

## A STUDY OF MANAGEMENT DEVELOPMENT PROGRAM IN LLOYDS METALS AND ENGINEERING LTD. GHUGUS

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### Abstract

Management development is the process in which managers/ executives acquire not only skills and competencies in their present jobs but also capabilities for future managerial tasks of increasing difficulties and scope. To be useful and productive, managers need to develop their capabilities at frequent intervals. The process of creating and enhancing the competences of managers and potential managers. Management development is usually thought of as a planned process, focusing on a long-term development program to increase managerial effectiveness, but it also incorporates informal and unplanned elements such as learning from day-to-day experience. Management development programs within an organization work to identify and recruit potential managers, and develop their knowledge and skills to meet organizational needs. They also equip managers for more senior posts. Management development activities include short courses, management education programs, management training, coaching, and mentoring.

**Keyword:** Management Education Programs, Management Training, Mentoring.

### Introduction

Management development providing managerial skill and knowledge to employees. It improves managerial performance and effectiveness. A good management development programme is very helpful for success of organizational development programme and a good environment to make management development programme successful. Management development programmes help in acquiring and developing different types of managerial skills and edge. Different types of techniques are used to acquire and develop various types of managerial skills and edge. They are Decision-making Skills and Interpersonal Skills.

### Company Profile

Lloyds Metals & Engineers Ltd. (LMEL) is operating 2,70,000 TPA capacity Sponge Iron Plant. LMEL has taken the technology from M/s. Orissa Sponge Iron Ltd. (OSIL) and installed their plant at Ghugus near Chandrapur (M.S.). OSIL & MECON both have entered an agreement with LMEL to set up their Sponge Iron Plant. The main equipments kiln, cooler and other major structures were designed and supplied by M/s. Lloyds Steel Engineering Division, Murbad. Lloyds Steel Engineering Division has full infrastructure facilities to fabricate kilns and heavy equipments and structures. LMEL plant was originally conceived in 1992 and ultimately the plant went into operation from September 1995 onwards. LMEL Sponge Iron Plant uses iron ore from Barbil (Orissa) and coal from Western Coalfields Ltd. of Wardha Valley and sells their entire Sponge Iron to M/s. Lloyds Steel Industries Ltd., Wardha thus it is a captive plant.

**Research Methodology:** This research is designed to study the management development programme of Lloyds metal and engineering.

### Objectives of Study

1. To study the MDP at Lloyds Metal and Engineering Ltd.
2. To study the overall MDP process at Lloyds Metal and Engineering Ltd.
3. To study the effective management development programme for improving the moral of the work force of an organization.

**Hypothesis:** H1: The management development programme of Lloyds metal and engineering is effective.

### Data Analysis

#### Employee's Satisfaction About Training and Development Programme

Sr. No.	Options	Percentage
1	Yes	75%
2	No	25%

From the above table it is found out of 50 employees in employees in Lloyds Metals and Engineering, 75% employees are satisfied with the Training and Development programme while 25% are not satisfied with it.

#### Increase Employees Skill And Knowledge Undergo The Management Development Programme

Sr. No.	Options	Percentage
1	Yes	65%
2	No	35%

From the above table it is found out of 50 employees in employees in Lloyds Metals and Engineering, 65% employees says that employees skill and knowledge is increased due to management development programme while 35% employees are not agree with that.

#### Awareness About Company's Development

Sr. No.	Options	Percentage
1	Yes	80%
2	No	20%

From the above table it is found out of 50 employees in employees in Lloyds Metals and engineering, 80% employees are aware about the development of the company while 20% are not aware about it.

#### Online Development Training

Sr. No.	Options	Percentage
1	Yes	15%
2	No	85%

From the above table it is found out of 50 employees in employees in Lloyds Metals and Engineering, 15% employees said that management do provide any online training to them while 85% are not agree with that.

#### Is Management Development Programme Is Continues Process

Sr. No.	Options	Percentage
1	Yes	65%
2	No	35%

From the above table it is found out of 50 employees in employees in Lloyds Metals and Engineering, 65% employees said that management development program is an continuous process in their organization while 35% said that it is not continuous.

#### Type of Method To Increase Skill and Knowledge

Sr. No.	Options	Percentage
1	On the job method	55%
2	Off the job method	35%
3	Both method	10%

From the above table it is found out of 50 employees in employees in Lloyds Metals and Engineering, 55% employees said that on the job method should be apply to increase skill and knowledge of the manager, 35% employees said that off the job method should be applied while 10% said that both these methods should be applied.



### **Conclusion**

1. Management development programme in Lloyds metal are very effective and it continuous process of organisation.
2. The employees and management group are motivated undergo the management development programme.
3. In MDP the employees are participant in management to share and exchange their ideas and view point. The performance of the manager improves under the MDPs.
4. MDP programme we can achieve individual and organization goals and objectives.

### **Suggestions**

1. Company should use free business games and exercises ideas to warm up meetings, workshops, training, and conferences.
2. Company should conduct specialised training sessions and seminars.
3. Company should focus on Emotional maturity, or Emotional Intelligence of managers.
4. MDP should also has to cover areas such as; Stress Management, Positive work culture, Leadership, Team Building and Competency Mapping.

### **References**

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