

To Study the Impact of Training and Development Programme of Teachers at Schools

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Abstract:

Partial knowledge is an impotent suffix to theoretical knowledge; one cannot depend upon the theoretical knowledge. Classroom make the fundamental concept clear, but practical survey in a firm has significant role to play in a subject of Business Management to develop managerial skills, it is necessary that they combine their classroom's learning with the knowledge of real business environment. In this background this report is placed before the esteemed Academic Professionals/Management. The Report of the project entitled "Training and Development in Schools with Special Reference to Visakhapatnam " has not only helped me to enhance my knowledge about various fields of Human Resources & Company responsibilities towards their welfare but also gave new dimensions to gain knowledge about psychology & attitude of the Employees towards the work & their duties.

Key Words: Training and development, Attitude, Responsibilities, etc.

Introduction:

Training and development is vital part of the human resource development. It is assuming ever important role in wake of the advancement of technology which has resulted in ever increasing competition, rise in customer's expectation of quality and service and a subsequent need to lower costs. It is also become more important globally in order to prepare for new jobs. In the current write up, we will focus more on the emerging need of training and development, its implications upon individuals and the employers in schooling education system.

Noted management author Peter Drucker said that the fastest growing industry would be training and development as a result of replacement of industrial workers with knowledge workers. In United States, for example, according to one estimate technology is de-skilling 75 % of the population. This is true for the developing nations and for those who are on the threshold of development. In Japan for example, with increasing number of women joining traditionally male jobs, training is required not only to impart necessary job skills but also for preparing them for the physically demanding jobs. They are trained in everything from sexual harassment policies to the necessary job skills.

Training & Development Need = Standard Performance – Actual Performance

Before we say that technology is responsible for increased need of training inputs to employees, it is important to understand that there are other factors too that contribute to the latter. Training is also necessary for the individual development and progress of the employee, which motivates him to work for a certain organization apart from just money. We also require training update employees of the market trends, the change in the employment policies and other things.

The following are the two biggest factors that contribute to the increased need to training and development in organizations:

1. **Change:** The word change encapsulates almost everything. It is one of the biggest factors that contribute to the need of training and development. There is in fact a direct relationship between the two. Change leads to the need for training and development and training and development leads to individual and organizational change, and the cycle goes on and on. More specifically it is the technology that is driving the need; changing the way how businesses function, compete and deliver.
2. **Development:** It is again one the strong reasons for training and development becoming all the more important. Money is not the sole motivator at work and this is especially very true for the 21st century. People who work with organizations seek more than just employment out of their work; they look at holistic development of self. Spirituality and self awareness for example are gaining momentum world over. People seek happiness at jobs which may not be possible unless an individual is aware of the self. At ford, for example, an individual can enroll himself / herself in a course on 'self awareness', which apparently seems inconsequential to ones performance at work but contributes to the spiritual well being of an individual which is all the more important.

The critical question however remains the implications and the contribution of training and development to the bottom line of organizations performance. To assume a leadership position in the market space, an organization will need to emphasize on the kind of programs they use to improvise performance and productivity and not just how much they simply spend on learning!

This study has the following objectives:

- To estimate the performance of employees.
- To know the necessity of training among employees.
- To enquire the employees about their opinion on training.
- To know the number of techniques in training.
- To prove that training and development is necessary for any kind of organization.

The data is collected by questioning the employees of various schools in the region of Visakhapatnam, using structured questionnaire.

Review of Literature:

Training is the best thing that is considered as an integral part of the organizational activities for its success and development through its employees.

