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This research work seeks insight into the valuable ideas and experiences from the personnel of both public and private sector regarding changing business scenario and HRD challenges, organizational transformation (such as down sizing of the manpower) and restructuring, managing performance and productivity enhancement managing diversity, developing and learning capabilities and aligning HRD to Business. Since prosperity of organization calls for shared cooperation social at the time when threshold of transformation is most needed.

The purpose and benefit of the study are manifold in aiding, expanding, and improving a basis for planning, organizing, implementing, evaluating and better improvement of training and development programme to activate all those who are concerned, it could be useful for HR professionals, and trainer who involved in the art of building the competences of their employees for the accomplishment of the organizational goals.

Every chapter begins with the contemporary vignette drawn from the real world. The opining vignette set a relevant application for all and helps to relate the more theoretical content of each chapter to real events.

The Thesis begins with introductory information pertaining to the significance of study relating to HRD and training. Outbreak of industrial revolution and establishment of industries all over the world. This has also brought drastic changes at workplace. Different techniques of human resource management such as Personnel Management, Human Resource Management and Human Resource Development at work etc were gradually emerged. Sustain growth and development of employee through continuous and on going training and development programmes has became a developmental agenda of the industries.

Second chapter combines an understanding of the studies done in the said area and the contribution for growth of the subject. An attempt is done to review the relevant literature pertaining to the subject.

Third chapter deals with the method of study, the set objectives, and the research questions, alongwith the design and schematic picture relating to data collections and limitations thereof.
Fourth chapter presents the analysis and interpretation of data in table and diagrams.

Fifth chapter presents the discussions about the foregone results described in the with the supportive material. Conclusions are presented alongwith workable suggestions are drawn. Avenue for further research have also been outlined.

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