

Innovation in Field of Human Resource Management-In Training and Development

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ABSTRACT

Training and development play an important role in the effectiveness of organization and to the experiences of people in work. Training has implications for productivity, health and safety at work and personal development. Such investment can take the form of employment specialist training and development. Training investment is returned in the form of more productive and effective employees. It programs may be focused on individual performance or team performance. Organization and individual should develop and progress simultaneously for their survival and attainment of mutual goals. So ever modern management has to develop the organization through human resource development. Employee training is the important sub-system of human resource management. This study aims to explore and understand dimensions of employee training program on job satisfaction in small and medium enterprises as the primary focus on the study is on Exploration so the proposed study will use sequential design based on the mixed method approach in which first phase is qualitative in, HRM practices and job satisfaction whereas the second phase is quantitative.

1. Introduction

Employee training tries to improve skills, add to the existing level of knowledge so that employees are better equipped to do his present job, or to prepare him for higher position with increased responsibilities. However the individual growth is not and ends in itself organizational growth need to be measured along with individual growth training can be introduced simply as a process of assisting a person for enhancing his efficiency and effectiveness to a particular work area by getting more knowledge and practices. It refers to the teaching or learning activities done for the primary purpose of helping members of an organization to acquire and apply the same. Training is different from education; particularly formal education. Basically the education is formulated within the framework and to syllabus but the training is not formed in to the frame and well syllabus it may be differ from one employee to another, one group to another even the group in the same class. The reason for that can be mentioned as different of attitudes and skills from one person to another broadly speaking training is the act increasing the knowledge along with individual growth.

In the field of HRM training and development is the field concern with organisational activities are aimed to bettering individual and group performance in organization.

Training in an organization can be mainly of two types

- I. Internal training
- II. External training

Internal Training

Involves when training is organized in house by the HR department or training department using either senior staff or any talented staff in the particular department has a resource person.

External Training

Is normally arranged outside the firm and mostly organized by training institute are consultants, whichever training it is very important for all staff and helps in building career positioning and preparing staff for greater challenges in developing world however the training is costly because of that people who work at firm do not receive external training most of times of staff members supported from this budget are generally expected to you submit a brief report to the director, TDU and where appropriate, may be expected to pass on the knowledge and skills gained to a wider group for example through seminar and workshops.

Managers are expected to discuss training and development needs with each of their staff at least annually as part of the performance review and planning process. The training and development needs of staff newly appointed to their positions should be discussed within four weeks of their taking up the position whether are not their new to the organization.

But now days a new concept has come with this trainings which is "TRAINERS THROUGH TRAINEES" while training their employees in large quantities many countries use that method in present days to reduce their training cost.

2. Importance:

Training and development are vital in any company or organization that aims at progressing this includes decision making thinking creatively and managing people training and development to important because :

- Help in addressing employee weakness.
- Improvement in worker performance .
- Consistency in duty performance.
- Ensuring work satisfaction .
- Increased productivity.
- Improved quality of service and product objectives of study.

- Reduce cost.
- Reduction in supervision.

3. Objectives:

The main objective of study is to analyse the role of training and development in the organisation development the following are the specific:

- Training and development helps in increasing the productivity of the employees.
- Training and development helps in optimizing the utilization of human resources.
- It helps in creating a better corporate image.
- It helps in including the sense of team work, team spirit and inter team collaboration.
- Improving the health and safety of the organization thus preventing obsolescence.

4. Training And Development Goals In Organization Development:

It depends on the personal and organization objectives identified through the strategic planning process and the agreed appraisal in any event the goal shall as a minimum standard take account of the following:

- The mission.
- The value.
- The strategic objectives of college.

- Requirement for core competencies
- Continuing personal and professional development.
- Requirements for professional and vocation education qualification in further.
- Requirements organization change.

5. Conclusion

In India many companies other than multinational are not meeting the employee demand with reference to training and development and ultimately the gaps found in the required skills vis-à-vis attained skills have become too wide that interrelationship of training and performance are badly disturbed there is still a big gap between the knowledge and skills imported and acquired in the institution and its applications as seen in the industrial environments.

In particular it is recognized that an effective training and development policies can be a crucial factor in addressing inequalities in the employment are broadly defined as those activities aimed at raising the standard of employee practices and thus lifting the quality of the employees and customers earning and organization experience.