

## **SNS COLLEGE OF ENGINEERING**

Kurumbapalayam (Po), Coimbatore – 641 107 An Autonomous Institution Accredited by NBA – AICTE and Accredited by NAAC – UGC with 'A' Grade Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai



#### **COURSE NAME : 19BA202 – HUMAN RESOURCE MANAGEMENT**

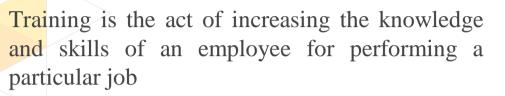
#### I YEAR /II SEMESTER

#### **Unit 3 – TRAINING AND EXECUTIVE DEVELOPMENT**

**Topic 1: Training & Development** 



## TRAINING



- Outcome of Training is learning
- A trainee learns new habits, refined skills and knowledge
- It enables to do present job and prepare him for future level job





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### **TRAINING - DEFINITION**

Training is the continuous, systematic development among all levels of employees of that knowledge and their skills and attitude which contribute to their welfare and that of the company.

 Training is the organized procedure by which learn knowledge and skill of an employee for doing a particular job.



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# **NEED FOR TRAINING**

New recruited employee require training to perform task effectively Necessary for existing employees for higher level jobs Existing employee require refresher training

- Necessary when person moves from one job to another job
- To bridge the gap
- To make employees more productively

# **TRAINING - OBJECTIVES**



Enhancing employee skills

- Updating employee skills
- Avoiding or delay managerial obsolescence.
- Preparing for promotion & managerial succession
- Motivating & preventing employee attrition
- Gaining organisational objectives



## TRAINING



### **AREAS OF TRAINING**

- Knowledge
- Technical Skills
- Social Skills

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### **TRAINING Vs DEVELOPMENT**

Dimension Meant for Focus Scope Goal Initiated by Content Time-Frame

Training Operatives Current Job Individual employee Fix current skill deficit Management Job related Information Immediate

Development Executives Current and future jobs Work group or organisation For Future demands Individual General Knowledge Long Term



# RECAP

# **QUESTIONS???**

# **THANK YOU**



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