

Worker Skill Development Training Program for Salem Cooperative Sugar Mill

Dr. C. Suganthi¹, M. Divya², R. Mahalakshmi³, G. Mohanapriya⁴,

¹Associate Professor, Department of CSE, Muthayammal College of Engineering, Namakkal, Tamil Nadu, India.

^{2,3,4}Bachelor of Engineering, Department of CSE, Muthayammal College of Engineering, Namakkal, Tamil Nadu, India.

Abstract— This paper presents a web-based solution designed to address the imperative need for enhancing operational efficiency and improving the skills of employees within the Salem Cooperative Sugar Mill. The proposed solution offers a comprehensive platform developed using Python's Django framework, HTML, and CSS. This website serves as a centralized platform for managing various aspects of skill development training across trades such as Fitter, Welder, Turner, Pan-man, Electrician, and Wireman. The website offers functionalities for managing training programs, tracking employee progress, and assessing skill development outcomes. It also facilitates effective maintenance of staff files and records, ensuring compliance with regulatory requirements and promoting seamless workflow within the organization. This paper discusses the design, development, and deployment process of the web application, along with insights into its impact on operational efficiency and employee skill enhancement within the Salem Cooperative Sugar Mill.

Keywords— Worker Skill Development, Training Program, Web-based Platform, Operational Efficiency, Employee Skills Enhancement, Salem Cooperative Sugar Mill

I. INTRODUCTION

The Salem Cooperative Sugar Mill operates within a dynamic and multifaceted environment, comprising various departments such as Administration, Accounts, Cane, Engineering, and Manufacturing. In pursuit of operational excellence and continuous improvement, the organization recognizes the critical importance of enhancing employee skills and maintaining regulatory compliance.

To address these objectives, the implementation of a comprehensive Worker Skill Development Training Program is imperative. Traditionally, managing training programs and maintaining employee records within such a complex organizational structure has been a time-consuming task. Manual processes for scheduling training sessions, tracking employee progress, and ensuring compliance with regulatory standards often lead to inefficiencies and errors.

In response to these challenges, this paper proposes the development of a web-based Worker Skill Development Training Program for the Salem Cooperative Sugar Mill. Leveraging modern technology, including Python's Django framework, HTML, and CSS, this platform aims to streamline the management of training programs, enhance employee skill development, and ensure regulatory compliance.

The proposed system will offer a centralized platform for scheduling and managing training sessions, tracking employee progress, and maintaining comprehensive records. Additionally, it will facilitate effective communication between administrators, instructors, and employees, promoting collaboration and transparency throughout the training process. This paper outlines the design, development, and implementation of the proposed system, detailing its architecture, key features, and potential impact on organizational workflow.

II. LITERATURE REVIEW

Employee skill development and training programs are recognized as crucial aspects for enhancing operational efficiency and maintaining a competitive edge in today's dynamic business landscape. Various studies have examined different aspects of training program management and delivery methods, providing valuable insights for the development of the Worker Skill Development Training Program for the Salem Cooperative Sugar Mill.

In [1] the research emphasized the need for continuous skill development in the era of Industry 4.0. Their research "Reskilling and Upskilling the Future-ready Workforce for Industry 4.0 and Beyond" highlighted the importance of adapting training programs to meet evolving industry demands.

In [2] explored the benefits and drawbacks of various e-learning platforms in their study "A Review of E-Learning Platforms Used in Employee Training: Advantages, Limitations and Recommendations". Understanding these factors can inform the selection of appropriate technology for delivering training content.

In [3] the research explored the functionalities and advantages of Learning Management Systems in managing training programs in "Learning Management System (LMS) Implementation in Organizations: A Literature

Review". Their insights can inform the design and implementation of the proposed training program management system for the Salem Cooperative Sugar Mill.

In [4] the importance of engagement in e-learning courses is discussed. A review focusing on enhancing learner engagement, emphasizing the importance of interactive and immersive learning experiences.

Combining LMS with social networking platforms offers a hybrid learning approach conducive to effective knowledge management in organizations[5]. This integration facilitates collaborative learning and knowledge sharing among employees.

In higher education settings, the adoption of LMS plays a crucial role in facilitating teaching and learning activities[6]. Understanding trends in LMS adoption provides insights into its potential applications in corporate training environments.

In [7] a framework is proposed for gamified learning analytics, focusing on leveraging learning analytics to optimize gamification strategies. Gamification techniques have gained traction in employee training, leveraging game elements to enhance learning experiences.

