaged, which leads to greater retention and job satisfaction over time.

**Employee Training Important**

Training is crucial for an organization’s development and success. Creating training programs enables your workforce to be more productive, efficient, adaptable and improve their skills in areas including communication, critical thinking, and problem-solving.

The major benefits of employee training include:

**1. Improves employee morale**

Employees lose motivation and morale if they cannot perform according to an organization’s expectations. Workplace training sharpens the skills and knowledge of employees, which results in a boost in their morale and adds a sense of job satisfaction (as

well as security). Satisfied and motivated employees are a great asset for organizational success as they innovate new ideas at faster rates, which can enhance the quality of their project results.

### **2. Reduced chances of employee errors**

Every field and job role has its unique set of challenges and requirements. Mistakes and errors are likely to occur when employees lack the knowledge or skill required for a particular job. Workplace training makes employees more proficient and reduces the chances of them committing errors on the job. It strengthens the functioning and abilities of your workforce.

### **3. Increased productivity**

Training acts as a productivity booster for your employees and they're equipped with the skills and support they need to succeed. Employees feel confident when they understand what is expected from them and are provided with the required training programs to do their jobs. This improves employee performance and enhances team member productivity.

### **4. Improve employee retention**

A company with a culture of continuous learning and development leads to 30-50% higher retention rates. Employees want opportunities to learn and develop at work. This is why prioritizing training gives your employee retention rates a healthy boost and inspires your top talent to stick around for a long time.

### **5. Addressing employee weaknesses**

A workplace training program allows you to strengthen the skills that each employee needs to improve. It addresses employee weaknesses, provides the necessary training, and creates an overall knowledgeable workforce that works independently without constant help from others.

### **6. Close the skills gap**

As technology evolves, many companies struggle to keep up with the demands of digital transformation. One of the core reasons behind failed or poorly adopted transformation efforts is undertrained employees with a digital skills gap.

Enterprises need digitally skilled employees who can engage in agile, continuous learning to keep pace with workplace changes. Upskilling programs that build on employees' existing skills and reskilling programs that train employees in entirely new areas help you

leverage your current employees to meet the new age digital demands.

## **Types of Employee Training Programs in 2021-22**

Businesses conduct different types of employee training programs depending on the size, requirements, and activities of an organization. Here is a list of the most common types of training programs in a workplace.

### **1. Orientation Training**

Effective employee orientation training provides basic organizational information that new hires need to prepare for their role in a company. The orientation program benefits both employees and employers by educating new hires, setting them up for success in their new roles, addressing any questions they might have, and helping them contribute to the organization right away.

Here are some key components of an employee orientation training program:

- Self-paced online learning programs for job-specific technical training.
- Online courses to explain the ins and outs of enterprise software.
- Information on safety procedures.
- Hands-on training on machines and equipment.
- In-person group training sessions for soft skills training like customer service, team-building, and client management.
- Formal courses through outside vendors on business and other topics.

### **2. Onboarding Training**

Onboarding training is the process of getting your new hires up to speed, understanding their new responsibilities, getting familiar with company culture, and becoming productive team members quickly.

Employee orientation is a 1-2 days process, whereas the employee onboarding process is a series of events that take place for a duration of a week, a month, or even a year in some cases. Onboarding is responsible for truly integrating an employee within an organization.

Some key components of employee onboarding include:

- ✓ Functional training to provide an overview of the organization's products/services, clients/customers, and organizational structure.

- ✓ Online or instructor-led training to provide information on corporate information, sales, business plans, goals, and objectives in the form of video onboarding.
- ✓ Facilitated discussions between the new hire and managers to clarify expectations, priorities, and deliverables.
- ✓ Overview of company goals, organizational chart, and employee KPIs based on the job descriptions.
- ✓ Information about compliance.
- ✓ A 30-60-90 day plan personalized to each employee according to their role, goals, and projects.

By the end of onboarding, an employee must have a clear sense of their responsibilities and goals in the organization. They must also know how to obtain the resources they need to do their jobs and understand how their role contributes to their team's and company's objectives.

### 3. Compliance Training

Compliance training is a workplace training type mandated by legislation, regulation, or policy. It educates employees on the laws and regulations applicable to their job function or industry.

An effective compliance training program helps prevent poor conduct and ensures proper governance in an organization. It helps minimize risks, maintains reputation, and provides a better and safe workplace environment for employees.

