

Internship.

Training And Development.

Human Resource Management (HRM), a relatively new term, that emerged during the 1930s. Many people used to refer it before by its traditional titles, such as Personnel Administration or Personnel Management. But now, the trend is changing. It is now termed as Human Resource Management (HRM).

Human Resource Management is a management function that helps an organization select, recruit, train and develop. Scope of HRM without a doubt is vast. All the activities of employee, from the time of his entry into an organization until he leaves, come under the horizon of HRM. The divisions included in HRM are Recruitment, Payroll, Performance Management, Training and Development, Retention, Industrial Relation, etc. Out of all these divisions, one such important division is training and development.

- **TRAINING AND DEVELOPMENT**

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

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. But now the scenario seems to be changing.

- **Modern approach**

Of training and development 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.

TRAINING DEFINED

It is a learning process that involves the acquisition of knowledge, sharpening of skills, concepts, rules, or changing of attitudes and behaviours to enhance the performance of employees. Training is activity leading to skilled behavior. · It's not what you want in life, but it knows how to reach it

- It's not where you want to go, but it knows how to get there.
- It's not how high you want to rise, but it knows how to take off.
- It may not be quite the outcome you were aiming for, but it will be an outcome.
- It's not what you dream of doing, but it's having the knowledge to do it.
- It's not a set of goals, but it's more like a vision
- It's not the goal you set, but it's what you need to achieve it. Training is about knowing where you stand (no matter how good or bad the current situation looks) at present, and where you will be after some point of time.

Training is about the acquisition of knowledge, skills, and abilities (KSA) through professional development.

ROLE OF TRAINING

IMPORTANCE OF TRAINING AND DEVELOPMENT

- **Optimum Utilization of Human Resources**

– Training and Development helps in optimizing the utilization of human resource that further helps the employee to achieve the organizational goals as well as their individual goals.

- **Development of Human Resources**

– Training and Development helps to provide an opportunity and broad structure for the development of human resources' technical and behavioral skills in an organization. It also helps the employees in attaining personal growth.

- **Development of skills of employees** – Training and Development helps in increasing the job knowledge and skills of employees at each level. It helps to expand the horizon of human intellect and an overall personality of the employees.

- **Productivity**

- Training and Development helps in increasing the productivity of the employees that helps the organization further to achieve its long-term goal.

- **Team spirit**

- Training and Development helps in inculcating the sense of team work, team spirit, and inter-team collaborations. It helps in inculcating the zeal to learn within the employees.

- **Organization Culture**

- Training and Development helps to develop and improve the organizational health culture and effectiveness. It helps in creating the learning culture within the organization.

- **Organization Climate**

- Training and Development helps building the positive perception and feeling about the organization. The employees get these feelings from leaders, subordinates, and peers.

- **Quality**

- Training and Development helps in improving upon the quality of work and work-life.

- **Healthy work-environment**

- Training and Development helps in creating the healthy working environment. It helps to build good employee relationship so that individual goals aligns with organizational goal.

- **Health and Safety**

- Training and Development helps in improving the health and safety of the organization thus preventing obsolescence.

- **Morale**

- Training and Development helps in improving the morale of the work force.

- **Image**

- Training and Development helps in creating a better corporate image.

- **Profitability**

– Training and Development leads to improved profitability and more positive attitudes towards profit orientation.

- **Training and Development aids in organizational development**

i.e. Organization gets more effective decision making and problem solving. It helps in understanding and carrying out organizational policies

- **Training and Development helps in developing leadership skills**

, motivation, loyalty, better attitudes, and other aspects that successful workers and managers usually display.