When training is effective it can be, “the best thing that ever happened for the worker aside from the union organizations... (Robin Smith Mathis, Texas A&M University)

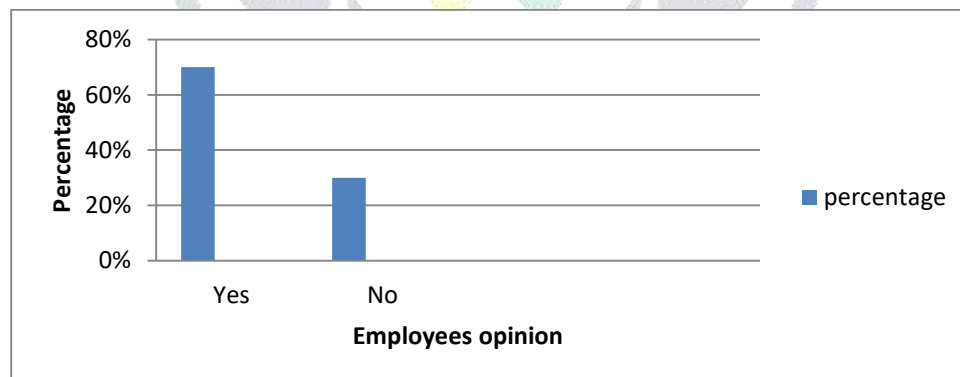
Training and development programs play a vital role in every organization. These programs improve Employee Performance at workplace, it updates Employee Knowledge and enhances their personal Skills and it helps in avoiding Managerial Obsolescence (R. Sudhakar and Dr. S. Rabiyaathul Basariya)

Training depends to a large extent on teaching and teaching in turn depends on various methods of instruction. Instruction by the trainer can be made through different methods; medium and the effectiveness of training depend on the most suitable one for a particular programme. The trainer or instructor must find the best combination of various teaching methods that meet the needs or objectives of the programme. So, the right selection of teaching method becomes more essential for effective training.

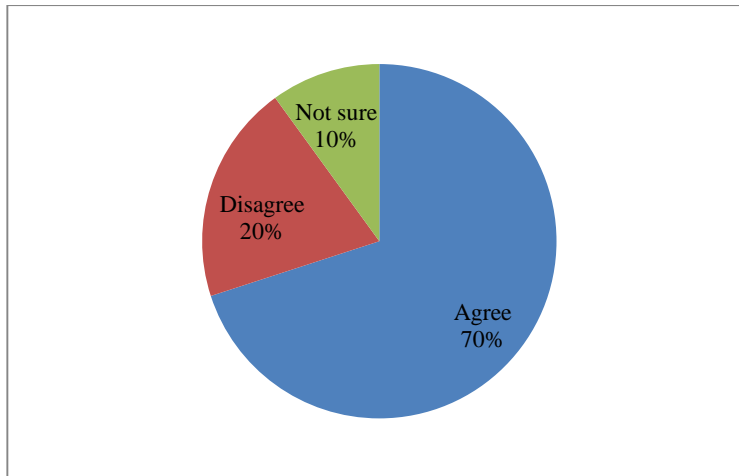
The training and education can affect the organizational performance by two ways. The first is means of increase in knowledge and skills, which improves customer satisfaction. The second is the staff retention, which is underpinned by staff satisfaction. (Chidambaram Vijayabanu , Ramachandran Amudha)

DATA ANALYSIS:

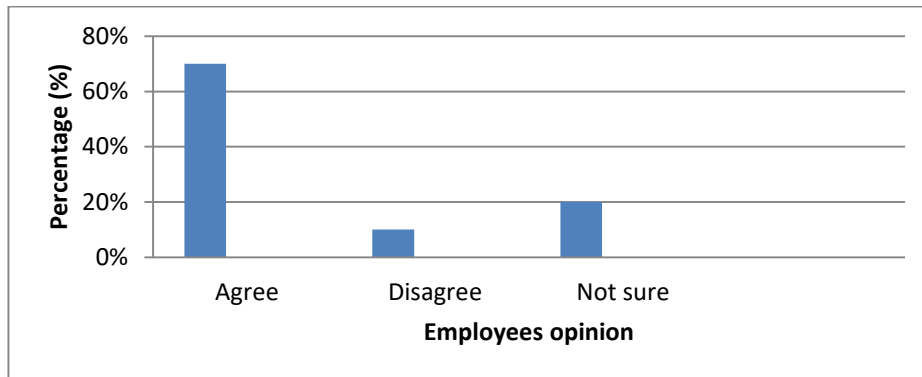
1. Have you had any form of training since you joined?



