

The importance of training and development in organization: What matters in practice

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Abstract - Organizational goals can be achieved when people put their best efforts. Rapid development in technology and changing goals of organization has made training and development of employees inevitable. It has now been well accepted by all that training is needed by every one in organization from top to bottom. Alternatively they are too costly to hire from outside. The best alternative is to improve skills and knowledge of existing employees through training and development. Training is not something that is done once to new employees it is used continuously in every well to run establishment. Further, technological changes, automation requires, updating the skills and knowledge. As such an organization has to retain the old employees. Organization and individual should develop and progress simultaneously for their survival and attainment of mutual goals. So, every modern management has to develop the organization through human resource development. Employee training is the most importance of system of human resource development (HRD). Training is a specialized function and is one of the fundamental operative functions for HRM.

Index Terms - Training ,development, Human resource development, Human resource management, skills and behavior, employees talent, training skills.

INTRODUCTION

Training facilities employees talent, skills. It enables them to overcome the problems faced on the job. Training and development of employees is important due to the following reasons, to face competition in the world, to increase the productivity to improve quality of products, to fulfill the future needs of the consumer and company, to improve organizational climate, to fill the Shortage of skills.

OBJECTIVES OF THE STUDY

To study the training process and training activities at Precot MeridianLtd.

To study the effectiveness of the training department at present.

To study the techniques used to identify the training needs.

To know the employee feeling towards the effective working of the training department.

To find out some measures to enhance the effectiveness of training department.

SCOPE OF THE STUDY

The current study is intended to understand the employee training process at Precot Meridian Ltd the study explores the views expressed by the respondents about the adequacy of existing training and development system. The study is conducted after taking employee considerations at Precot Meridian Ltd

RESEARCH METHODOLOGY

This is a diagnostic type of research and it is proposed to adopt survey method using a structured questionnaire.

I. Primary data :

Primary data are the first hand information collected by the researcher for the immediate purpose of the study. For the present study, structured questionnaire and personal interview was used to responses form the respondents because of the simplicity and reliability.

II. Secondary data:

The secondary information has obtained from the records and reports available at Precot Meridian Ltd and some of the material has been downloaded from the Internet

III. Sample size:

The present study of "Training and Development programmes conducted at Precot Meridian Ltd. was confined to a sample of 50 Employees.

IV. Sampling Technique:

For the present study simple random sampling technique is used to select the respondents.

Tools: The present study contains questionnaire and personal interview. Where ever necessary percentages, averages, bar diagrams and pie diagrams are used

LIMITATIONS OF THE STUDY

The study is limited due to the constraints.

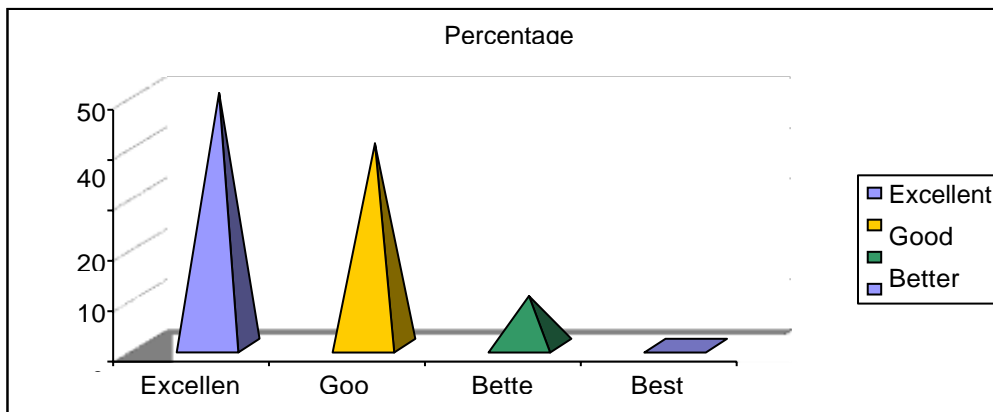
The Analysis depends on the data provided by the respondents through the questionnaire as well as company.

Lack of time on the part of the employees for detailed interaction.

Availability of the information on Human Resource management and its confidentiality is also a limiting factor.

Training and Development in Precot Meridian Ltd

Opinion	No of Employees	Percentage
Excellent	25	50%
Good	20	40%
Better	5	10%
Best	0	0%
Total	50	100%



INTERPRETATION :-

From the above table 50% of respondents feel that the Training and Development in S.S.'A' Mill is Excellent, 40 % respondents of feel that it is good, 10 % of respondents of feel that it is better.

