CHAPTER 8
CONCLUSION

Training and development practices in an organisation contributes in such a way that employees can enhance their dexterity. Training helps organisations in achieving their strategic objectives and gives organisation a competitive edge.

In this context, organisations train and develop their employees to the fullest advantage in order to enhance their effectiveness.

It is not just sufficient to conduct a training program. Organisations should evaluate whether training and development programs are effective and producing desired results. So proper evaluation is the base of effective training.

Training evaluation should be a regular system in every organisation.

- Training programs main objective is to improve the productivity of the employees which in turn will improve the company’s profitability. Through training programs, employees skill level is upgraded which will make the employees more productive.
- The objective must be specific, measurable, achievable, realistic and timely and unambiguous.
- Training program is also set up to help employees get used with new roles and responsibilities usually after promotion when an employee gets promoted from one level to next level, skills required to do his/her job changes and training programs are essential in equipping the employees with the new skills.
- Training program is also a way for the company to showcase to its employees that it cares for employees self development. This plays a big role in increasing the loyalty that an employee feels towards its organisation.
- Employee’s feedback on a training program is essential to understand the effectiveness of a training program.
- It is important to get employees opinion before the creation of new training programs.

Training and development ultimately upgrades not only the performance graph of employees but also of the organisation.
It has been rightly said, employees development is the key to sustain organisational development.

The 21st century will belong to those organisations, which are able to learn faster than their competitors.

Training improves the drive, initiative and quality of work of the employees, increases communication, team spirit and morale among the employees and thus assists them to be more committed in achieving the goals and objectives of the organisation and this has the tendency of enhancing effectiveness among employees within the organisation.