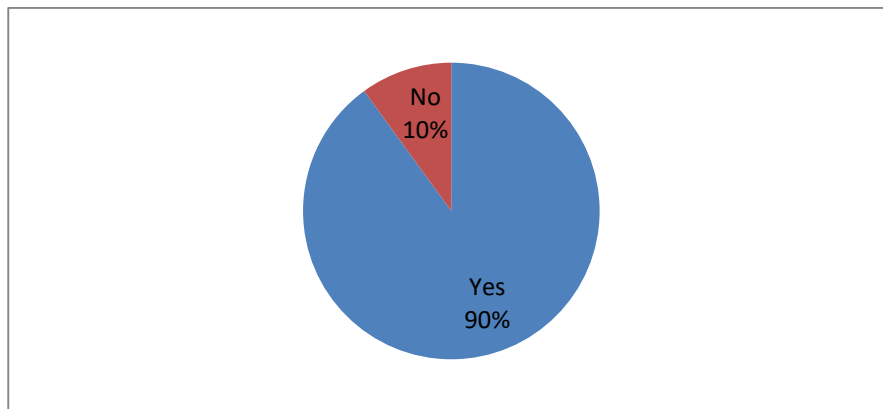
2. Do you need training for improvement of skills and knowledge to work in schools?



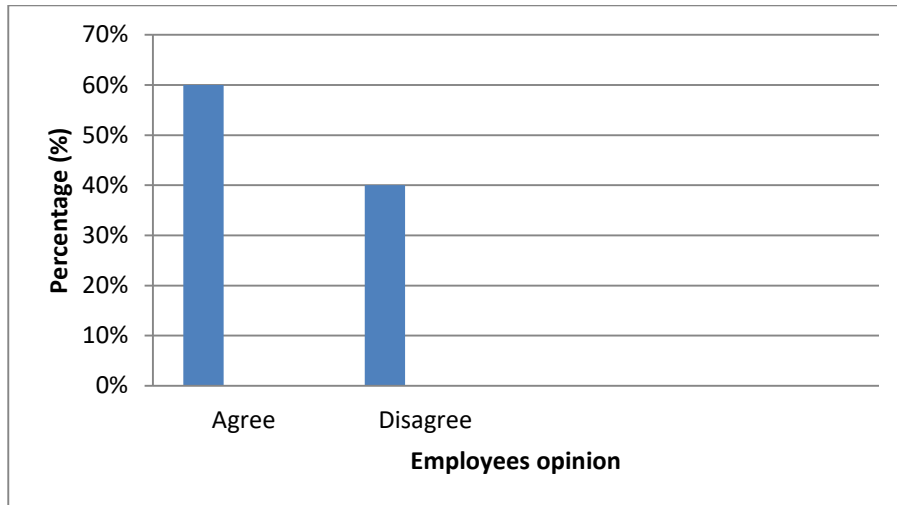
3. Do you feel that your efficiency at work would improve by frequent training sessions?



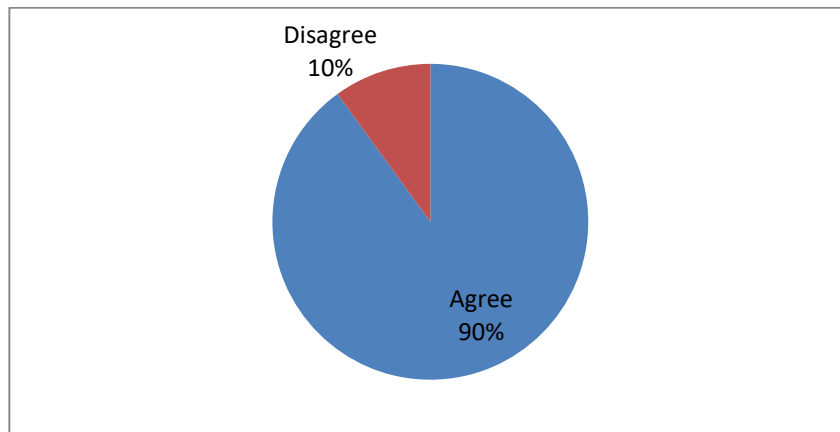
4. Do you agree that regular training to employees improves proficiency?



