ABSTRACT

In today’s competitive business scenario, the fact that distinguishes progressive organizations from the mediocre ones; is the quality of its skilled manpower. Given this cutting edge organizational attribute, it becomes imperative for organizations to focus on its training effectiveness and continuously review its impact on holistic development of concerned employees. This paper is based on an assessment of the Training and Development systems of a mid sized public limited manufacturing organization based in central India (Chhattisgarh). Through its evaluation of the prevalent Training and Development system of the organization (based on an empirical study conducted for a sample size of 223 employees); the paper aims to review the importance of this specific HR function and its effectiveness in employee development from the employee’s perspective during the growth stages of the organization. The aim is to understand the valuation of training and development for an organization operating with a traditional manufacturing mindset, wherein personnel management & industrial relations is given more preference than human resource development.

KEYWORDS: Training, Development, HRM, India, Manufacturing,