Training and Development

Introduction :-

* Training and development is the complicated set of activities aimed at the rapaid and high-quality improvement of knowledge and skills of employees. When a boss employs a novice worker, he does not expect him to work well from the very begining, because the most talented but inexperienced employee will not be able to work perfectly well at once. Knowledge gained at college or university is generally theoretical and very often it does not have anything to do with the real world. Every employer knows about this fact and tries to correct the mistakes of the educational system with the help of short training courses which prepare a novice employee for the serious work. Generally, training courses last for no more than a month and the reason is clear - employer does not want to lose too much money and time for training.

* If an employee is a skillful one, he will learn quite quickly and very soon will start working as a full right worker. There are special managers who are responsible for training and development and they try to make the process faster, cheper and more effective. If the course lasts for more than a month employer loses resources spent on training, money and time, that is why a manager should create the best program for training which will teach employees the basis and all the aspects, rules of work at the organization.

* Training and development is the key strategy for the successful functioning of business, because if an employer wants to have top-qualified employees who are able to cope with the required tasks, he should organize the training and develop-ment process properly. A student who wants to prepare a good research proposal on the topic should study the general information about

the problem first of all. When a student knows about the aspects of the suggested topic, he will be able to analyze it well and offer possible methods to improve the quality of the training and development program and introduce some effective methods which can make the process faster.

   * In order to prepare a successful research proposal one should know how to do it correctly, because a proposal is a paper which requires special structure and manner of writing. So a good example of the professional writer will be helpful for students to organize their own proposal well. Free sample research proposals on training and development are available in the internet and help students seriously. Nevertheless, students should remember that free example research proposals on training and development can be used only as models for writing; one is forbidden to

use data from the Papers in the Web, because he can be accused of Plagiarism.

Objectives of the Study:-

Every business looks for Productivity, quality improvement, Industrial Safety, reduction of turnover and learning time and ability to maintain an effective management team. These are the main objectives of any training and development Program in an organization.

* To increased Productivity.

* To quality improvement.

* To learn time reduction.

* To learn Safety first.

* To keeping yourself updated with technology.

* To Learn effective management.

Scope of the Study :-

* Many new employees come equipped with most of the KSAs needed to start work. Others may require extensive training before they are ready to make much of a contribution to the organization. Almost any employee, however, needs some type of ongoing training to maintain effective performance or to new ways of work.

* The term training is often used casually to describe almost any effort initiated by an organization to foster learning among its members. However, many experts distinguish between training, which tends to be more narrowly focused and oriented toward broad short-term performance concerns, and development, which tends to be oriented more toward broadening an individual's skills for future responsibility.

Significance of the Study:-

* Employee training and development Programs are essential to the success of business worldwide. Not only do these Programs offer opportunities for Staff to improve their Skills, but also for employers to enhance employee Productivity and improve Company culture.

* They also Can reduce employee turnover - and a 2020 Work Institute Study Shows just how important that Can be for a Company's bottom line. Voluntary employees turnover, according to the report, Costs U.S. businesses more than $630 billion annually.

* With the right education and credentials, like an online bachelor's in HR management, you Can learn to address Personnel challenges like this - or to Prevent them entirely.

Collection of Data :-

Data will be collected from both Primary Source and Secondary Source. For collecting Primary data, an interview Schedule will be Prepared. Before Preparing interview Schedule a Pilot Study will be conducted using a draft interview Schedule. After the Pilot Study, the required changes will be made in the draft interview Schedule to finalize the interview Schedule. For collecting Secondary data, books, Journals, thesis, reports etc., will be refereed.

Limitations of the Study :-

* One of the difficulties of implementing an eCTDP module, a programme designed to enable and encourage McDonald's crew to grow into leadership roles and build Careers within the Organisation, is infrastructure and People orientation. From infrastructure Point

to view, enhancing the technological capabilities of McDonald restaurant to be able to introduce e-learning module was the first major challenge.

    * Another challenge faced by the management of McDonalds and Dominos was in training employees across different levels within the organization.

    * Restaurant Staff of McDonalds and Dominos are not highly qualified and Swich Jobs on even receiving little extra benefit. Hence, investment made on training such staff can go in vain, once the employee leaves the organisation.

Review of Literature :-

    * The firm's HR Practices will immediately influence the employees' skills which will add to the organization. Furthermore, they will foster employees' development to get involved and committed to the business (Mac Duffie, 1995; wright et al., 1998).

Training and development are neccessary for any firm, and they are an organizational subsystem derived from two independent yet interrelated words that work together to increase the individual's global productivity (Salas et al., 2012).

* Previous studies find that the most popular term for "training and development" is "lifelong learning." It takes into account how individuals continue learning, develop competencies (Shandler, 2000), add value, are intelligent and experienced (Jarvis, 2012), fit, adjust to changes (Nolfi & Parisi, 1996), improve as they grow, and, in sum, accommodate with the stream (Sartori et al., 2018).

* According to kadiresan et al. (2015), "development is setting up and making employees ready for potential vacancies and issues." Moreover, when organizations communicate with employees about their skills gab, they decide whom to train,

which areas they need training, and when to do it; only training can be introduced appropriately (Kum et al., 2014). Hence, training becomes a joint action between an expert and an employee leading to the efficient transfer of information, know-how, skills, and attitudes, consequently allowing an efficient output from the employee on the job. Training activities are focused on and evaluated against an individual's recent work (Lerner, 2018).

* As a result, Training and development programs will convince the employees that their managers care, and they will be pleased, reassured, and committed to further enhancing organizations in achieving organizational goals and objectives. They will be able to develop and succeed in varying environments, technology, and fierce rivalry (khan et al., 2016).

References:-

* Employee Training and Development, Raymond A. Noe, The McGraw Hill Companies, fourth edition.

* Effective Human Resource Training and Development Strategy, Dr. B. Rathan Reddy, Himalaya Publishing House.