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# An Evaluation of Training & Development Programmes of Personnal Policies of Moser Bear India Limited

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## Abstract

Training & Development Programmes are designed to improve knowledge, skills, and attitude and, thus the individual to be more effective in his present job or prepare him for a future assignment. However, individual's growth should not be taken as an end. From the point of view of an organisation, individual growth is a means to organisational effectiveness. The primary concern of an organisation is to exist to persist. The viability depends on the efficiency that an organisation achieves in meeting its goals and, thus retains its market share, in this context the objective of training can be summarised as follows. People are not satisfied if they continue to work in the same position for long. Mobility is a fact of life. One of the objects of training is to provide an employee as opportunity to climb up the promotional ladder. There are two ways to do this. One, people with potential can be identified and sent to appropriate training programmes to prepare them for future positions. The other could be to train them for the next level and wait for the opportunity to absorb them. So, a technician can be provided training to become an engineer. Whether training is for post-identification or pre-identification, it plays a significant role in the growth of individual employees. Another variation of this could be that an employee is promoted and then sent for training. In all cases, it helps an organisation to have trained manpower available and when needed. In this research paper we will study various programmes of Training & Development like Induction, Competency Development, Brainstorming, Task Analysis, Man Analysis, Problem clinic and Simulation and then evaluate Training & Development in Moser Bear India Limited.

**Keywords:** Training & Development Programmes

## Introduction

There are three areas of training—technical skills and knowledge, knowledge of organization and external systems, and conceptual and interpersonal skills. He suggests that the emphasis on these three must vary according to the level of the employee. The workers' training should focus on technical skills and knowledge followed by conceptual and interpersonal skills, and knowledge of organization and external systems. In the case of supervisors, conceptual and interpersonal skills should be emphasized followed by technical skills and knowledge, and knowledge of organization and external environment. As far as managers are concerned, the sequence is the same as that for supervisors except that the order of knowledge of organization and external environment, and technical skills and knowledge is interchanged. Many organisations are realising the need of having people who can innovate, think ahead, and provide new directions. This is a new area which is gaining significance because of need to move in different and newer area of growth. Organisations which have stagnated for long, need to identify certain individuals who are creative and show potential for innovation and send them to special training programmes designed to realise the new competencies. These programmes do not necessarily meet the job related requirements but are designed to induce certain special talents. Programmes on creativity, innovativeness, and the life are now offered by many agencies.

## Objectives of the Study

1. To study the different methods of Training and development
2. Evaluation of training and development in Moser Baer India Limited.