PREFACE

In the field of human resource management, training and development is the field concerned with organizational activity aimed at the betterment of the individual and organizational performance. The goal of training and development is to create an impact that last beyond the end time of the training itself. In general, training and development is a learning of content as a means for enhancing skills development and improving work place behaviour.

Training and development, is the official and ongoing educational activities within an organization designed to enhance the fulfilment and performance of employees. Training and development programs offered by a business might include a variety of educational techniques and programs that can be attended on a compulsory or voluntary basis by the staff.

The purpose of this research work is to assess the to impart to new entrants the basic knowledge and skills required for efficient performance definite task, assist the employee to function more effectively in their present position by exposing them to the latest concept information and concepts information and techniques and developing the skills they would require in their particular fields, build up a second line of competent officers and prepare them to occupy more responsible position and broaden the minds senior managers through interchange of experience within and outside so as to correct the narrow out caused due to over specialization on the level of training and development and secondly the relationship with number of demographic variables (age, gender, management level, experience).

Chapter First this begins with the introductions to Training and Development. It define the concepts with numerous of definition specified by the experts of the field. Every expert defines the theme in diverse ways. The first part of this chapter further features the difference, purpose, importance, aims and responsibilities of training and development. Second part
the chapter deals with the brief profile of electronic industries in India. It focuses on the present setting of two prominent origination of the industry that are – (LG & VIDEOCON).

Chapter Second this chapter has been divided into two parts. The first part of the chapter deals with the extensive literature review. The basic purpose of literature review is to choose a problem and to completely understand the problem chosen to investigate. Part second discuss the method use in caring out this study. It throws light on the objectives and the rational of the study. Research issue such as design, area of the study, source of the data collection, discriptionation of research questionnaire, target population, sample size is presented. It also elaborate the hypothesis uses in the research work.

Chapter Third the chapter gives the details of training programmes going on in LG. Electronics. The chapter start with basics philosophy of training and development. Further, it studies the talent management of LG. Electronic. The training programmes initiated globally as well as in India, are studied here. The researcher collected the details from the training schedules and calendars of organizations. The chapter with the evaluation process of LG. Electronics. In L.G. Electronics, both qualitative and quantitative methods are used for training evaluation.

Chapter Fourth the present chapter gives the details account of training and development programme going on in Videocon electronic India. The training programme initiated globally as well as in India. Videocon offer executive education programme for employees, focused on strategy, customer focus, leadership, talent management, and finance and commerce skill. This chapter also start with basics philosophy of training and development, further it studies the talent management of Videocon electronic in India.

Chapter Fifth this chapter provides the empirical findings from the data collection. The chapter is presents the data analysis and their statistical analysis. The studies examine the various issue employees training and development. Experienced by managers. This study placed special emphasis on the different
in training approaches between two companies. The training approach has been classified in different phases or stages. The study is Rajasthan based so the data is collected from the branches of these organizations is used for analysis in fifth chapter.

Chapter Six this chapter is separated in two parts. First part arriving at logical conclusion, Data characteristics and sample profile and the second part is related to findings, suggestions and conclusion. Findings and suggestions usually from an important part of a thesis debrief and documents. It is a synthesis of a key point.