CHAPTER 6
FINDINGS

The findings of this research support the literature review in number of key areas. Organisations tend to recognise the need for, and potential of training programs for their existence. Employees training and development are important issues for an organisation and are of utmost priority. Since technological changes are taking place and the workforce is getting more and more diverse, training is must. A continuous improvement of training and development programs are important to measure its effectiveness. Training and development practices directly or indirectly benefit both to employees and the organisation as a whole. Employees and the organisation gain in the form of motivation, knowledge, communication, team work, change of attitude, trust, supervision and morale.

The findings of the present study are presented with the help of following points:-

1) The training practices are very well introduced and effectively implemented at Liberty shoes Limited.
2) Employees have a positive attitude towards the training practices of the organisation.
3) Employees are very much satisfied with the current training and development practices
4) The training needs are evaluated effectively in an organisation.
5) The training practices are organized at top and middle level of an organisation.
6) Management considers training as important part of the organisation.
7) These training and development practices have a positive impact on the productivity, quality of work and reduction of errors in the selected organisation.
8) It helped in boosting the morale of employees to a great extent and employees are motivated to perform effectively.
9) Training and development practices helped to some extent in reducing the supervision and increasing the trust of employees in an organisation.
10) These practices have helped in reducing the barriers of communication at different levels of an organisation.
11) Training and development practices have contributed in increasing teamwork and cooperation which has led to a positive attitude among employees to a great extent.