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शक्ति उत्थान आश्रम लखीसराय बिहार

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STAFFING

Training and Development

Someone has rightly said: “If you wish to plan for a year, sow seeds, If you wish to plan for 10 years, plant trees, If you wish to plan for a lifetime, develop people.” Training and Development is an attempt to improve the current or future employee performance by increasing an employee’s ability to perform through learning, usually by changing the employee’s attitude or increasing his or her skills and knowledge. Need of Training and Development When jobs were simple, easy to learn and influenced to only a small degree by technological changes, there was little need for employees to upgrade or alter their skills. But the rapid changes taking place during the last quarter century in our highly sophisticated and complex society have created increased pressures for organizations to readapt the products and services produced, the manner in which products and services are produced and offered, the types of jobs required and the types of skills necessary to complete these jobs. Thus, as jobs have become more complex the importance of employee training has increased. Training and development help both the organisation and the individual. Benefits to the organisation The benefits of training and development to an organisation are as follows:

- (i) Training is a systematic learning, always better than hit and trial methods which lead to wastage of efforts and money.
- (ii) It enhances employee productivity both in terms of quantity and quality, leading to higher profits.
- (iii) Training equips the future manager who can take over in case of emergency.
- (iv) Training increases employee moral and reduces absenteeism and employee turnover.
- (v) It helps in obtaining effective response to fast changing environment – technological and economic.