Adaptive learning systems cater to individual learning needs, particularly in adult education settings[8]. Analysing the design of adaptive learning systems provides valuable insights into personalizing training experiences for employees.

In [9] the study advocate for integrated e-learning platforms tailored for technical and vocational education and training. Such platforms offer specialized content and resources catering to specific skill development needs.

In [10] an adaptive e-learning system incorporating knowledge tracing and personalized learning path recommendation algorithms is proposed. This approach ensures tailored learning experiences for each employee.

In [11] the study explores content delivery methods such as video lectures, interactive modules, and gamification elements, highlighting their potential to enhance learner engagement and knowledge retention.

In [12] the benefits of Learning Management Systems (LMS) in managing and tracking training programs are discussed. LMS offer features like course enrolment, progress monitoring, and assessment tools, which can streamline training administration and enhance effectiveness.

In [13] the importance of maintaining staff files and records electronically is emphasized in the study by "Literature Review On Training And Development In Work Setting". Streamlined record-keeping ensures data accuracy, simplifies retrieval processes, and facilitates compliance with regulations.

III. PROPOSED SYSTEM METHODOLOGY

The proposed system for the Worker Skill Development Training Program at the Salem Cooperative Sugar Mill is designed to address the multifaceted needs of managing training initiatives and enhancing employee skills across various trades within the organization. This section outlines six key modules integral to the system's functionality, each tailored to streamline specific aspects of training program management and skill development.

3.1 User Management Module:

At the core of the system is the User Management Module, which facilitates the registration of administrators, trainers, and trainees. Implemented with role-based access control (RBAC), this module ensures secure access to the system while restricting functionalities based on user roles. Additionally, user profiles and login credentials are managed to maintain data integrity and confidentiality.

Fig.3.1 shows the activities of an administrator in the user management module such as create user accounts and manage user roles and profiles.

3.2 Content Management Module:

The Content Management Module empowers trainers to create, edit, and organize training content for different trades within the organization. This is shown in Fig.3.2. Supporting various formats such as text, video lectures, downloadable resources, and interactive quizzes, this module offers a versatile platform for delivering engaging and comprehensive learning materials.

3.3 Learning Management System (LMS) Module:

The LMS Module serves as the backbone of the training program, providing essential functionalities for course enrolment, progress tracking, and assessment. Trainees can enrol in courses, track their progress, and participate in online assessments and quizzes to evaluate their knowledge retention. Additionally, features like assignment submission and feedback mechanisms enhance the learning experience.

Fig.3.3 shows the functionalities of a worker(trainee) in the learning management module.

3.4 Reporting Module:

The Reporting Module generates comprehensive reports on user activity, program effectiveness, and individual trainee performance. These reports provide valuable insights into course enrolments, completion rates, assessment scores, and skill gaps, facilitating data-driven decision-making and program evaluation for administrators and trainers.

Fig.3.2 shows the functionalities of the trainer in the reporting module.

3.5 Staff Record Management Module:

The Staff Record Management Module serves as a repository for storing and managing electronic records of employees. This module integrates seamlessly with the training program to track skill development and update

employee profiles accordingly, ensuring accurate and up-to-date information for effective workforce management.

The functionalities of administrator in the staff record management module is shown in Fig.3.1.