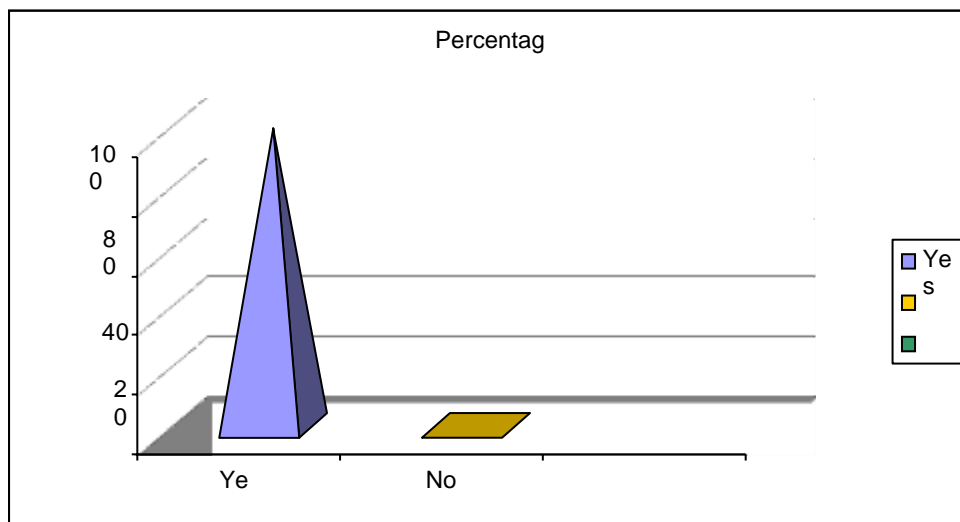
Organization has a definite plan of Training Programme

Opinion	No of Employees	Percentage
Yes	40	80%
To some Extent	5	10%
No	5	10%
Total	50	100%

From the above table we can infer that 80% of the respondents prefer that organization has a definite plan of training programmes ,10% of the respondents does not prefer.

Training is Necessary

Opinion	No of Employees	Percentage
Yes	50	100%
No	0	0%
Total	50	100%

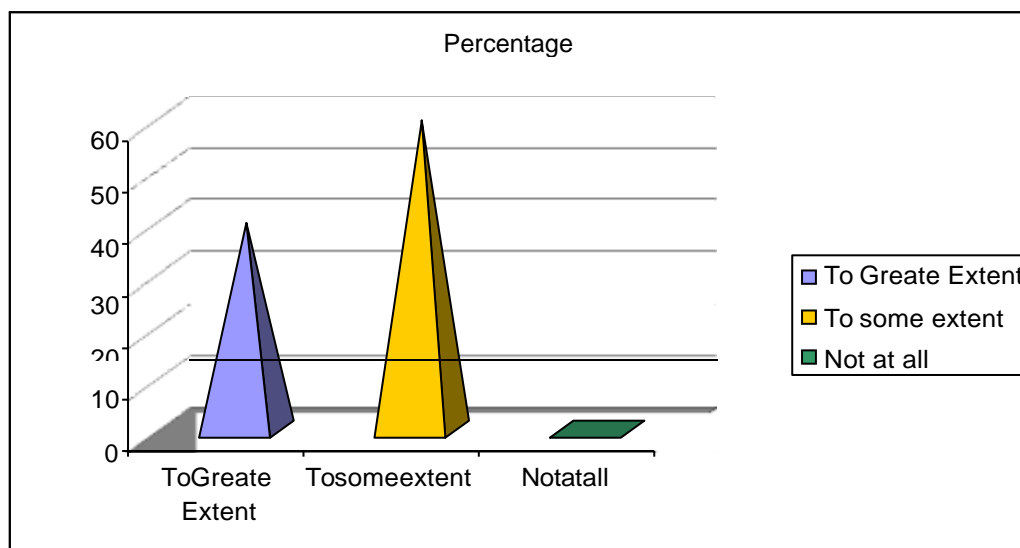


Interpretation:-

From the table we can infer that 100% of the respondents feel that training is necessary employees are helped to acquire technical knowledge and skills through training