See how you can create in-app, interactive compliance training content in your digital tools and process with Whatfix digital adoption platform.

Here are some examples of courses covering government-mandated and industry-specific compliance policies.

- Anti-harassment: Anti-harassment compliance training programs administer guidance and measures for responding to incidents like bullying, harassment, and sexual harassment.
- Diversity training: Diversity training emphasizes the strengths of diversity and addresses how to work with people of different ethnicities, genders, sexual orientations, ages, mental or physical abilities, etc.

- Cybersecurity training: These programs include how to manage sensitive and confidential information efficiently and train staff on the strategies, tools, and systems needed to protect personal data.
- Business ethics: The ethics & compliance training programs include risk assessment training, methods to encourage whistleblowing, employee accountability structures, and a system for addressing grey areas/conflicts of interest.

### 4. Product training

Product training includes all the information about your organization's goods, services, or products that employees need to learn to perform their jobs effectively.

Depending on different employee roles, product training focuses on various aspects and has other learning goals. Value-adding product training enables a marketing team to reach the right market and a sales team to answer the critical questions customers are looking for.

Here are some of the most common product knowledge training objectives to help different groups get the most out of the product training:

- Product training for sales reps: Train the sales team on the product to improve their communication with the customer, overcome prospects' objections, and close deals faster.
- Product knowledge training for customer service: Train the support team on the technical aspects of the product – how it works, what parts it consists of, and how to fix it.
- Product training for a marketing team: Training on distinctive features and benefits of the product to create an effective positioning and promotion strategy.
- Product knowledge training for customers: Train your customers on how to use the product and achieve great results – this can also be known as product adoption.

### 5. Leadership training

Leadership training for your existing leaders is a way to refresh and reset their mindset. On the other hand, leadership training for other employees helps them better understand their current roles and learn what it

takes to become exceptional leaders in the future.

Leadership development training programs have several important benefits, such as:

- Increase employee morale and retention
- Promote better decision making
- Build better teams
- Improve leadership styles
- Here are a few important steps to get started on the leadership training program:
- Define the company's leadership needs:
  - Consider any specific leadership gaps your organization has or may soon face.
  - Identify potential leaders by evaluating employees' current and potential levels of contribution to the organization.
  - Create a succession plan to identify and document critical skills and knowledge that leaders need to pass on to prepare their next-generation workforce.
- Set organizational alignment and goals: Align your leadership development program to ensure the business has the right leadership in place to fill any gaps.
- Decide your training technique: The training process can be handled differently depending on the size and type of the organization, like coaching, mentoring, leader-to-leader development, group-based leadership development, job rotation, job shadowing, etc.
- Measure results: Before implementing the training program, determine how the program's success will be measured. Some measurement options include:
  - The number of participants completing the program successfully.
  - The number of participants promoted on training completion.
  - Whether peers feel that program participants are

developing into effective leaders.

## 6. Technical training

There is an infinite number of new software applications and technologies emerging in every industry. In order to avoid the risk of falling behind the competition, employees need to continuously adopt the latest technologies or update existing ones. Technical training enables your workforce to build core technical skills and master the technical aspects of their jobs.

Here's how you can facilitate technical training for your employees:

- Demonstrate a clear link between technical training and career progression to keep employees motivated and engaged throughout the course.
- Demonstrate how technical training can positively impact an employee's real work.
- Use subject matter experts to enable effective instructor-led training sessions.
- Allow learners to customize their training to make them engage more with the content.
- Lecture-based, hours-long training is no longer an effective mode of training for the modern workforce. Deliver your technical training courses with easy-to-understand interactive methods such as:
  - Interactive walkthroughs provide the help required to carry out a particular task in a step-by-step interactive manner.
  - Gamification training to teach practical applications.
  - Interactive video training to boost engagement with more interactive eLearning content formats.
- Technical training needs to be available on-demand: Integrate your technical training within the live application, where employees can summon it whenever they want.

Digital Adoption Platforms enable training content integration within the software. It gives employees access to all relevant information, resources, documentation, and workflows they might need to work efficiently on new

software. This guidance can be accessed whenever an employee is stuck anywhere in the software without having to look for any external help.

### **7. Quality assurance training**

Quality assurance training helps employees better understand quality assurance activities and improve processes that ensure the final product or service meets set quality standards, which leads to customer satisfaction and loyalty.

