

TRAINING AND DEVELOPMENT: STRATEGY FOR TECHNICAL & MANAGEMENT INSTITUTES.

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ABSTRACT: : Training & development plays very significant role in the development of the human resources. Marinescu , Sorin George Toma 2013, opined in there article Training Programs – Training and Development Alternatives for Students, that Training programs have been established as a form a training for adults within the companies. But in The current century it requires a different way of approaching academic education. They intend to demonstrate that it is useful to introduce training programs as an alternative form of education in academia, as well as in the high school environment. Technical & Management students are taught all theoretical and some practical knowledge ,But with increasing challenges and complexities situation in business and market it is need for a perfect train manpower to the organizations for sustenance. With additional to theoretical knowledge, if training programs like, behavioral, technical, leadership, productivity, physiological, spiritual and motivational programs are conducted to both management and technical students then the skills, confidence level, attitude ,self esteem will increases automatically .This study will review past literature on training & development and it explore its importance in educational institutes as an additional strategy.

Key Words: - Training programs, Technical & Management Students, complexities, Evaluations, Strategy

I. INTRODUCTION

Training and development department of any organization plays crucial role for the overall development of employees. Starting from Induction program to promotional program ,training programs are provided at various levels of the organization. The main focus of training program is to inculcate additional skills ,attitude change, informing, sharing knowledge, updating skills and to improvement in the overall productivity of the organization. Training is used as continuous strategy by all organizations for achieving their organizational goals and objectives. In technical and management institute, training programs are conducted, but at only specific levels. For management students there are many subjects like, communication skills, organizational behaviors, Marketing management which are directly related to the development of the students .But this subjects are taken as theoretical and view has kept for only for passing the exams. Even for technical students there are some subjects like communicational skills which are given importance only for passing in exams. And its application in actual work in their life has overlooked by all of them. When this students are at their final year they need to face campus interview of various organization. This is the time were they need to show their skills, capacities, knowledge, intelligence for getting selected in the organization. But the recent research conducted in some of the business schools in Kolhapur district shows that only 40 percent of the students are getting selected for various companies and 60 percent of students are rejected by the organizations. Research also shows that students are lacking in basic skills, like English communication skills, low confidence levels, Emotional Intelligence (EQ), Perception levels, and other behavioral aspects. This all basic skills are directly negatively impacting at their final interview period. It is not only sufficient to provide training programs to all students, at their last semester or in the final day's degree. There is need for a continues training programs for both technical and management students ,which upgrades their skills ,make them ready for industry and gives them a breakthrough success in their career. Dr. Abad Ahmed 1974, 2013 IJTD, opined that Training has to be need-based and diagnostic in its orientation. Training also viewed as rejuvenation and growth of organization. It also be recognized an educational strategy to bridge the cultural lags which arises in the skill, knowledge and attitudes of the people in coping with the rapidly changing complexities of modern industry.

II. OBJECTIVES

- To know the importance of training & development Programs for Technical & Management institutions.
- To understand, the impact of training programs on students, society and economy.
- To suggest strategy for over all development of students.

III. METHODOLOGY

Review of past literature on training and development is used to get insights for the study. Research Articles, paper published in past has studied and the researcher has provided conclusion.

IV. REVIEW OF LITERATURE

Marinescu Sorin, George Toma 2013, opined in their article (Training Programs – Training and Development Alternatives for Students) Training programs are only focused and conducted for the adults and the employees within the organization, training programs importance is given only for the working employees. But they have suggested in their research, in this current competitive era it requires a diverse ways of approaching academic education. They propose to demonstrate that it is useful to initiate training programs as an alternative form of education in academia, as well as in the high school environment.

Salma Shaheen, Sultana Khatoon 2013, Concluded in their research paper (Importance of Industrial Training for Engineering Girl students) Training programs are beneficial for students of all disciplines. Training plays an instrumental role in improving communication skills, managerial skills, and building confidence among students. It also helps students for getting jobs. They also concluded that courses and curriculum should be reoriented towards practical knowledge and art of doing things. And they also suggested that there is a critical need of training centers close to the universities or within the universities. This research also shows that 80% of students have supported that the training should close to their location where they stay.

Dr. Abad Ahmed 1974, 2013, recognized that training program can also be a educational strategy to bridge the cultural lags which are arises in the knowledge, skill and attitudes of the people in coping with rapidly changing complexities of the modern industry. This research article has created a need for training as an educational strategy for institutions for bridging the gaps which are raised with rapid changes in the business.

Herman Aguinis and Kurt Kraiger 2009, in their research article (Benefits of Training and Development for Individuals and Teams, Organizations, and Society) has summarized the recognition of the benefits of training activities for the society has lead many countries around the world to adopt national polices for encouraging to design and delivery of training programs at the national level. And the aim of this polices are to development and improvement in the national human capital, which will ultimately relates for economic prosperity. This research gives us the level of significance of the training program to all the society and its impact on the economy.

Karim Babayi Nadinloyia, Nader Hajloo, Nasser Sobhi Garamaleki, Hasan Sadeghi 2013 – has opined in their article (The Study Efficacy of Time Management Training on Increase Academic Time Management of Students) training programs will brings improvements among the students. They have done experimental research on students at university of *Mohaghegh Ardabili* in Iran. Experiment was conducted on two groups, (experimental & controlled) experimental group was provided with time management training in 10 sessions whereas controlled group have not given any training. This study shows a significant differences in this two groups, the significance of time management was increased and it was better among the experimental students compare to the control group. They also concluded in their study that time management skills can be trained. This study has also given the relation between time management training program and academic achievement that this kind of training could feasibly result in improvements in academic achievement, particularly those students who are poor at time management.

Mingkhuan Phaksunchai, Wannee Kaemkate and Suwimon Wongwanich, 2013, stated in their article (Research and Development of a Training Package for Developing Creative Problem Solving of Undergraduate Students) there are large number of Undergraduate Students are lacking in problem solving skills, which are creating negative effects on their lives, minds and society. This resulted in negative effects toward their lives. In this study they suggested need for development of creative problem solving should take place in the students, in order to allow students to gain the ability to face problem and solve it. After observing and assessment they had developed a training package comprises of 6 study units with 19 training activities and total Duration used in training of 27 hours.

V. CONCLUSION

- This research reviews concludes that there is a need for a additional training programs with Academic curriculum for the overall development of the students.

- As training are benefitting students from all disciplines. Training also plays significant role in improving communication skills, managerial skills, and building confidence. Training also helps for getting jobs, so there is a critical need of training centers, close to the universities or within the universities.
- Educational institutes should implement Training programs as additional strategy for bridging the cultural lags.
- This research also concludes that training activities are not only benefitting individuals but it also benefits to the society and it also leads many countries around the world to adopt national policies for encouraging to design and delivery of training programs at the national level for economic prosperity.
- This study also concludes that there is a positive relation between training programs and academic achievement. Time management training programs which was given to students at university of Mohaghegh Ardabili has brought improvements in the academic achievement compare to students those have never given any training program.
- This study also concludes that large number of Undergraduate Students are lacking in problem solving skills, so there is need for a training package to overcome this problems.

“Above conclusion suggest that, if all the technical and management institutions are able to implement, training and development as additional strategy to the academic curriculum of the students. Then overall development and improvement of the students is possible. And finally it can leads to increases in ratio of getting jobs to students and fulfilling the needs of technological and modern industry.”

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