

Training and Development



Every organization employs the most qualified employees and matches them to jobs for which they are best suited. Even then, these organizations are not able to keep pace with fast changing in technology and requirement of clients and find their employees out of place due to lack of appropriate training. Increasingly, training has become a business imperative as it offers a way of developing skills, enhancing productivity and quality of work, building worker loyalty to the firm, and most important, increasing individual and organizational performance to achieve business results. Now, managers and leaders have also realised that the key to business growth and success is through developing the skills and knowledge of its workforce.

We study training needs based on the complexity of the work environment, the rapid pace of organizational and technological change, and the growing number of jobs in fields that constantly generate new knowledge, and thus, require new skills. In addition, we use advances in learning theory which provides insights into how adults learn, and how training can be organized most effectively for them.

Our Training managers provide have the responsibility for the entire learning process, and its environment, to ensure that the course meets its objectives and is measured and evaluated to understand how learning impacts business results. They also evaluate training effectiveness to ensure that employees helps the organization meet its strategic business goals and achieve results.

Training methods include on-the-job training; operating schools that duplicate shop conditions for trainees prior to putting them on the shop floor; apprenticeship training; classroom training; and electronic learning, which may involve interactive Internet-based training, multimedia programs, distance learning, satellite training, other computer-aided instructional technologies, videos, simulators, conferences, and workshops.