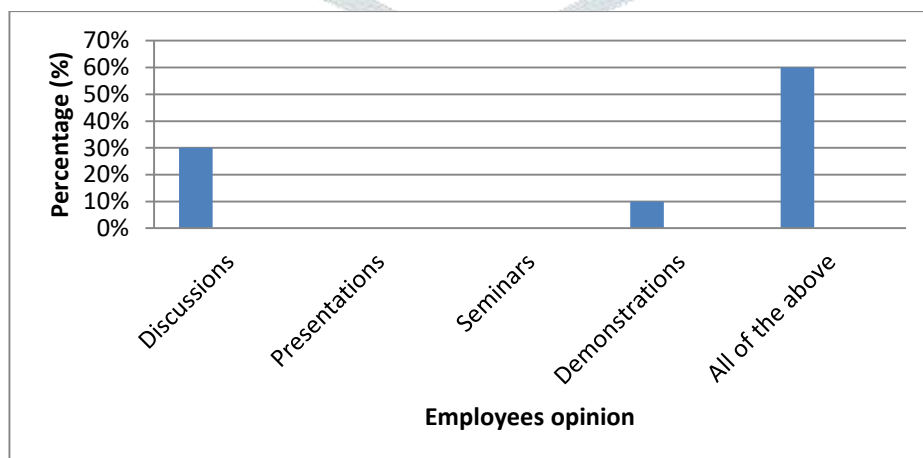
5. Do you feel that your organization is striving towards employee engagement through training and development



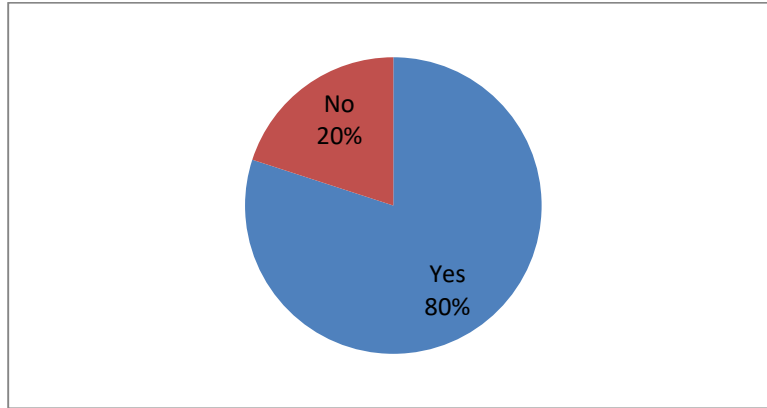
6. Do you feel that training and development helps in carrier progression and allows you for additional responsibilities



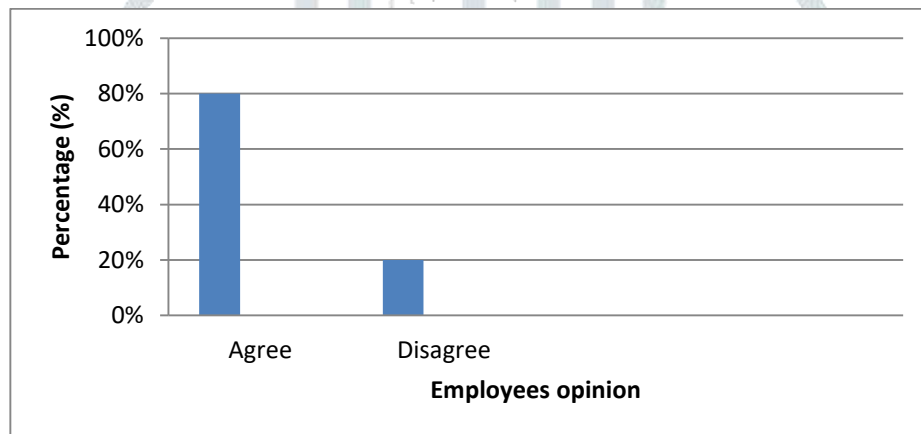
7. In your opinion training should be through