Q/A training benefits organizations in many ways:

- ✓ Establish trust and integrity with customers.
- ✓ Reduce wastage, improve profit margins, and accelerate growth.
- ✓ Build a company culture that prioritizes quality products.
- ✓ Build meaningful customer relationships and customer loyalty.
- ✓ An educated and engaged employee base.

### **8. Sales Training**

Sales training is designed to improve your sales team's skills by teaching them sales techniques, software tools, and novel approaches to selling. Effective sales training programs focus on helping sales teams define the benefits of products and services, address the unmet needs of the client, and get them one step closer to a purchase.

Below you can see how customer-facing teams can use Whatfix for sales teams to create guided tutorials, in-app workflows, and embedded self-help widgets that link to your SOPs – all right in your CRM.

**Here's what you need to look for in a sales training program:**

- ✓ Identify opportunities for improvement using resources like customer service surveys, recorded calls, online reviews, and data intelligence tools.
- ✓ Identify your sales team's weakest areas like people skills, lead generation, closing deals, etc.
- ✓ Seek out a sales training program designed specifically to improve the identified weak areas of your team.
- ✓ Consider the following modules to ensure your sales training program pays off:

- Lessons on sales processes to keep the teams focused and on track.
- Lessons on how to prospect.
- Teaching employees about brand image and public relations.
- Providing guidance on making good impressions on prospects and customers.
- Lessons on sales philosophy.

- ✓ Consider the different types of sales training programs according to the organization's requirements:
  - Inside sales for selling over the phone, by email, or online.
  - Field sales for reps selling outside the office.
  - Service sales training programs that focus on customer service and building customer loyalty.
  - Sales management programs to help sales managers develop their coaching skills.

### **9. Soft-Skills Training**

Soft skills training programs focus on personal attributes, such as communication, conflict resolution, and problem-solving, that are necessary for an individual's success and career development. Across an organization, in every business unit and employee role, soft skills are crucial for gaining new clients, improving current customer relationships and service metrics, and building a stronger team dynamic.

Here are the steps to design a soft skills training program for your organization:

- ✓ Decide what soft skills are necessary for your employees.
- ✓ Assess employee soft skills via self-assessments.
- ✓ Identify the resources required depending on the type of training.
- ✓ Set goals to assess the effectiveness of the training program.
- ✓ Share the benefits of the training program with your employees to engage them.
- ✓ Provide ongoing feedback to learners.

### **10. Team Training**

Team training encourages beneficial team dynamics, ensures every team member has the same professional growth opportunities and

improves employee morale, collective efficacy, and member satisfaction.

Here's how you can effectively implement team training in a workplace:

- Use your team's input to determine training needs.
- Establish a training schedule that suits every team member.
- Implement team-building sessions across different departments working towards the same organizational objectives.
- Explain how every individual contributes to the overall team training objective to get their buy-in and give them a sense of purpose.
- Focus on good team-building skills to unite employees around a common goal and increase productivity.
- Cater to the different learning needs of your team.
- Follow up after training sessions.

### **11. Diversity Training**

Diversity training programs create awareness for diversity-focused issues within the workplace with an aim to facilitate positive interactions and reduce prejudice and discrimination among employees.

These programs encourage employees to embrace people with diverse cultures and backgrounds, including – race, color, nationality, sexual orientation, religion, gender, physical and mental ability, etc. Implementing a diversity training program is an important step toward reducing the risk of workplace discrimination and harassment claims.

You can begin to create an effective diversity training strategy with these steps:

- ✓ Conduct a thorough assessment to identify key diversity and inclusion barriers.
- ✓ Research and analyze the assessment data to develop objectives and goals.
- ✓ Develop a clear, detailed definition of what the program should entail.
- ✓ Create common goals for all employees.
- ✓ Look out for an expert to run the program.
- ✓ All employees, including senior executives, must participate in the training sessions.
- ✓ Focus on a long-term plan led by experts rather than producing a short-

term solution as a reaction to a specific event.

### **12. Safety training**

Safety training is especially important in industries that involve physical labor as it reduces the risk to individual employees as well as a company's potential liabilities. Some safety training programs, such as fire prevention or lockdown drills, are somewhat universal, while others are highly industry-specific. For instance, companies that use potentially dangerous chemicals will need rigorous safety training protocols, while food-service companies must provide food safety training.

