

A STUDY ON TRAINING AND DEVELOPMENT**Mr. D. Krishnaarjuna Rao*¹ and Dr. A. Chandra Mohan²**¹Research Scholar in Management Studies, SRM University, Kattankulathur, Chennai.²Registrar, Rajiv Gandhi National Institute of Youth Development, Sriperumbudur – 602105, Kancheepuram –Dist.***Corresponding Author: Mr. D. Krishnaarjuna Rao**

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ABSTRACT

Employee is a key element of the organization. In the field of human resource management, training and development is the field concerned with organisational activity aimed at bettering the performance of individual and group in organisational setting. The success or failure of the organization depends on employees. Employee Development is one of the most important functions of Human Resource Management.

KEYWORDS: This study begins from the realization of the need to effectively administer.**INTRODUCTION**

Employee is a key element of the organization. In the field of human resource management, training and development is the field concerned with organisational activity aimed at bettering the performance of individual and group in organisational setting. The success or failure of the organization depends on employees. Employee Development is one of the most important functions of Human Resource Management. Employee development means to develop the abilities of an individual employee and organization as a whole so; hence employee development consists of individual or Group of employees and overall growth and development. Is sites pertaining to employee training and development practices are identified - reduction in turnover; responsibility for staff training and development, time constraints, variety of training methods and training frequency The introductory part provides brief overview related to employee training and development. The second part analyzes the views and studies of the past researchers related to employee training and development. In the end, paper presents the proposed model along with the discussion and conclusion.

Statement of the Problem

This study begins from the realization of the need to effectively administer the effect of employees training and development. Past researches proved a positive link between training and employee performance, as training brings benefits for the employee along with for the firm by positively impacting employee performance through the enhancement of employee's competencies and behaviour. Firms that focuses on shareholders and customer satisfaction realized the importance of

investing in training, and thus recognizes the worth of employee development. These unique physical features of the state will influence the researcher to undergo the current research entitled

OBJECTIVES OF THE STUDY

Through the relevant review of different studies, reports, periodicals and books, on the topic under consideration, following objectives could be drawn

- To study the meaning and importance of training.
- To identify the significance of employee training and development.
- To analysis the relationship between Training and development of employees.
- To develop guideline for assessing the employee training performance.

Scope of the Study

The present study will highlight the Employees training and development will also be analyzed in this research. Further the study will cover Only the area of Chennai District only because the researcher are living in the Chennai area.

METHODOLOGY

The study will be based on both primary data and secondary data. The major sources of secondary data will be collected from the various publications of report of ministry of Industry and ministry of commerce, books, periodical, magazines, and published records of the Govt and web site sources. For the purpose of collecting primary data with regard to the training and development of Employees, the researcher will carefully design separate interview schedule and the same will be

administered to the sample respondents living in different parts of selected area in Chennai District only.

REVIEW OF LITERATURE

In the fast pace changing world of business and environmental uncertainty, organizations realize its limitation of dealing with new challenges (Tai, 2006). However the further states that the firms should invest in training programs to make their employees competent enough to face uncertainties and take effective decision in time, in order to remain competitive in the market. Effective training is beneficial for the firm in variety of ways, such as, it plays a vital role in building and maintaining capabilities, both on individual and organisational level, and thus participates in the process of organisational change. (Valleet al.,2000). Moreover, it enhances the retention capacity of talented workforce, hence decreasing the unintentional job rotation of the workers (Jones and Wright, 1992; Shaw et al., 1998). Furthermore, it indicates the firm's long-term commitment towards its workers and increases the employee's motivational level (Pfeffer, 1994). All these contributions lead to a achieving competitive advantage (Youndtet al., 1996) and to an enhancement in employee performance and organisational productivity (Bartel, 1994).(Kalleberg, 1994; Huselid, 1995; Delery and Doty, 1996).

Analysis of Data and Interpretation

Data analysis is the next stages of collection of data. This part are raw data was interpreted and concluded the final results of the research.

Gender Wise Classification

Table 1: Gender Wise Classification.

S. No	Gender	No. of Employees	Percentage to Total
1	Male	90	90
2	Female	10	10
Total		100	100

Source: Primary Data

The employees are male and female. Hence, the variables called gender of the respondents is included in the study and it helps to employee level of involvement in the production activities.

Table 1 exhibited gender wise classification of the sample respondents. Table No.1 Shows that the majority 90 Percentage of the respondents is male category and remaining 10 Percentage is female.

It is inferred from the table that most of the respondents are male. Because of male group of employees mostly working in the business concern.

Age Wise Classification

Table 2: Age-Wise Classification.

S. No	Age	No. of Employees	Percentage to Total
1	Below 25 Years	10	10
2	25-35 Years	30	30
3	35-45 Years	40	40
4	Above 45 Years	20	20
Total		100	100.0

Sources: Primary Data

The Age play a major role of the training of employees, because based on the age, the banks offer the financial services. An individual should complete the age of 18 years. More over the employee who are old and middle aged will have an interest to save money. The youngsters are not like that and they like to enjoy their life by way of spending money rather than saving, The Researcher has classified their age like up to 25 Years, 25-35 Years, 35-45 Years and Above 45 Years. Table 2 explains the age-wise segmentation of the respondents.

Table No.2 Shows that the most of the respondents are 40 Percentage. 35-45 Years category, 20 Percentage of the respondents are age group above 45 Years, 30 Percentage of the respondents are between 25-35 age group and remaining 10 Percentage of the respondents are below 25 Years.

It is however noted from the table that majority of the online buyers belong to the age group between 35-45 Years and above 45 Years. Because these group of online buyers crossed the younger life and enter into the family life. They have responsibility to look after the family, children's education medical expenses and the like. Hence, such age group of the online buyers is having more online buyers access than the other age group.

CONCLUSION

The main objective of every training session is to add value to the performance of the employees. Hence all type of businesses design training and development programs of their employees as a continuous activity. Purpose of training is what employees would attain after experiencing the training program. The Research in the collection and analysis of results of studies, reports, periodicals and books related to the topic of study the researchers found that managers does not recognize about the importance of training and its effect on employee performance or they believe that training increases the company cost.

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CONFLICT OF INTEREST

We declare that we have no conflict of interest.

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