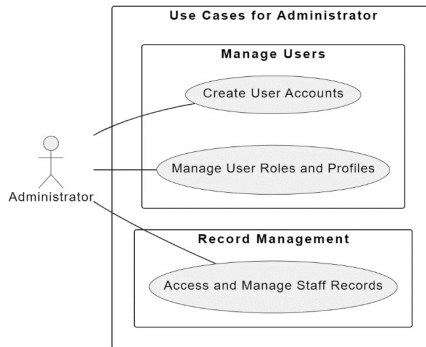


Fig. 3.1 Usecase Diagram for Administrator

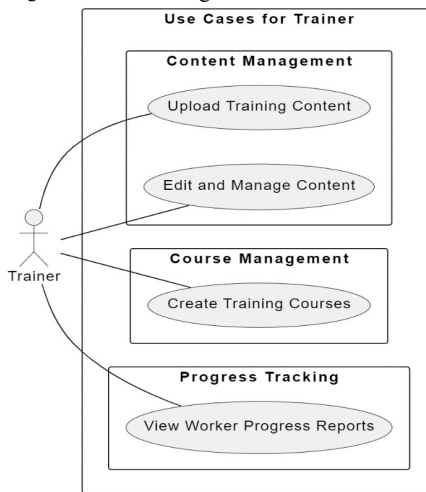


Fig. 3.2 Usecase Diagram for Trainer

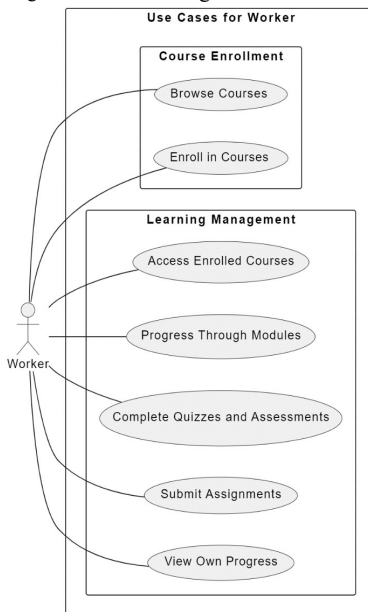


Fig. 3.3 Usecase Diagram for Worker(Trainee)

IV. RESULTS AND DISCUSSIONS

Fig. 4.1 shows the home page of the website. To login in the website, the user has to click the user profile icon in the top right corner. Under the icon, user will find the link to the login page. The announcements about the training programs are displayed in the home page of the website.

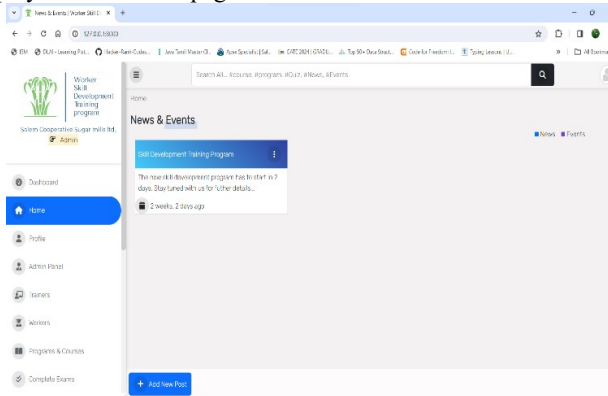


Fig. 4.1 Home page

Fig. 4.2 shows the login page of the website. User(admin, trainer, worker) has to enter their unique ID and password to login in the website. The ID and password are provided via e-mail after the registration process.

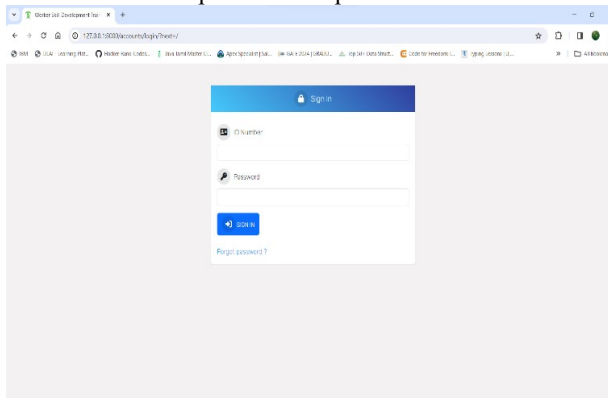


Fig. 4.2 Admin, Worker, Trainer Login page

Fig. 4.3 shows the user profile page. After logging in, the user can view their profile page. The user can edit their details in the profile. They can also change their password after logging in.

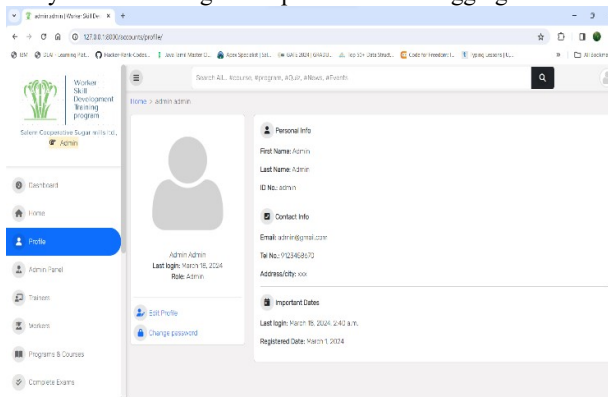


Fig. 4.3 Admin Profile

Fig. 4.4 shows the admin panel. It provides the access to functionalities of the admin such as managing the user details and training program details.