Safety training sessions can be held in-house, but organizations usually hire external practitioners with more adequate knowledge to train their employees.

### **13. Upskilling**

Upskilling is the process of employees learning new skills and acquiring relevant competencies needed for today's work environment as well as for the near future. It focuses on improving employees' skill sets, usually through continuous training programs, to help them advance in their jobs.

Here are some steps you can take to upskill your workforce:

- ✓ Assess your workforce needs: Conduct a skills assessment to identify the skills gaps within your workforce. This will help you understand which skills are most critical to your business and which employees need training to fill those gaps.
- ✓ Develop a training plan: Based on the results of your skills assessment, develop a training plan that outlines the training opportunities you will provide to your employees. This can include classroom-based instruction, online learning, mentoring, coaching, and workshops.

**Provide resources:** Provide employees with the resources they need to access training, such as access to online courses, and training materials.

- ✓ Encourage continuous learning: Encourage your employees to engage in continuous learning by providing ongoing training opportunities, and promoting a culture of learning within the organization.



- ✓ Recognize and reward learning: Recognize and reward employees who engage in learning and development activities, such as by providing certificates, awards, or promotions.
- ✓ Evaluate and measure results: Evaluate the effectiveness of your training programs by measuring employee performance before and after training. Use this information to refine your training programs in the future.

#### 14. Reskilling

Reskilling is a process where employees learn new skills to move into a different job role within the organization or to meet the new demands of a current role. It typically occurs when an employee's previous tasks or responsibilities become irrelevant, often due to advances in technology or skill gaps.

Here are some steps you can take to reskill your workforce:

- ✓ Develop a plan: To create your reskilling plan, map out your current needs, skill gaps, where your business is headed, and what it takes to get there. Assess how well your current roles and workforce are equipped to support your initiatives and base your reskilling decisions on the present skill gaps.
- ✓ Identify employees with transferable skills: Once you identify the critical skills needed, look for adjacent abilities or skills closely matched to those in demand to make the reskilling process more manageable.
- ✓ Set goals: Once you identify the skills required for specific departments, the next step is to set clear and tangible outcomes that will structure your reskilling efforts and gauge the end results.
- ✓ Develop a training plan: Based on the results of your skills assessment, develop a training plan that outlines the training opportunities you will provide to your employees. This can include classroom-based instruction, eLearning, mentoring, coaching, and workshops.

## APACHE FOOTWEAR INDIA PRIVATE LIMITED

Apache Footwear INDIA Pvt Ltd in Mambathi, Nellore is known to satisfactorily cater to the demands of its customer base. The business came into existence in 2009 and has, since then, been a known name in its field. It stands located at Near Tada Mandal, Mambathi-524121. Near Tada Mandal is a prominent landmark in the area and this establishment is in close proximity to the same. It has earned 90 reviews and aspires to develop a loyal customer base. It has earned stamps like Jd Verified, Jd Trusted substantiating the credentials of the business. The business strives to make for a positive experience through its offerings. The accepted modes of payment such as Cash, Cheques make every business transaction easy and seamless, contributing to making the entire process even more effective.

Table 3 depicts that the year wise levels of managers in Apache Footwear INDIA Pvt Ltd in Mambathi in the SPSR Nellore district. It is observed from the table top level, middle level and low-level male and female managers increased between the years of 2012-13 and 2021-22.

**Table 3**  
**Year wise levels of Managers in Apache Footwear INDIA Pvt Ltd in the SPSR Nellore district**

Year	Top level		Middle level		Low level		Total
	Male	Female	Male	Female	Male	Female	
2012-13	25	15	152	70	265	52	579
2013-14	23	16	155	71	263	51	579
2014-15	20	15	151	77	263	55	581
2015-16	28	15	158	82	276	53	612
2016-17	32	16	163	88	277	58	634
2017-18	41	18	175	71	230	61	596
2018-19	43	20	178	72	245	64	622
2019-20	47	21	182	64	275	62	651
2020-21	50	23	180	68	278	65	664
2021-22	52	25	184	74	290	65	690
<b>Total</b>	<b>361</b>	<b>184</b>	<b>1678</b>	<b>737</b>	<b>2662</b>	<b>586</b>	<b>6208</b>

**Source:** Annual Reports, Apache Footwear INDIA Pvt Ltd in Mambathi, Nellore.

Table 4 portrays that the Different types of workplace training and development programs for employees during 2021-22 levels

of managers in Apache Footwear INDIA Pvt Ltd in Mambathi in the SPSR Nellore district.

