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Importance of Training in An Organisation

In an ever changing and fast paced corporate world, training and development is an indispensable function but in today's scenario Training and development is one of the lowest things on the priority list of most companies. When it's organized, it is often at the persistence of the human resources department. There is, however, enormous value in organizing proper training and development sessions for employees. Training allows employees to acquire new skills, sharpen existing ones, perform better, increase productivity and be better leaders. Since a company is the sum total of what employees achieve individually, organizations should do everything in their power to ensure that employees perform at their peak.

Here are a few reasons that demonstrate the importance of training and development:-

- When a performance appraisal indicates performance improvement is needed
- To benchmark the status of improvement so far in a performance improvement effort
- As part of an overall professional development program
- As part of succession planning to help an employee be eligible for a planned change in role in the organization
- To pilot, or test, the operation of a new performance management system
- To train about a specific topic



5. And other General Benefits:-

There are numerous benefits Training and development provides to an organization some of these include Increases job satisfaction and morale among employees, Increases employee motivation, Increases efficiencies in processes, resulting in financial gain, Increases capacity to adopt new technologies and methods, Increases innovation in strategies and products, Reduces employee turnover and Enhances company image, with the help of conducting ethics training

How training is helpful in organization

When the organization invests in improving the knowledge and skills of its employees, the investment is returned in the form of more productive and effective employees. Increased productivity: Training and development directly improves efficiency and productivity of employees

Employees who have attended the right trainings needs lesser supervision and guidance. Training develops necessary skill sets in employees and enables them to address tasks independently. This also allows supervisors and management to focus on more pressing areas.

Training and development programs can have a huge impact on a company. Like every other function in a company, training and development should be focused on producing targeted and tangible results for the business. The key is to treat it seriously and consider it a capital investment and make it results-driven.

These above points also leads us to mention one very important aspect important for Organizational Development i.e. Skill Development and for understanding it efficiently we need to see this in detail.

Why Skill development is necessary for India?



In today's age of globalization and technological volatility, skill building is an important instrument to increase the efficacy and quality of labor for improved productivity and economic growth. Skill Development is a powerful tool to empower individuals and improve their social acceptance.

Corporate Social Responsibility (CSR) is a concept whereby companies integrate social and environmental concerns in their business operations and in their interaction with their stakeholders on a voluntary basis.

In the present Indian scenario, skilling is emerging as an important agenda towards developing the nation. With the rapid growth in every sector, there has

emerged the need for skilled manpower to accelerate the development process. Therefore, to fulfill the growing demand for skilled workforce and boost the economy, the CSR wings of corporate entities are coming up to skill the youth, through direct involvement or collaboration with the non-profits.

The country presently faces a dual challenge of severe paucity of highly-trained, quality labour, as well as non-employability of large sections of the educated workforce that possess little or no job skills. The skill development issue in India is thus pertinent both at the demand and supply level. To meet the demand side challenge, consistent efforts are being made towards expansion of economic activities and creation of large employment opportunities. On the supply side, a simple look at the projected youth population provides a fair reason to believe that India has the strength to cater to this demand. However, the employability quotient is questionable and remains a major area of concern. Already huge gaps exist between the industry requirements and the level of skills of workers due to varied reasons including inadequate training infrastructures, inappropriate





mix of skills and education, outdated curricula, limited industry interfaces, limited standards, etc.

Moreover, there is a disconnect between the formal education system and work requirements, compounding the challenges related to the skill gap. A concerted action is thus required on the supply side to ensure sustained employability of the Indian youth. Extensive efforts to skill the workforce are required, both in quantity and quality. Transforming the skill development ecosystem and making it responsive to needs of both industry and citizens one requires a scalable, efficient and comprehensive vocational training ecosystem to meet future requirements.

The Apprenticeship Act of 1961: Apprenticeship programmes in India

are governed by The Apprentice Act of 1961 and the Apprenticeship Rules of 1992. The Apprentice Training Scheme is implemented by the ministries of Labour and Employment and Human Resource Development.



The Ministry of Labour and Employment oversees ‘trade apprentices’ through six regional offices. The Ministry of Human Resource Development oversees ‘graduate, technician, and technician (vocational) apprentices’ through four boards located in different cities.

The Act regulates program of

training of apprentices and makes it obligatory for employers in both public and private sector establishments to have training infrastructure





as detailed in the Act. This has been primarily to ensure trainees get optimum access to real work environment and on-the-job training. One of the objectives of apprenticeship was also to ensure that employers get skilled workforce having adequate exposure to real work environment.

Amid unemployment tensions, 70% of Indian youth lack awareness about the much publicized skill development program run by the government to boost employment, a major study has revealed. Often times, youth is confused between interest and aptitude. Parents need to help them see the difference between the two and help them choose a career in which they can be successful.

The preferences of youth and companies recruiting for jobs also vary. While young people are flexible about mobility but companies are focusing more on hiring locals. Enterprises in customer services, sales, information technology support, accounting and auditing may witness growth in their hiring process but young people are attracted towards sectors which is expected less growth in coming five years.

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