A STUDY ON THE EFFECTIVENESS OF TRAINING AND DEVELOPMENT PROGRAMS IN AJKEN TECHNOLOGIES (P) LTD, TRICHY

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ABSTRACT

In this paper, a systematic and web based approach will be provided to the employees. Once, training and development become a systematic process, linked to job objectives, identification of competencies and development opportunities will help to develop a training record, for each employee. This can be kept with their job description and appraisal notes. It is vitally important that, you talk with the employee again, after the training takes place, to evaluate the training, with regard to its effectiveness for the business and so that, the employee can see that you have a real interest in what they got from it, as an individual too. It is commonly agreed that, training and development is needed for research, regarding its effectiveness. However, before this can occur, there must be better understanding and agreement, as to what constitutes training and development. The purpose of the project, is to closely describe and analyze the field of training and development, in an attempt to determine its scope, goals, activities, participants, providers, and philosophical bases.

KEYWORDS: Human Activity, Intellectual Application & Philosophical Bases