**Table 4**

**Different types of workplace training and development programs for employees during 2021-22**

Types of workplace training development programs for employees	Top level		Middle level		Low level		Total
	Male	Female	Male	Female	Male	Female	
Quality Assurance (Q/A) Training	5	3	20	8	26	9	71
Sales Training	3	4	19	7	28	7	68
Orientation Training	6	2	16	6	26	6	62
Soft-Skills Training	4	1	12	4	32	4	57
Team Training	3	1	16	3	34	5	62
Diversity Training	8	3	12	8	28	3	62
Safety Training	5	2	14	9	24	8	62
Onboarding Training	3	2	15	4	21	9	54
Compliance Training	2	2	13	6	16	4	43
Product Training	6	2	17	7	19	6	57
Leadership Training	3	2	18	3	22	2	50
Total	4	1	12	6	14	2	39
<b>Total</b>	<b>52</b>	<b>25</b>	<b>184</b>	<b>74</b>	<b>290</b>	<b>65</b>	<b>690</b>

**Source:** Annual Reports, Apache Footwear INDIA Pvt Ltd in Mambathi, Nellore.

**FEDORA SEA FOODS PVT. LTD**

**Fedora Sea Foods in Ramalingapuram, Nellore**

Fedora Sea Foods in Nellore is one of the leading businesses in the Seafood Retailers. Find Address, Contact Number, Reviews & Ratings, Photos, Maps of Fedora Sea Foods, Nellore.

**Location and Overview:**

Fedora Sea Foods in Ramalingapuram, Nellore is a top player in the category Seafood Retailers in the Nellore. This well-known establishment acts as a one-stop destination servicing customers both local and from other parts of Nellore. Over the course of its journey, this business has established a firm foothold in it's industry. The belief that customer satisfaction is as important as their products and services, have helped this establishment garner a vast base of customers, which continues to grow by the day. This business employs individuals that are dedicated towards their respective roles and put in a lot of effort to achieve the common vision and larger goals of the company. In the near

future, this business aims to expand its line of products and services and cater to a larger client base. In Nellore, this establishment occupies a prominent location in Ramalingapuram. It is an effortless task in commuting to this establishment as there are various modes of transport readily available. It is known to provide top service in the following categories: Seafood Retailers.

**Products and Services offered:**

Fedora Sea Foods in Ramalingapuram has a wide range of products and / or services to cater to the varied requirements of their customers. The staff at this establishment are courteous and prompt at providing any assistance. They readily answer any queries or questions that you may have.

Over the past few decades, fedora Group has been successful in applying the innovative vision of our founder in bringing on consistent quality in our products. This commitment to quality is built on a solid base of our esteemed customers, both domestic and overseas. Our greatest asset is the trust our customers bestow on us. While quality and customer satisfaction is the key to any successful business, it is not as simple as we talk about.

Fedora Sea Foods Pvt. Ltd. is a Privately owned Seafood Company with its Head Quarters in Nellore. The Company is Represented by its Managing Director, Mr. K Narahari Reddy. His Vision and Vast experience in the field of Aquaculture is the reason for this company to be formed. Mr. Narahari Reddy is one of the earliest participants in blue revolution committed to quality shrimp farming and shrimp hatchery operations. Fedora sea foods now has shrimp farming in 350 acres and shrimp seed production facilities in two hatcheries spread across the east coast of India.

Table 5 exhibit that the year wise levels of managers in Fedora Sea Foods in Ramalingapuram, Nellore in the SPSR Nellore district. it could be observed from the table top level, middle level and low-level male and female managers increased between the years of 2012-13 and 2021-22.