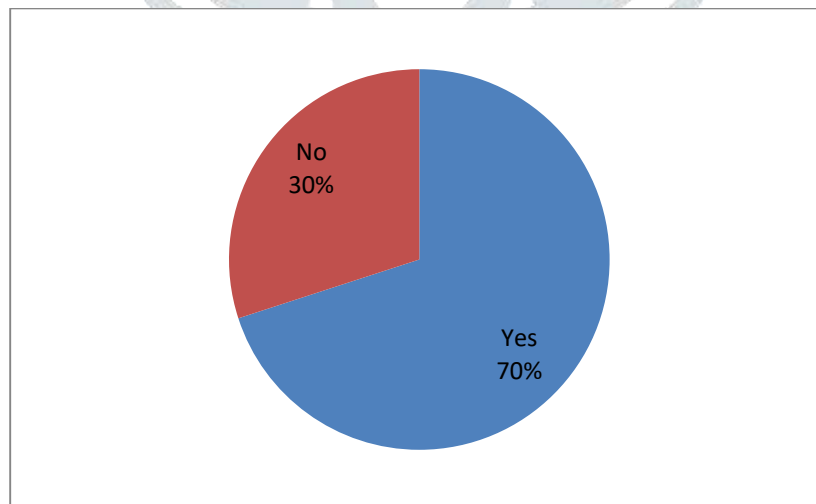
8. Do you feel that internal training helps the employees to develop common working procedures and strengthen internal relationships



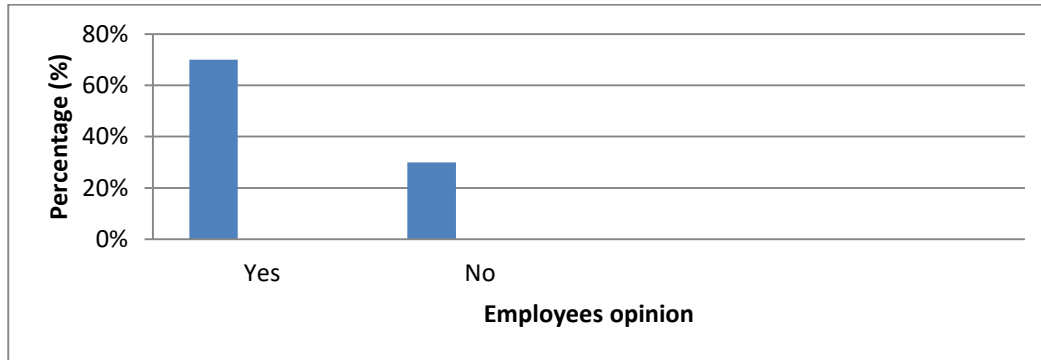
9. Do you feel that training helps the organization to retain their best employees and make the organization more effective



10. Do you feel that training and development are the key factors and direct route to compete with the competitors



11. Do you feel that you require further training for motivation towards performance improvement to enable you contribute to increased productivity



Findings:

1. It is identified through the study that 90% of employees are agreed that training and development helps in career progression and allows them for additional responsibilities.
2. It is observed that 60% of employees are agreed that the organizations are striving for training program to improve employee engagement.
3. Through the survey conducted, from the employee perspective it is identified that internal training helps the employees to develop common working procedures and strengthen internal relationships.
4. 70% of employees are agreed that training and development are the key factors and direct route to compete with the competitors.
5. 60% of employees are agreed that their organization is striving for training program to improve employee engagement.

SUGGESTIONS:

- Many of the schools need to improve the training techniques and adopt the new and innovative methods of training
- The organizations have to concentrate highly on new trainers by increasing employment opportunities.
- The organizations should encourage the personal training techniques and methods to develop employee interactions.
- Frequent training and development sessions should be conducted to improve work efficiency.

CONCLUSION:

Training and Development plays crucial role in any organization. It presents a prime opportunity to expand the knowledge base of all employees, but many employers find the development opportunities expensive. Despite the potential drawbacks, training and development provides both the organization as a whole and the individual employees with benefits that make the cost and time a worthwhile investment. It allows employees to acquire new skills, sharpen existing ones, perform better, increase productivity and be better

leaders. Like every other function in your 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.

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