PREFACE

With the business environment getting competitive every day, every public sector undertaking worth its salt wants to be ahead of the competition. And the best way to achieve that edge is ensuring optimum level of performance from its employees. Globalization has led to competition and competency gaps. In order to plug these gaps, focused training has become the need of the hour.

In such competitive scenario striving for change amidst pressures of Soft Skill and Technological Development, HR Managers and trainers need to acquire a considerable amount of Training skills in training need assessment, designing and choosing effective methods and management of training is increasingly being recognized as an activity which complements other management functions in providing the necessary input to create competitive edge for all sectors of our economy i.e., industry, agriculture, health services, and education etc.

The present study deals with Training and Development Programmes of public sector undertakings in India in which an attempted has been made to evaluate and assess the needs of training to gear and cheer growth of public sector undertakings throughout the country.

More over this chapter aims at developing a deeper understanding concerning the personnel employed in Public Enterprises (PEs) in India. This Study makes an elaborate analysis of their background, work traits, conditions under which they asked to function, their senior-subordinate relationship, the performance appraisal systems which apply to them, and the training and management development strategies which are undertaken to integrate them with the prosperity of PEs.