**Table 5: Year wise levels of Managers in Fedora Sea Foods in the SPSR Nellore District**

Year	Top level		Middle level		Low level		Total
	Male	Female	Male	Female	Male	Female	
2012-13	35	16	102	28	165	36	382
2013-14	33	17	105	26	162	39	382
2014-15	30	18	106	26	163	38	381
2015-16	31	19	100	26	165	39	380
2016-17	28	19	110	28	169	39	393
2017-18	36	20	112	29	169	38	404
2018-19	37	20	100	32	75	38	302
2019-20	39	21	100	32	75	37	304
2020-21	42	22	100	32	80	40	316
2021-22	42	22	100	32	80	40	316
<b>Total</b>	<b>353</b>	<b>194</b>	<b>1035</b>	<b>291</b>	<b>1303</b>	<b>384</b>	<b>3560</b>

**Source:** Annual Reports, Fedora Sea Foods in Ramalingapuram, Nellore.

Table 6 reveals that the Different types of workplace training and development programs for employees during 2021-22 levels of managers in Fedora Sea Foods in Ramalingapuram in the SPSR Nellore district.

**Table 6: Different types of workplace training and development programs for employees during 2021-22**

Types of workplace training development programs for employees	Top level		Middle level		Low level		Total
	Male	Female	Male	Female	Male	Female	
Quality Assurance (Q/A) Training	4	1	9	2	5	4	25
Sales Training	2	4	8	3	8	3	28
Orientation Training	4	2	10	1	9	2	28
Soft-Skills Training	3	1	6	5	8	3	26
Team Training	2	1	9	1	13	5	31
Diversity Training	3	3	6	5	8	3	28
Safety Training	5	2	13	3	8	3	34
Onboarding Training	2	1	8	5	6	2	24
Compliance Training	4	2	7	2	7	4	26
Product Training	6	2	10	2	3	5	28
Leadership Training	3	2	6	1	3	4	19
Total	4	1	8	2	2	2	19
<b>Total</b>	<b>42</b>	<b>22</b>	<b>100</b>	<b>32</b>	<b>80</b>	<b>40</b>	<b>316</b>

**Source:** Annual Reports, Fedora Sea Foods in Ramalingapuram, Nellore

## COASTAL LABORATORIES

Coastal Laboratories, a GMP as well as an ISO certified global company, has outgrown itself since its establishment. Company has emerged as one of the best in the present competitive market with its unprecedented manufacturing capabilities and technical expertise.

Coastal Laboratories is a leading manufacturing industry that specializes in the process development and production of Active Pharmaceutical Ingredients (APIs) and Nutraceuticals. With the tremendous experience accumulated over the past years and building up skills over time, we perceive the changes in the market pulse better thereby allowing us to serve superior quality products to satisfy the customer demands and sustain our position in the market.

The industry was established in the year 2001 and geographically well located at Tada mandal, Nellore district, Andhra Pradesh, India. The geographic location of the industry is pretty close to National Highway (NH-5), just a few kilometers away from nearby railway station and less than 80 kms away from sea and airports of Chennai, Tamil Nadu thereby facilitating efficient transport facilities.

Table 7 depicts that the year wise levels of managers in Coastal Laboratories in the SPSR Nellore district. It is observed from the table top level, middle level and low-level male and female managers increased between the years of 2012-13 and 2021-22.

**Table 7: Year wise levels of Managers in the Coastal Laboratories in the SPSR Nellore District**

Year	Top level		Middle level		Low level		Total
	Male	Female	Male	Female	Male	Female	
2012-13	15	8	41	26	45	15	150
2013-14	18	9	46	26	53	16	168
2014-15	19	10	47	27	55	17	175
2015-16	21	11	48	28	54	18	180
2016-17	23	12	52	28	56	20	191
2017-18	25	13	53	28	58	21	198
2018-19	26	14	55	29	57	22	203
2019-20	28	15	56	27	60	21	207
2020-21	30	16	65	28	65	20	224
2021-22	32	17	75	35	70	21	250
<b>Total</b>	<b>237</b>	<b>125</b>	<b>538</b>	<b>282</b>	<b>573</b>	<b>191</b>	<b>1946</b>

**Source:** Annual Reports, Coastal Laboratories in Tada Mandal, Nellore.

Table 8 divulges that the Different types of workplace training and development programs for employees during 2021-22 levels of managers in Coastal Laboratories in Ramalingapuram in the SPSR Nellore district.

