



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

AN OVERVIEW OF TRAINING AND DEVELOPMENT: A CONCEPTUAL ANALYSIS

Dr. Darakhshan Anjum, Assistant Professor
School of Management Studies
Baba Ghulam Shah Badshah University, Rajouri – 185234,
Jammu and Kashmir, India.

Abstract

Human resource management is the process of acquiring, training, appraising, and compensating employees, and attending to their labor relations, health and safety, and fairness concerns. Human Resource is of paramount importance for the success of any organization. It is a source of strength and aid. According to Filppo, “Human Resource Management is the planning, organizing, directing and controlling of the procurement, development, compensation, integration, maintenance and reproduction of human resources to the end that individual, organizational and societal objectives are accomplished.” It is a process by which the people and organizations are bound together in such a way that both of them are able to achieve their objective. Today’s organizations must thrive in complex and unpredictable environments and must be extremely agile. This demands the training and development and implementation of structures and processes that facilitate incremental change.

Keywords: Change, Dimensions, Globalize, Human Resource Management.

Introduction:

Human resource management is the process of acquiring, training, appraising, and compensating employees, and attending to their labor relations, health and safety, and fairness concerns. Human Resource is of paramount importance for the success of any organization. It is a source of strength and aid. Human resources are the wealth of an organization which can help it in achieving its goals. Human resource is the total knowledge, abilities, skills, talents and aptitudes of an organization's workforce. In the present complex environment, no business or organization can exist and grow without appropriate human resources. So human resources have become the focus of attention of every progressive organization.

Objectives of the study:

The focus of the study is on the following objectives:

- i) To review the motives of training and development.
- ii) To study the main benefits of the training and development.
- iii) To suggest suitable measures to speed up the growth of human resource management in India.

Methodology Adopted:

Significant part of the study depends on secondary sources. Materials for the present study were collected from the published records available in the library of Baba Ghulam Shah Badshah University, Rajouri (J&K), magazines, journals, annual reports and periodicals, have also been gone through to derive information pertaining to the present study.

Limitations of the Study:

Nothing is perfect so is this study. The present study suffers from certain limitations. The study is based on the information from secondary source which reduce the degree of reliability.

Training

Training is a process that attempts to improve employee performance on a currently held job by providing the employee with the knowledge and skills needed for their present job. It is designed for bring changes in knowledge, skills, attitude, or behavior.

Development

Development refers to learning opportunities directed toward helping employees to grow. It provides the opportunities to improving the performance of employees on their current jobs.

Management development consists of all learning experiences provided by an organization to upgrade knowledge, change attitudes, or increase skills in order to improve current or future management performance.

Training and development referred to a planned, continuous effort on the part of the organization to improve employee competency levels. Activities of training and development are designed to align employees of a firm with its corporate strategies.

Motive of Training and Development

The main motive of training and development are as follows:

1) Improvement in Individual Performance:

If we get any negative deviation in the performance of an employee then training becomes a very important tool for minimize the problem. With the help of training we can improve the individual's performance in an organization.

2) Improvement in Organizational Performance:

After getting training programmers', the performance of new comer employees will improve. By improving the individuals' performance of employees, ultimately organizational performance will be improved.

3) Upgrading Employee Skills:

Organizations are facing the challenges of technological advancements. Training and development helps in updating employee skills.

4) Helps to New Comers About Organization:

Training and development helps to new comer employees. With the help of orientation training we can give information about rule and regulation, or policy of the organization to new comer.

5) Platform for Promotion:

Training and development provide the platform for promotion of the employees. Skilled employees easily compare their actual performance with standard performance.

6) Retain the Employee:

After training and development programmes, employees work with zeal. Training and development programmes reduce the problems of turnover and absenteeism.

7) Remove the Weaknesses:

Training is very helpful to remove the weaknesses. It is very important for developing specific skills for a particular purpose. According to Flippo “ training as the act of increasing the skills of an employee for doing a particular job.”

8) Increased Productivity

Training improves and increased efficiency of the employees of the organization. Trained employees can handle machines carefully ultimately less depreciation of the machine.

9) Higher Employee Morale

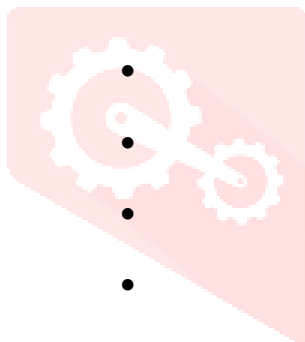
Training and development derives happiness and job satisfaction from his/her work. He/she feels happy when his/her performance is up to the mark. It also brings ego satisfaction

10) Less Supervision

An untrained worker always requires the guidance of the supervisor. Generally these workers may waste more materials, damage machines.

Other Benefits of the Training:

Other benefits of the training are as follows:



- Leads to improved profitability
- Positive attitudes towards organization
- Improves the morale of the employee
- Openness and trust
- Improves industrial relation
- Improves relationship between employer and Employees
- Helps in organizational development
- Training helps in daily work routine
- Easy to adopt change
- No industrial disputes

Conclusion and Suggestions

Training is of paramount importance for the success of any organization. Different individuals exhibit similar and dissimilar pattern of behavior. They have their own set of needs drives, goals and experiences. Management should be aware of their requirements. Proper training and development will enhance efficiency and performance of people at work. In the present complex environment, no business or organization can exist and grow without appropriate training and development programme. Training and development has gained more importance for the organizations in recent years because human resourced are seen as the most valuable assets of the organizations for gaining competitive advantage. Human resources departments have started to play a strategic role in the organizations and all HR functions are integrated with mission, vision and strategies of the organizations. The new HRM perspective for the 21st century requires HRM to be strategic partners of the organization that coordinates all functions and supporting the strategies by attracting and retaining the essential qualified employees.

Abbreviations and Acronyms

HRM
T & D

: Human Resource Management
: Training and Development

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