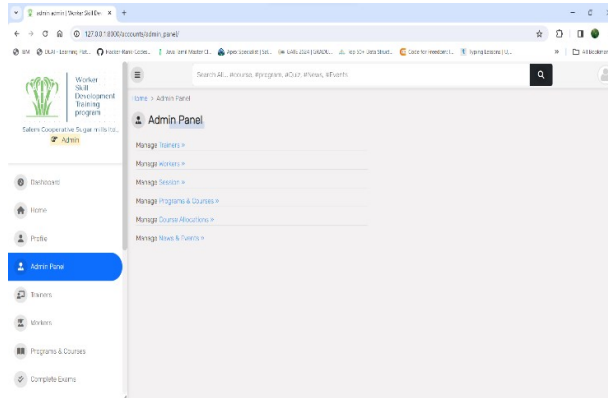


Fig. 4.4 Admin panel

Fig. 4.5 & Fig. 4.6 shows the user (Worker & Trainer) registration page. The admin handles the user registration process. The admin registers the workers and the trainers by providing the required details. The registered user will get their login credentials via the provided e-mail.

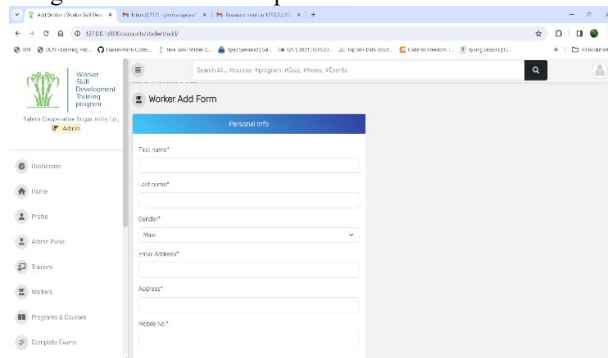


Fig. 4.5 Worker Registration Page

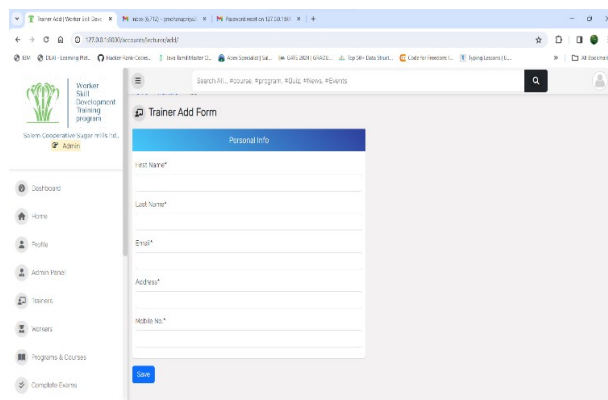


Fig. 4.6 Trainer Registration Page

Fig. 4.7 shows the Training program content page. This page contains the videos and documents related to the training program. The admin/trainer updates the training program content. The workers can view and download the training program videos and documents.

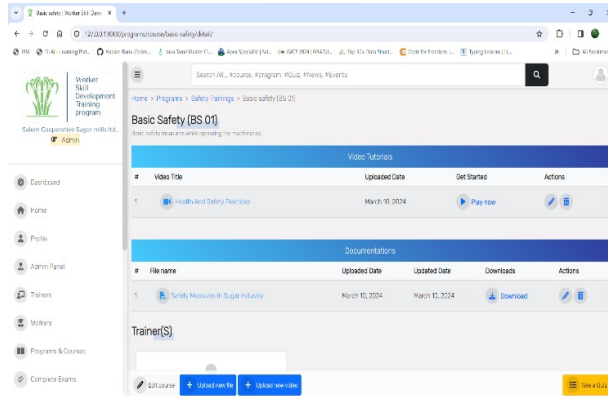


Fig. 4.7 Training program content page

V. CONCLUSION

In conclusion, the web-based training platform for Salem Cooperative Sugar Mill demonstrably improved operational efficiency and employee skills. This solution streamlines training, tracks progress, and empowers a more skilled workforce. The implemented solution effectively addresses the need for enhanced operational efficiency and improved employee skills. Our findings indicate that the system has facilitated smoother workflows, streamlined record-keeping, and provided valuable insights into training effectiveness (replace with specific findings on efficiency and skill improvement). This has resulted in a more skilled and empowered workforce, contributing directly to the overall success of Salem Cooperative Sugar Mill. Future advancements like e-learning modules and data analytics hold promise for further optimization. By embracing such innovative training management, organizations can achieve long-term success.

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