4. Technical knowledge & skills through training

Opinion	No of Employees	Percentage
To a Great Extent	20	40%
To some Extent	30	60%
Not at all	0	0%
Total	50	100%

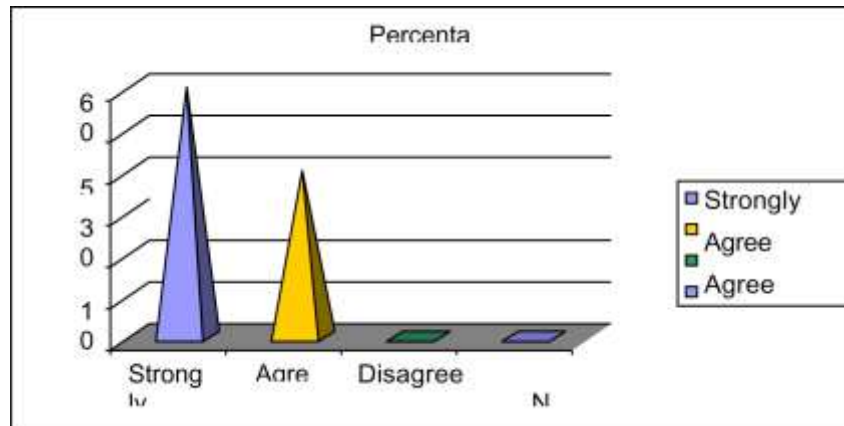


Interpretation:-

From the above table we can infer that the 40% of th respondents to a great extent agreed that there employees are helped to acquire technical knowledge & skills through training . 60% of the respondents to some extent agreed

PROBLEMS WHILE UNDER GOING THE TRAINING

Opinion	No of Employees	Percentage
Yes	45	90%
No	5	10%
Total	50	100%

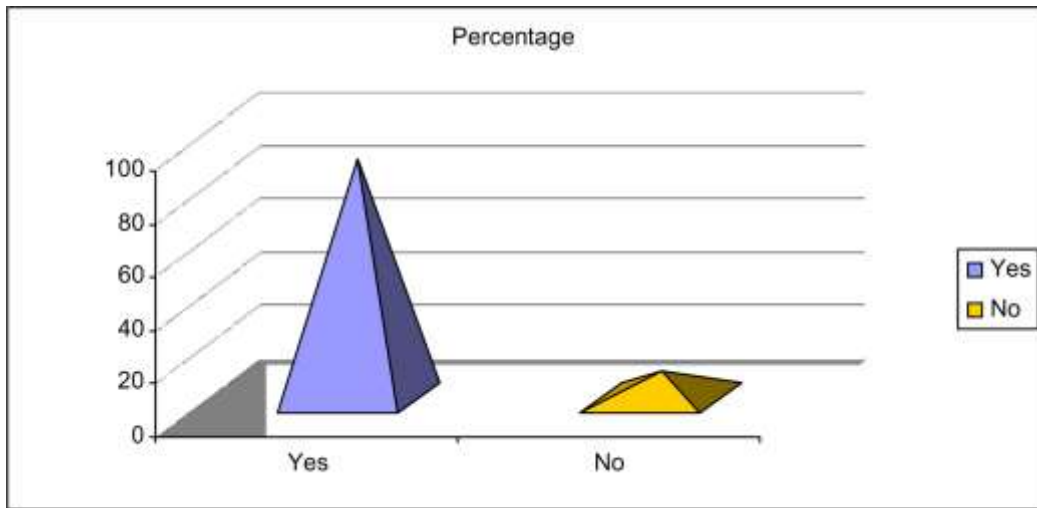


Interpretation:-

From the above table we can infer that 90% of the respondents feel that problems while under going the training 10% of their products feel that no.

THE TRAINING PROGRAMMES HELPS TO DEVELOP CAREER

Opinion	No of Employees	Percentage
Strongly Agree	30	60%
Agree	20	40%
Disagree	0	0%
Not Applicable	0	0%
Total	50	100%

