Factors Affecting Training and Development Programs – An Empirical Study of Punjab

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Abstract

Training as a process has a direct impact on performance and competitiveness of an organization. Training being a primary HRD intervention comes to rescue of HR managers across different industries while facing challenges of skill enhancement, retention, succession planning, cost cutting etc. Design and conduct of training programs if handled carefully, can go a long way in yielding increased performance. The present study has been undertaken in the manufacturing sector of Punjab to identify the factors influencing the training and development programs. The findings of the study can assist managers to incorporate improvements in the existing training process and achieve the desired results.

Keywords: HRD, Training, Employee Development, Skill Base, Leadership Training, Personal Skills.

Bibliography


