

Need for education and training in pulp and paper industry

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ABSTRACT

In India with her huge population, high illiteracy has lowest per capita consumption of paper. The main problem appears to be shortage of paper availability and poor utilization capacity of paper mills.

Also there is acute shortage of well trained personnel in the paper industry. The population in India is likely to touch the astronomical figure of 94.56 crores by 2000 AD against 80 crores in 1985 and per capita consumption rose from 2.5 kg. in 1985 to 4.5 kg. in 2000 AD, then country should have at the turn of the turn of the installed capacity of 42.5 lakh tonnes.

Although there are difficulties of raw materials, foreign exchange etc. to achieve this rate of increase in production, but another serious problem faced by the paper industry was non-availability of suitable trained technical Personnel for staffing both at the operative and supervisory levels.

In this context, some problems related to the inadequate number of trained personnel in paper industry and its remedies have been discussed.

INTRODUCTION

The pulp and paper industry is one of the very important industries for India considering from the point of utility of paper in the country. It is a growing industry which vast scope in future.

We all know that the paper output in our country is far short of the demand (Table-1). The per capita consumption of paper is very low in India in comparison to that of advanced countries (Table-2).

With increasing percentage of literacy which our Government is aiming at the demand of paper will increase to a great extent. To cope with this development in paper industry, the technical men power of the industry will also have to be increased. As the technology is advanced, the necessity of training in pulp and paper industry is more felt. A mill may have the best modern machines for every work but unless there is well trained manpower to operate those machines, it is not possible to operate these with full capacity and efficiency. The training plays very important role of enabling the operator to take the responsibilities.

Therefore, any dynamic organisation must have training scheme to train the operatives, the supervisory and technical personnel.

The expenses born by the management for the education and training scheme have been rightly repaid by the increased efficiencies of the trained personnel.

Productivity in paper mills is somewhat related to the training programme of the employees. Unless all the personnel from workers to top executives are trained properly to utilise their skill and knowledge to a great extent, it may not be possible to increase our productivity.

Objectives of education and training schemes :-

- a) To bring in new men : It mainly consists of training up the apprentices. In paper industry, all appointments should be on apprenticeship basis,

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TABLE—1

Requirement of paper by the year 2000 AD.

Sl. No.	Item	Average Estimated Consumption (in Tonnes) in the year	
		1985	2000 AD
1.	Printing & writing paper	1055	2726
2.	Newsprint	417	1014,5
3.	Industrial paper	373,5	1023,5
4.	Paper Board	464	859,5
5.	Rayon Grage pulp	2355,5	6899,6

TABLE—2

Figure about per capita consumption of paper of some countries

Country	kg.
India	2.8
Pakistan	3.1
Indonesia	4.4
Sri Lanka	6.2
China	10.34
Japan	172.2
West Germany	184.8
U.S.A.	290.1

whether a worker or a supervisor. After successful completion of training, they should be provided with suitable jobs.

- (b) Improving the regular workers : Systematic training time to regular workers will help them to increase their knowledge about the plant in which they are working, which will help in improved productivity.
- (c) Upgrading personnel : This will be a definite encouragement for each individual to improve himself. He may be promoted to next higher grade if he can satisfy his departmental heads as regards his ability and knowledge.

Training programme and method of training :—

Before starting training, job analysis is to be made of all the work of the departments. Persons to be trained may be of various capabilities and the training programme has to be formulated accordingly. At first, the worker will be given some theoretical training and then practical training. He should be attached to an experienced worker from whom he can learn many practical aspects. Many methods may be employed to teach them viz. the slides, educational motion pictures, models, video-films etc. may be used to make the programme a real success. The operative must know clearly the job he is doing and what will happen if things are not done in the right way. Hence, a trained operator will face any technical problem with a logical approach.

Training to workers : To increase the efficiency, there should be most effective use of workers. Training should be given to them by some competent instructors in a systematic way. Test should be made about the progress of learning and progress record should be maintained.

Training to Apprentices : For Apprentices, training programme is to be formulated in the same way as stated earlier. Periodical examinations will be taken. After successful completion of training, they may be provided with suitable job.

Training of Supervisor/Forman/Departmental Heads :

To improve the quality of supervision, training of above people is necessary. Training helps to refresh their knowledge and thus keeps them up-to-date. By training, they can develop many qualities like, personality, initiative, tolerance, sense of judgement, leadership etc. The training of departmental heads are done with the objective that they should have responsibility, should know efficient planning of work, handling of the problem and ability to investigate into various complicated issues.

Training of Managers - This should be done in such a way that he will be able to meet day to day challenges, make sound decision, have leadership and direct the work of other people. A manager is to face problem. Management training helps to find means and shows ways of solution. He must have the courage of taking the risk, if necessary.

Information about some training Institutes in India :

The Cellulose and Paper Branch at the Forest Research Institute, Dehra Dun is well-known for its research and training activities in the pulp and paper field.

Since 1930, many students sponsored by many paper mills or other sources have received training in pulp and paper technology from this Institute. Even students from foreign countries received training from this Institute. The Institute has limited facilities for research and training in pulp and paper. The Institute offers two courses in pulp and paper technology viz. an advanced Diploma course and a short term course to a very limited number of personnel.

The school of Paper technology at Saharanpur is also providing facilities for training technical personnel of different categories in Paper Industry.

Besides, informations are also available at KVIC's Handmade Paper Institutes particularly at Pune, Maharashtra or at Kalyani, West Bengal under Khadi & Village Industries Commission, Govt. of India are also providing training to various workers associated in Handmade Paper Industries.

However, these training organisations have their own limitations. There is urgent need to create facilities on pulp and paper in a few selected Universities to introduce course on graduation and post-graduation level to meet the future need on pulp and paper Industries.

CONCLUSIONS

To sum up, the Paper Industry in India is embarking on large scale expansion programmes, and modernising its existing equipments to achieve maximum efficiency and economy. Manpower plays a very important part in planned industrial development of any country, as proper utilization of machine and material can only be secured if properly trained personnel are available to man the industry.

The present methods of training craftsmen and operator are inadequate and not upto the standard for training technical personnel, in quantity or quality. The dearth of trained technicians and operators will cost the industry very heavily, if not cause of hindrance will take place in achievement of expansion plans. The best solution is to train technologists, technicians and operators fully to meet modern technologies and requirements of the Industry. The extensive training should be provided to personnel based on his job requirements in the factory, the training facilities in the country for technician and technologists are scanty and not adequate. It is imperative that necessary measures be taken on war footing for the training of technologies and research workers if the industry is to develop on sound and professional line. The providing adequate training to technical personnel for the industry and promoting applied and development research is the responsibility of both the Government and the Industry. We hope, through University Grant Commission a course may be started on pulp and paper technology both in under graduate and Post-graduate level in different regions in the country to solve this problem.