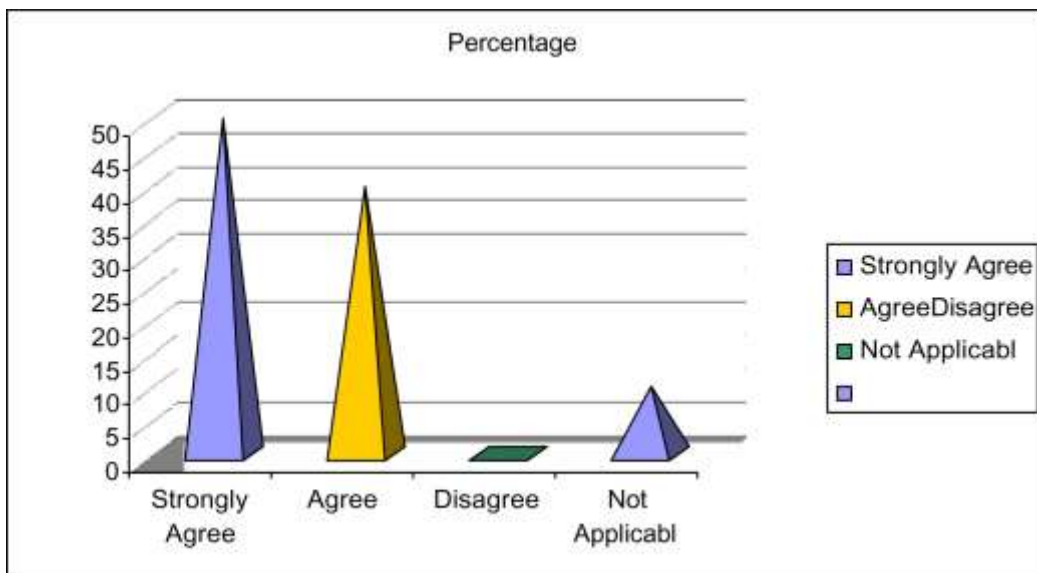


INTERPRETATION:

From the above table we can infer that the 60% of the respondents strongly agreed that training programmes help to develop career, 40% of the respondents are partly agree

7.Opportunities given to know more in the Training Programmes

Opinion	No of Employees	Percentage
Strongly Agree	25	50%
Agree	20	40%
Disagree	0	0%
Not Applicable	5	10%
Total	50	100%

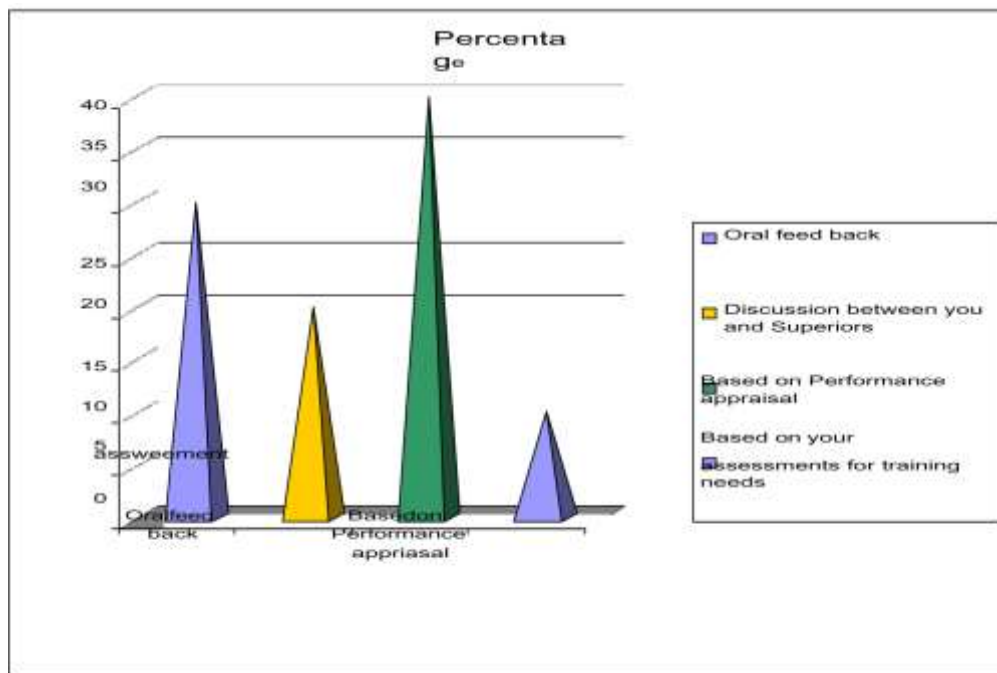


INTERPRETATION:-

From the above table we can infer that the 50% of the respondents strongly agreed that there is opportunity given to know more in the training programs, 40% of the respondents are partly agree, 10% of the respondents are not applicable.

