

CONCEPT AND IMPORTANCE OF TRAINING

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Training

- Training is an organised activity for increasing the knowledge and skills of people for a definite purpose.
- Training is the act of increasing the knowledge and skills of an employee for doing a particular job.
- Organized activity aimed at imparting information and/or instructions to improve the recipient's performance or to help him or her attain a required level of knowledge or skill.

Concept of training

Training enables the employees to get acquainted with job and also increase their aptitudes and skills and knowledge. It makes newly recruited employees fully productive in the minimum of time. Even for the old workers, it is necessary to refresh them and to enable them to keep up with new methods and techniques as well as new machines and equipments for doing the work. Thus, training is not a 'one-step process', but it is a continuous or never-ending process because it increase the knowledge and skills of new employees in performing their jobs and serves as a refresher course for the old employees.

Importance of training



- ❑ Respond to technology changes affecting job requirements.
- ❑ Respond to organizational restructuring.
- ❑ Adapt to increased diversity of the workforce.
- ❑ Support career development.
- ❑ Fulfill employee need for growth.
- ❑ Serves as effective source of recruitment.
- ❑ It is an investment in HR with a promise of better returns in future.

Professional
training
delivery for
exceptional
results



METHODS OF TRAINING AND DEVELOPMENT



TRAINING AND DEVELOPMENT

- It is a subsystem of an organization. It ensures that randomness is reduced and learning or behavioural change takes place in structured format.



Two approaches of T and D

- Traditional approach
- Modern approach



TRADITIONAL AND MODERN APPROACH OF TRAINING AND DEVELOPMENT

- ***Traditional Approach*** – Most of the organizations before never used to believe in training. They were holding the traditional view that managers are born and not made. There were also some views that training is a very costly affair and not worth. Organizations used to believe more in executive pinching.





- ***Modern approach-*** It is that Indian Organizations have realized the importance of corporate training. Training is now considered as more of retention tool than a cost. The training system in Indian Industry has been changed to create a smarter workforce and yield the best results.



Thank you