

IMPACT OF TRAINING AND DEVELOPMENT IN ORGANIZATION

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ABSTRACT

We are living in the 21st era, an era of changes, advancements, globalization and modernization. Training and development is considered one of the most important aspect of organization aimed at better performance of organization. It not only improves the performance of employees but also enhances the organization as a whole. It is the essence of is one of the imperatives of human resource management as it can improve performance at individual, collegial and organizational levels.

BENEFITS OF TRAINING AND DEVELOPMENT

In the earlier times, training and development was considered to be beneficial to only the young employees those demonstrate to have a high potential. But with the change in span of time organizations emphasized on the training and development of employees. Today various training programmers are conducted as per the need and demand of the organizations to fulfill its criteria. For a new task training must be given to employees so that they can easily cope with new task. It should be the responsibility of the organization to assured that employees have knowledge, skills and abilities, and these skills must be according to the required level of the job.

Employee's benefit a lot from training and development programs .They enhance their skills as well as upgrade their knowledge. Training increase organization's reliability for the reason that employees recognize their organization is spending in their future career. It has a positive effect on employees' performance .It effects the overall organization as employees who are skilled would work more effectively and perform better. It results in job performance and other positive changes.

The main object of every organization is to improve its performance but it can never be possible without the efficient performance of employees and its only possible by upgrading their skills and providing them training effectively.

Employees enhancement come through Training & Development .Training and Development brings positive attitude in employees. With training and development job knowledge increase in employees. Training and development teach the technique of performing a job to employees It enhance the skills of job of employees .Most of the employees consider training and development vital for job. Most of the employers consider training and development waste of time and waste of money .Most of the employers give training to their employees Training and development reduce the stress of the employees Skilled employees performance and productivity is more than the unskilled employees Performance and productivity increase due to the ability of the employees performance and productivity increase due to the enhanced competency of the employees High morale employees give better performance Performance and productivity increase due to the job knowledge Performance and productivity increase due to the technique of job Performance and productivity increase due to the positive attitude of employees. Performance and productivity greatly depend on T& T&D enhance the performance and productivity of the

employees as well as of the organization T&D reduce consumption of time and cost and increase performance and productivity

CHALLENGES IN TRAINING AND DEVELOPMENT

Due to the changing phase of the market, all organizations have a number of opportunities to grab and number of challenges to meet. Training imparts knowledge to the employees regarding different issues in the organization and the proper execution of these programs result in number of benefits such as development of profitable, adaptable as well as efficient organization and productive & contented employees. The success of any organization depends upon the quality of the work force. A high degree of quality of work life in the organization results in increased profits, higher employments and accentuating demands in the market. Improving the quality of work life is a continuous and progressive process of the organization. Quality of work life concerns with the requirements, needs, working environment and job design of the employees at workplace and if employees are trained, they will definitely work more effectively. Training programs may be reduced or eliminated, essential must remain intact to avoid future problems.

-Cultural Diversity

People from different cultures and background come and perform under one roof. As such they differ a lot in their speech and opinions which becomes a challenge for training and development. There are always employees who will refuse to accept the fact that the social and cultural makeup of their workplace is changing and hence it requires enhancement. A strategy must be created and implemented to create a culture of diversity that permeates every department and function of the organization. Training improves employee morale and satisfaction, company productivity and service quality improved. Human resources departments should emphasize the importance of training programs to its company's success.

Accepting Change

Adapting And accepting change is one of the major challenge. Change is the law of nature and accepting is also equally challenging. Changing requirement at work place, accepting challenges, people are work place is not everyone's cup of tea.

Individual Barriers

We human are all different in thinking, opinions etc. Learning is something an individual choice which cannot be forced upon. Even organizations learn through the individuals who learn. When people learn together, organization also grows together and even they act together. But as humans differ, some learn quickly while others are not able to adapt themselves to the learning while becomes a barrier .

Conclusion

The growth progress and development of any Organization depends upon its human resource, how much trained they are and how much the organization puts efforts to make them to be more creative as well as innovative. Employees are an important asset for any organization and training is a tool for actualization. It is therefore recommended that Individual should be more proactive and seek to be more creative and innovative to contribute their quota through their profession and skill. Employees who were trained on a regular basis are the ones who provide a higher quality services to the customers. Skilled man power will rise out of Training and Development which will also enhance their knowledge and bring better results.

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