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“A Study on Implementation of latest trends of training and development”

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ABSTRACT

This research gives all the details of latest trends that are taking place in today's world in HR training. Many organizations use traditional ways of training and hence their employees couldn't compete in the fast moving world. In this research I have covered most of the latest trends which can be useful for the Human Resource managers and also the organizations who look forward for the up gradation in their training methods.

INTRODUCTION

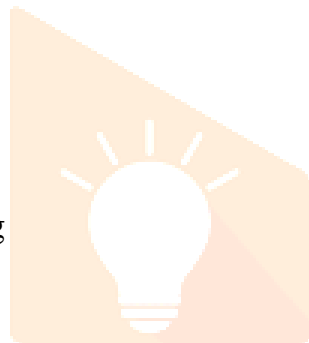
One of the main roles of the human resource management department is training and development. Employees are instructed and taught technical knowledge related to their employment in a structured manner during training. It focuses on training workers how to use specific equipment or perform specific tasks in order to improve productivity. Development, on the other hand, refers to people in managerial positions' overall holistic and educational growth and maturity. Insights, behaviors, adaptability, leadership, and human relations are also part of the creation process. Training and development plans are customized to the needs of the company, the styles and abilities of the workers being trained, the training's end goals, and the employees' work profiles. These services are divided into two categories: (i) on-the-job training and (ii) off-the-job training. Employees are given various styles of training depending on their position. For the preparation of qualified staff and operators, the following approaches are used: specialized job training schemes, on-the-job training, on-the-job training, on-the-job training, on-the-job training Professional training with live presentations, internship training, and career rotation training are all options. Training given to people in a supervisory or managerial capacity is – Lectures, Group Discussions, Case studies, Role-playing, Conferences etc.

Latest Trends in Training

In order to build a healthy workforce, companies are turning over every stone. Today's workforce is cutthroat. They are self-driven and goal-oriented. However, channeling their energy toward productivity will require some effort on your part. A lot depends on what you have to give them as a company. This blog addresses the top organizational training and growth trends for 2020. Employees want opportunities for growth and development, and if they don't get them, they'll quit the business. Around 32% of workers chose to leave for opportunities for advancement or promotion.

Here are some of the top organizational training and growth patterns that companies can use to upskill their employees:

- Artificial Intelligence (AI)
- Personalized Training
- Need-based Training
- Gamification
- Augmented Reality
- Virtual Reality
- Experiential Learning
- Micro-learning
- E- Learning



Research Methodology

Title:

A study on implementation of latest trends of training and development.

Subtitle:

A study on implementation of latest trends of training and development and make comparative study with government, non-government and private organizations.

Significance of study:

The training programmers' results favor not only the individuals, but also the entire organization or sector. Through this study, successful improvisation in training programs can be achieved, and a trainer's human resource manager can keep up with the latest developments in training with his or her chosen audience or staff. This study will also show a comparison of training approaches used by government, non-government, and private organizations, which will be useful in conducting strategic analyses and predicting improvements in their methods.

Scope of study:

The need for training is to bring efficiency in the persisting work methods and techniques. While this research focuses on the latest training methods and how effective they are in various types of organizations, its outcome and improvisation.

Objectives of study:

- To introduce every single trend that has come up lately in the training field.
- To have inputs of the experts and trainers about their training methodology and techniques.
- Make a comparison of trainings in government, ngo and private organization and make analytical study.

Research Design:

The research design is the overall approach you choose to combine the various components of the study in a logical and consistent manner, ensuring that you can effectively solve the research problem; it is the blueprint for data collection, calculation, and analysis.

Primary Tool:

Questionnaire (Google forms)

Secondary Tool:

- E-sources
- Review of literature
- Research papers

Limitations of study:

- This research covers only the organization in or near Vadodara. Hence accurate implementation of training trends will be limited.
- Due to Covid lockdown it became difficult to gather data or communicate with the research supervisor.
- The research may only cover the trends that are studied or understood by the researcher.

FINDINGS

- Majority of respondents i.e. 50% (15) belong to age group of 25-30. Hence it can be said that companies prefer young population for work and better outcome.
- Majority of the respondents i.e. 40% (12) belongs to 1-3 years of experience
- Majority on the respondents i.e. 56.70% (17) belongs to category which have above 200 employees. This suggest that most of the companies taken for this research are medium or large scale companies.
- Majority of the respondents i.e. 63.30% (19) belongs to category in which more than 50 employees who are trained in the organization. Almost every firm find their employees valuable and largely train them
- Majority of the respondents i.e. 19.90% (12) belong the category where training is conducted more than four times a year. Most of the organizations provide quarterly trainings to their employees
- Majority on the respondents i.e. 33.30% (10) provide trainings to the employees for giving latest updates to the employees.
- Majority of the respondents i.e. 60% (18) belongs to Team training 30% (9) and safety trainings 30% (9)
- Majority of the respondents i.e. 36.70% (11) have a training budget of around 25 thousand to 1 lakh. A good amount of budget is decided my every organization for the employee trainings.
- Majority of the respondents i.e. 63.30% (19) give trainings to the employees through an external/ professional trainer. Not only the HR experts of those firms but training inputs are also given by the other trainers
- Majority of the respondents i.e. 50% (15) actively participate in the training programs.
- Majority of the respondents i.e. 70% (21) do have training calendars. A well planned training structure in designed in the beginning of the year for conducting trainings.
- Majority of the respondents i.e. 53.3% (16) agree with training budget fulfilling training needs. Though this population shows their good responses the companies should also focus on their lack of fulfillment in training.
- Majority of the respondents i.e. 43% (13) say that training very much improves the employee turnover ratio. Most of the employees who are trained well in the organization don't change the workplace quickly.
- Majority of the respondents i.e. 57% (16) say that training very much improves the morale level among employees. When an employee is mentally fit he/she can contribute their best towards the organization.
- Majority of the respondents i.e. 93% (28) agree with training being key factor to better work atmosphere.

CONCLUSION

From this research it can be concluded that medium and large level organizations in and near Vadodara provide frequent trainings to their employees and most of them prefer on the job trainings. Training needs are fulfilled within training budget and well-planned training calendars are prepared for the yearly training purpose. Where in in most of the organizations implementation of the latest trends are done. Trainings are provided to keep employees updated with the market. Trainings that improve team work and employee's safety are implemented on most of the employees in an organization which gives better output towards their work. Trainings are also provided by the external trainers who molds the employees according to the company need. Core trainings also play an important role in employees' self-development where he can work in this fullest potential. Employees actively participate in the training programs which are changed in past 5 years. New methods are emerging in the field of training and as an individual employee it becomes necessary to keep oneself updated with those trainings. E-learning and online training platforms has increased and partially covid has played its role in it. There are still certain changes that HR professionals need to change in the training programs in the coming time and in preferable budget. Hence, training leads to better work atmosphere in an organization and improves the morale of an employee. A better training can give better success to an organization and help them to survive in the fast-changing market.

