A STUDY ON TRAINING AND DEVELOPMENT PROCEDURE ADOPTED IN ISEES Technologies LLPAT MAHAD

Miss. Ishrat Mohammad Ali Sange

Abstract

This abstract provides an overview of the training and development process at ISEES Technology, a leading tech firm specializing in innovative solutions. ISEES Technology prioritizes a comprehensive and dynamic approach to employee growth and skill enhancement. The company's training program encompasses a blend of traditional and modern methods, tailored to individual employee needs and organizational goals. Key elements of ISEES Technology's training and development procedure include:

Needs Assessment: Before embarking on any training initiative, ISEES conducts thorough needs assessments to identify skill gaps and areas for improvement among employees.

Customized Training Modules: Based on the needs assessment, personalized training modules are designed. These modules cover a wide range of topics, from technical skills to soft skills such as leadership and communication.

Interactive Workshops and Seminars: ISEES Technology organizes regular workshops and seminars conducted by industry experts. These events provide employees with opportunities to learn from leaders in the field and stay updated on the latest trends.

E-Learning Platforms: Recognizing the importance of flexibility and accessibility, ISEES offers e-learning platforms where employees can engage in self-paced learning. These platforms host a variety of courses ranging from coding languages to project management techniques.

Mentorship Programs: To foster a culture of continuous learning, ISEES Technology has established mentorship programs. Experienced employees are paired with newer team members, providing guidance, knowledge transfer, and support.

Performance Evaluation: Regular performance evaluations are conducted to assess the effectiveness of the training programs. Feedback from employees is also actively sought to improve future training initiatives.

In conclusion, ISEES Technology's training and development procedure is a multifaceted approach aimed at empowering employees with the skills and knowledge necessary to excel in their roles.

Introduction:

Trained staff is the most valuable asset of an organization. So, every organization irrespective of its nature should provide training to all of its personnel in order to meet the challenges of survival and growth. An employee's present specifications may not exactly meet the organization requirements irrespective of his past experience, knowledge, skills, qualifications etc. for this reason the management identifies the differences or gaps between employee specifications and job and organizational requirements. Training is required to bridge these gaps by developing and molding the employee skills and abilities in tune with organizational requirements. In order to survive and grow, the organization must continuously adopt to the changing environment. For this purpose, it should upgrade its capabilities by conducting training programmers which foster the initiative and creativity of employees and help them to prevent the obsolescence of skills. As technology is changing very fast, an organization in order to be effective should adopt the latest technologies like mechanization, Computerization and automation. Increasing use of latest technologies and techniques require good training for this purpose the organization should train the employees to enrich them in the areas of changing technical skills and knowledge.

Training also become necessary when there is internal mobility i.e., when an employee is promoted or when there is some new job or occupation to performed due to transfer. When an employee is chosen for higher level jobs, he/she should be trained before assigning the responsibilities. As the approach to HRM has shifted from commodity approach to the partnership approach beyond human relations approach, management has to maintain sound human relations in addition to maintaining harmonious industrial relations, so, training in human relations is necessary to deal with problems like transfer, interpersonal and inter group conflicts and maintain sound human relation. The Employee specifications with the job requirements and organizational needs. Management finds deviations between employee present specifications and the job requirements and organizational needs. Training is needed to fill these gaps by developing and making the employee's skills knowledge, attitude, behavior etc., to the turn of the job requirement and organization.

Statement of Problems: -

The statement of problem included various factors such as knowing the training and development facilities to the employees and also to know what best effort has been put in by the firm to improvise it so that it can be utilized effectively and efficiently by the employees in the organization. This project is just a

study of single organization namedISEES Technologies LLP (Mahad).

Review of Literature: -

Closing the skills gap is now a critical area of human resource development for organizations to continuously penetrate the market. Skills gap basically threatens the productivity and competitiveness both in organizational and operational levels. This requires that human resource management professionals should start the cultivation of the workforce from the recruitment period. However, this is not easy considering that there are specific works which require customization of skills and that not all newly hired employees acquire social skills aside from the basic skills. In responding to the challenges of the skills gap and skills deficiency, HR professionals have to develop programs that will address the problem (Sims, 2006). Building the organization hence is an imperative for the existence and survival of modern organizations. Consistently, companies are investing on their internal customers or employees thus taking advantage of the human capital management. Sense of ownership is also important, requiring HR professionals to develop strategies that will ensure superior knowledge, skills and experience to settle within the workforce. Learning activities shall put skills enhancement and development assignments at its core as well as empowerment and career development. This is lifelong learning which guide the organizations particularly human resource department to make an ongoing investment with organizational members and help them build their competencies (Sims, 2006).