**Table 8: Different types of workplace training and development programs for employees during 2021-22**

Types of workplace training development programs for employees	Top level		Middle level		Low level		Total
	Male	Female	Male	Female	Male	Female	
	Quality Assurance (Q/A) Training	4	2	7	3	9	
Sales Training	2	1	6	5	6	1	21
Orientation Training	5	2	8	3	4	3	25
Soft-Skills Training	3	1	9	2	9	2	26
Team Training	2	1	5	1	7	2	18
Diversity Training	6	2	8	4	9	1	30
Safety Training	4	2	9	3	4	3	25
Onboarding Training	2	2	9	2	5	2	22
Compliance Training	2	1	8	4	3	1	19
Product Training	3	2	7	2	6	2	22
Leadership Training	1	2	6	1	4	1	15
<b>Total</b>	<b>34</b>	<b>18</b>	<b>82</b>	<b>30</b>	<b>66</b>	<b>20</b>	<b>250</b>

Source: Annual Reports, Coastal Laboratories in Tada Mandal, Nellore.

**BALAJI INDUSTRIAL CORPORATION LIMITED**

This industry group comprises establishments primarily engaged in pouring molten metal into Molds or dies to form castings. Establishments making castings and further manufacturing, such as machining or assembling, a specific manufactured product are classified in the industry of the finished product. Foundries may perform operations, such as cleaning and deburring, on the castings they manufacture. More involved processes, such as tapping, threading, milling, or machining to tight tolerances, that transform castings into more finished products are classified elsewhere in the Manufacturing sector based on the product made. Establishments in this industry group make castings from purchased metals or in integrated secondary smelting and casting facilities. When the production of primary metals is combined with making castings, the establishment is classified in Subsector 331, Primary Metal Manufacturing, with the primary metal made.

Table 7 describes that the year wise levels of managers in Balaji Industrial Corporation Limited in the SPSR Nellore district. It is observed from the table top level, middle level and low-level male and female managers increased between the years of 2012-13 and 2021-22.

**Table 9: Year wise levels of Managers in Balaji Industrial Corporation Limited in the SPSR Nellore district**

Year	Top level		Middle level		Low level		Total
	Male	Female	Male	Female	Male	Female	
2012-13	35	15	75	18	62	25	230
2013-14	34	19	75	19	64	26	237
2014-15	36	18	85	16	65	28	248
2015-16	36	17	88	14	68	30	253
2016-17	38	16	88	15	66	31	254
2017-18	39	19	95	18	67	32	270
2018-19	42	19	95	19	63	33	271
2019-20	44	20	96	21	64	34	279
2020-21	48	20	96	21	61	36	282
2021-22	50	28	96	23	63	40	300
<b>Total</b>	<b>402</b>	<b>191</b>	<b>889</b>	<b>184</b>	<b>643</b>	<b>315</b>	<b>2624</b>

Source: Annual Reports, Balaji Industrial Corporation Limited, Nellore.

Table 10 discloses that the Different types of workplace training and development programs for employees during 2021-22 levels of managers in BALAJI INDUSTRIAL CORPORATION LIMITED in Ramalingapuram in the SPSR Nellore district.

**Table 10: Different types of workplace training and development programs for employees during 2021-22**

Types of workplace training development programs for employees	Top level		Middle level		Low level		Total
	Male	Female	Male	Female	Male	Female	
Quality Assurance (Q/A) Training	8	3	8	4	10	2	35
Sales Training	6	3	5	4	12	1	31
Orientation Training	9	3	3	2	12	1	30
Soft-Skills Training	8	3	5	3	11	1	31
Team Training	6	3	5	2	7	2	25
Diversity Training	9	3	5	5	7	3	32
Safety Training	7	4	5	2	3	3	24
Onboarding Training	8	4	5	2	5	2	26
Compliance Training	9	4	5	3	3	3	27
Product Training	5	4	6	1	3	1	20
Leadership Training	4	4	6	1	3	1	19
<b>Total</b>	<b>79</b>	<b>38</b>	<b>58</b>	<b>29</b>	<b>76</b>	<b>20</b>	<b>300</b>

Source: Annual Reports, Balaji Industrial Corporation Limited, Nellore.

## **Conclusion**

It is concluded that the manufacturing sector supports millions of jobs every year, and it is vital that companies stay compliant, improve employee experiences, different type of training programmes by levels of managers and maximize productivity. That is why the role of HR in the manufacturing sector deserves more attention. In this article, we discuss 12 major HR issues in the manufacturing industry, how to go about solving them, and the strategic role the HR management plays in the manufacturing sector.

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