PREFACE

Well trained employees are key to a business’ success. It has been demonstrated that the best and gainful workers are the individuals who have received extensive training and advancement. These clusters of workers can be depicted as the cream of the product that frequently has the most grounded stake in an organization's future.

First chapter elaborates the concept of Training & Development, importance, methods and objectives of training & development. It further explores the applicability of the training and development as a source of competitive advantage.

Second chapter emphasis on an extensive summary of NTPC in India and brief introduction of NTPC at Anta as a background of this study. NTPC Limited (previously known as National Thermal Power Corporation Limited) is an Indian Central Public Sector Undertaking (CPSU) under the Ministry of Power, Government of India, engaged in the business of generation of electricity and allied activities. The study is conducted with special reference to NTPC Anta, Rajasthan.

Third chapter gives a description about research methodology pertaining to this research. It includes review of literature, relevance, objectives, hypotheses, scope, research design, data collection method and tools & techniques which is used for hypotheses testing. Different available research papers have been reviewed that helps to find out the research gaps. On the basis of research gaps different objective and hypothesis have been formulated and as a tool structured questionnaire with close ended options on five likert scale has been prepared. The questionnaire is filled by 329 respondents of NTPC that are located at Anta. Data is collected includes primary and secondary data.
Fourth chapter furnishes data interpretation and analysis includes tabulation of data and graphical interpretation of every factors of training & development and employee performance that has been included in questionnaire. Test that were applied for analysis purpose are factor analysis, reliability, correlation & regression analysis. One way ANOVA, one sample t test. Under findings things that are observed while conducting research was also included.

Last chapter presents the detailed conclusion of the research. It also gives the major findings and suggestions are based on entire data analysis and interpretation. Scope for further research has also been included in this chapter.

This research work contains the detailed study of the Effectiveness of Training and Development on Employee Performance: A Study of National Thermal Power Corporation. It will definitely contribute a great help to further researchers to expand their learning and are provide help in taking reference as secondary data.