It is very necessary for the organization to design the training very carefully (Michael Armstrong, 2000). The design of the training should be according to the needs of the employees (Ginsberg, 1997). Those organizations which develop a good training design according to the need of the employees as well as to the organization always get good results (Partlow, 1996; Tihanyi et al., 2000; Boudreau et al., 2001).

Objectives of the Study: -

➢ To Study the need for training of employees.
➢ To study the quality improvement of ISEES Technologies LLP.
➢ To study the various services provided by the company towards employee.
➢ To study to what extent the training programmers are applicable to their jobs.
➢ To study the employee's opinion on the training and development in ISEESTechnologies LLP.

Hypothesis of Study: -

Based on the above literature, the following hypotheses are formulated:
• **H0** Training and development needs analysis does not improve employeeperformance.
• **H1** Training and development needs analysis improves employeeperformance.
• **H0** Implementation of training and development program not improvesemployee performance.
• **H1** Implementation of training and development program improves employeeperformance.

Scope of the Study: -

This study covers all aspects of training and development programs in **ISEES Technologies LLP**. This study covers the New Entrant Manager response towards the training programs in the organization. The scope is simply all the work that needs to be done in order to achieve a project's objectives. In other words, the scope involves the process of identifying and documenting specific project goals, outcomes, milestones, tasks, costs, and timeline dates specific to the project objectives.

Limitation of the Study: -

In carrying out this research, there will be several constraints that willaffect the achievement of the results.

❖ Due to constraint of time and resources, the study was conducted in the regionalsector as ISEES Technologies and the results of the study cannot be generated.
❖ The accuracy of the analysis and conclusion drawn entirely depends upon thereliability of the information provided by the employees.
❖ Sincere efforts were made to cover maximum departments of the employees, butthe study may not fully reflect the entire opinion of the employees.
❖ In the fast moving/changing employees' behavior, name new and better things mayemerge in the near future, which cannot be safeguard in this report.

Research Methodology: -

The basic principle in the research has been adopted in the overall methodology. Thefollowing methodology has been used for meeting the requirements,

1. Defining objectives
2. Developing the information sources
3. Collection of information

4. Analysis of information

 5.   Suggestion the methodology followed for collection, analysis under interpretationof data in explained below.

Research Designs:-

There are generally three categories of research based on the type of informationrequired, they are

1. Exploratory research

2. Descriptive research

3. Casual research

The research category used in this project in descriptive research, which is focused on the accurate description of the variable in the problem model. Consumer profile studies, market potential studies, product usage studies, Attitude surveys, sales analysis, media research and prove survey s are the, Examples of this research. Any source of information can be used in this study although most studies of this nature rely heavily on secondary data sources and survey research.

Data Collection Method

Primary data:

It is collected through the questionnaire, a formalized instrument of asking information directly from respondent demographic characteristics, attitude, belief and feelings through personal contracts. Structured and on disguised from of questionnaire is used and consists of multiple-choice questions.

Secondary data:

Internal secondary data about the ISEES Technologies included formal data, which is generated within the organization itself, were obtained through concerned head in the organization External secondary data generated by source the organization was used such as public available data provided by the reports of the companies. All this information is of great importance and conceptualizes and illuminates the core of the study.

Sample Design

a) Sampling unit: the study is directed towards the executive of managerial level.

b) Sample size: sample size of 50 is taken in this study

Data Analyses

Simple analysis method is followed for analyzing the data pertaining to different dimensions of employees. Simple statistical data like percentage are used in the interpretation of data pertaining to the study. The results are illustrated by means ofbar charts.

Significance of Study: -

The Significance Employee productivity is another area where the importance of training and development can be seen. Employees who take part in effective trainingand development programs work more efficiently. To evaluate the effectiveness of their employee development and training programs, organizations can perform thesemeasures, according to ISEES director:

- **Measuring performance results** — Evaluating work outcomes to determinelevels of improvement
- **Giving pre- and post-training assessments** — Asking employees to share what they expect from training and development programs and whether thecompany's efforts met those expectations
- **Mining data** — Studying data such as time spent on a course or dropout rates to glean insights about how employees are engaging with the content
- **Conducting polls and tests** — Polls and competitions within the training can measure employees' knowledge and engagement

Employee productivity can be an indicator of a training's effectiveness. Below are some examples of ways that training and development programs boost employeeproductivity.

Chapter Schemes: -

Chapter 1 – Introduction

Chapter 2 – Research MethodologyChapter 3 – Review Of Literature

Chapter 4 – Data Analysis and InterpretationChapter 5 – Findings.

Chapter 6 – Suggestions & Conclusion

References: -

1.   Training and Development by **Dr Pawan Kumar Sharma** (Book)

2.   Employee Training and Development book **by Ph.D. Dr Noe RaymondAndrew.**

3.   https://en.wikipedia.org/wiki/training_and_development

4.   www.google.com

5.   www.slideshare.com