

Meaning and objectives of training

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Subject:-Commerce

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Introduction:

Training is most important for development of business. Management means the art of getting work from other. But if executives don't have the skill and knowledge of technique, they will fail in getting work from their assistant .so every executive must have knowledge of the management. Training is concerned with the increasing the knowledge, skill, willingness, ability, moral of employee for doing jobs.

Meaning:

Training means providing proper knowledge for doing specific job or work. Training means teaching the worker to do their work easily and more efficiently. Training is an act of increasing knowledge, skill, ability, willing, moral, and efficiency of an employee for doing a specific job.

Objectives of training:-

➤ **Increase productivity:-**

Productivity includes all the resources of production. Productivity depends on worker only. so through which training increasing efficient of employee for doing specific job due to production will be increase .so an employee is to be given training of the different sources of production and other techniques in order to increase production.

➤ **Aim to maintain the quality:-**

Maintenance of quality is one of the important aspects for development of business. To stand in the present business competition weight age is given not only to price of the product but also to maintain the quality of the product. For maintenance of quality training is must required.

➤ **Aim to promote moral and good relationship:-**

Training is important for improve moral of employee for effective work. To increase the moral of all employee s working in an organization to increases the since of

responsibilities and feeling of co-operation in an employee and to development industrial relations with various parties, training is given to an employee.

➤ **Aim to awareness about responsibility:-**

Training is required of awareness about responsibility of employee in the organization. Proper knowledge about obligation against duties is required in every organization.

➤ **Object of best performance:-**

The main objectives of training are best performance by the employee in the organization. Contribution from employee is more require for development of business, through which providing training employee can better perform in the organization. For the best performance of an employee a special training is given to him for his work.

➤ **Object to buildup second line of competent employee:-**

When employee leave away business units because of any reason at that time question always arise that that will hold that post? Considering this fact second line of competent employees are required and for this purpose training is given to them.

➤ **Object to provide the knowledge of latest technology:-**

At modern time in the business use various technological equipment for high production. So proper knowledge regarding technical equipment is requires.through which training this is possible. To provide latest information, concepts of technology, training is to an employee.

➤ **Effective management:-**

Training is more useful for effective management. Training can be used as an effective tools of planning and control. It helps in reducing the cost of supervision. It is more useful for increasing productivity and quality.

➤ **Object to increase skill and ability :-**

This is one of the important objects of training. Training provide to employee for increasing skill and ability for doing particular job

➤ **Reduction of labor turnover rate:-**

Training creates feeling of confidence in the mind of the workers. It gives them security at the workplace. As a result, labor turnover rate are reduced.

➤ **Aims to increase willingness for work:-**

Willingness is important for increase productivity of business. Training is more useful for increasing willingness of employee for doing specie job.

➤ **Object to meet changing requirement of job:-**

To prepare the employee to meet the present and changing requirement of job, training is given to an employee. So this is one of the important objectives of training

➤ **Industrial safety:-**

Trained workers can handle the machines safely. They know use of various safety instruments in the factory. So industrial accidents are reduced.

Conclusion:-

Trained worker s and executives are the wealth and assets of the company. Today management spent certain time and money for worker's training. The main reason is the t it is useful for management in every field. Not only for increasing production, and quality, but also to decrease the rate of accident labor turnover rate, and increase the reputation of business, training is required. Training useful to increase ability of worker for doing particular job.