IDENTIFICATION OF TRAINING: NEED OF TRAINING

Opinion	No of Employees	Percentage
Oral feed back	15	30%
Discussion between you and Superiors	10	20%
Based on performance Appraisal	20	40%
Based on your assessments for training needs	5	10%
Total	50	100%

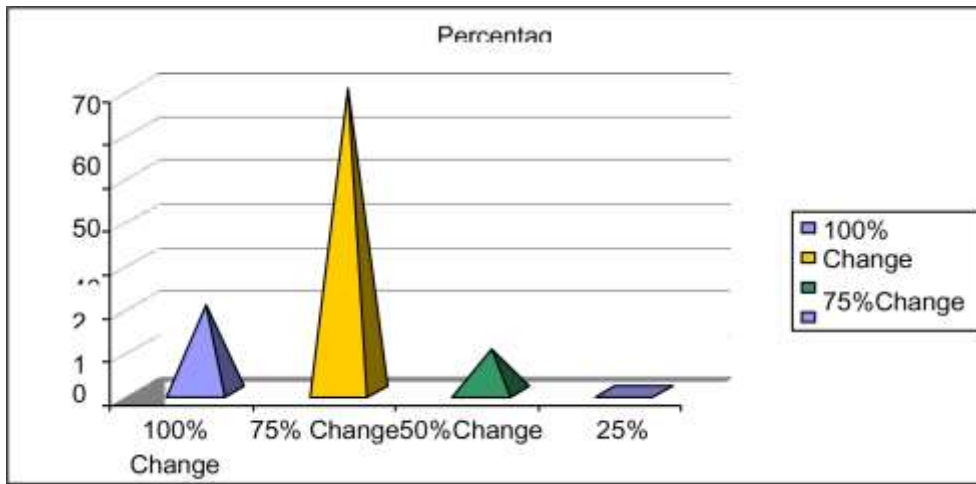


INTERPRETATION:-

From the above table we can infer that 30% of the respondents feel that training needs are identified according to oral feed back , 20% of the respondents feel that according to discussion between them & the superior , 40% of respondents feel that based on performance appraisal , 10% of the respondents feel that based on their assessment for training

PERCENTAGE OF BEHAVIOR AND TECHNICAL CHANGES AFTER THE TRAINING PROGRAM ME

Opinion	No of Employees	Percentage
100 % Change	10	20%
75 % Change	35	70%
50% Change	5	10%
25% Change	0	0%
Total	50	100%



INTERPRETATION:-

From the above table we can infer that 20% of the respondents feel that there is 100% change after the training programme , 70% of the respondents feel 75% change , 10% of the respondents feel 50% change

10.Attended a sufficient number of courses of meet your professional and personnel development needs(last 1year)

Opinion	No of Employees	Percentage
Yes	45	90%
No	5	10%
Others	0	0%
Total	50	100%

Interpretation:-

From the above table we can infer that the 90% of the respondents feel that attended a sufficient number of courses of meet your professional & personal development needs .

FINDINGS :-

- 1.Majority of the trainees are accepted that the training programmes have been sharpen their capabilities increased their efficiency and also make their work easier
- 2.The organization is conducting several types of programmes like apprenticeship, training within the industry, out side experts & refreshing courses for various required people. In fact there programmes are very informative to the participants.
- 3.The management feels that training & development programmes are beneficial to the organization. Since the trainees have become more efficient & effective, consequently yielding better results to the organization. Also the training provides awareness on latest technologies & make the people to handle latest machines with modern work methods.
- 4.The respondents are opinioned that 75% of their work skills are improved by attending there programmes and they do not have any problem during the training.
- 5.Most of the respondents opinioned Training helped to acquire technical knowledge & skills.

Identification for need of training is found based on performance appraisal at

Precot MeridianLtd.

CONCLUSION :-

Training & development is strategic in the human resource management practices because today employees have high expectations about their jobs in such situations training will create awareness, positive attitude & better way of doing things there by achieving an over all growth of an individual, by this, he/she produces quality, services and there by creating a name for the company. Training has be imparted with an objective to enhance three feet of the personality viz., knowledge skills & behavior. Training is very powerful tool for comprehensive & all encompassing development of the individual in the organization. The management has expressed that they will encourage the employees who has come for training & Development considers their desire reasonably if the respective MD feels that the employee is deserve for training.

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