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A Study on Needs for Strategy for Training and Development

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Abstract: ***Training and development are crucial components of human resource management, enabling organization to enhance employee performance, productivity, and job satisfaction the significance of training and development in aligning employee skill with organization objectives, driving business growth, and fostering a learning culture. effective training program improve job performance, increase productivity, and support career advancement, ultimately contributing to organization competitiveness. A comprehensive review of literature highlights best practices, including needs assessment, personalized learning, and evaluation methodologies. Case studies illustrate successful training initiatives various industries, demonstrating significant returns on investment. The concludes that strategic training and development are essential for organization seeking to unlock employee potential, drive innovation, and achieve sustainable success.***

I. INTRODUCTION

Organization face increasingly volatile and complex market. To compete, they need a business strategy that counteracts negative forces and guides individual lines of business toward position outcome. The strategy need to present leader with guideline. On how to make decision and allocate resource to accomplish key objective, as well as define the action people in business should take and the factors they need to prioritize to achieve desired goals.

The secret to successful strategy execution involves your employees. As such, a talent and learning strategy will ensure that an organization's workforce Has the necessary skills to carry out.

The action laid out in the business strategy. With that in mind, it's not hard to make the case that aligning an organization's learning. However, less than half of companies actually align their learning according to the ATD research report strategies success. One-third (33 per cent)of leaders in the study say that. Their strategies are aligned to high extent, and only 16 present of companies are aligning learning and business strategies to a very high extent. The report also reveals, however, that organization that do align learning and talent developing. With business strategy have better market performance compared with organization with lower levels of alignment. Among respondents from high-performing organization, 60 per cent said their organization's learning with lower levels of alignment. Among respondent highperformance organizations and business goals and aligned to high or very high extent, contrasted to 49 per cent of all organization. So, why isn't learning aligned in more organization with corporate strategy? Research from Bersin by Deloitte done in 2015 finds that not all organization have an overall talent strategy, which it define as interlocking decisions related to talent that. Enable an organization to most effectively execute its business strategy. "the talent strategy should provide leaders with guidance as to the critical investment -as well as some of the tactical decision -should be made," explains Stacie Sherm we'll Garr, vice president of talent and research for Bersin by Deloitte. But developing a talent strategy remains a challenge for many organizations. Inversion by Deloitte's survey of 454 organization, just 12 per cent of organization have a clear talent strategy with advanced and integrated talent processes in place. The survey also reveals that of those organization that rates themselves at the highest-level of effectiveness on business outcomes, at least half have an established talent strategy with some or many advanced processes in place. " organization with a talent strategy are more than four times as likely to be in the top quartile of business outcomes include innovation, improving processes to maximize business efficiency, and anticipating and responding to business changes. Efficiently and effectively," says Garr. Why don't more organization have a talent strategy? The answer may simply.

Be that one isn't required or expected by top leaders. Talent development expert Edward E. Lawler argues that some business leaders believe their organizations can survive without top talent. No need for talent equates to no need for a talent strategy. Meanwhile, others may acknowledge that talent management important, but not as important as other business function such as finance or technology. "many executive.

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Are you unable to see the relationship between talent issues and the business strategy of their organization," explains Lawler in a 2016 Forbes article. Consequently, chief talent development officer must take it upon themselves to develop a talent and learning strategy and link it to the overall business strategy…

II. REVIEW OF LITERATURE

A. *Training and Developing*

According to the Michel Armstrong, "Training systematic development of the knowledge, skill and attitudes required by an individual to perform adequately a give task or job". (source: A Handbook of Human Resource management practice, Koran page, 8th ED.,2001) According To the Edwin B Flippo, "Training is the act of increasing knowledge and skill of an employee for doing a particular job."(source: personnel management McGraw Hill; 6th Edition 1984) the term 'training' indicates the process involved in improving the aptitudes, skills and abilities of the employees to perform specific jobs. Training helpa in updating old talents and developing.

New ones. 'Successful candidates placed on the jobs need training to perform their duties effectively'. (source: Aswathappa, K. Human resource and personnel management, New Delhi: Tata McGraw-Publishing company Limited, 2000, p.189) the principal objective of training is to make sure the availability of a skilled and willing workforce to the organization. In addition To that, there are four other objective of training is to make sure the availability of a skilled and willing workforce to the Individual Objective – these objective are helpful to employees in achieving their personal goals, which in turn, enhances the individual effectiveness. Functional Objectives – functional objective are maintaining the department's contribution at a level suitable to the organization's needs. Social objectives – social objectives ensures that the organization is ethically and socially.

Responsible to the needs and challenges of the society. Further , the additional objectives are as, Follows:

To prepare the employees both new and old meet the present as well as the changing Requirements of the job and the organization.

To prevent obsolescence.

To impart the basic knowledge and skills in the new entrants that they need for an intelligent performance of a definite job.

To prepare the employees for higher level tasks. To assist the employees to function more effectively in their present positions by exposing.

Them to the latest concept, information and techniques and developing the skills they will need in their particular fields.

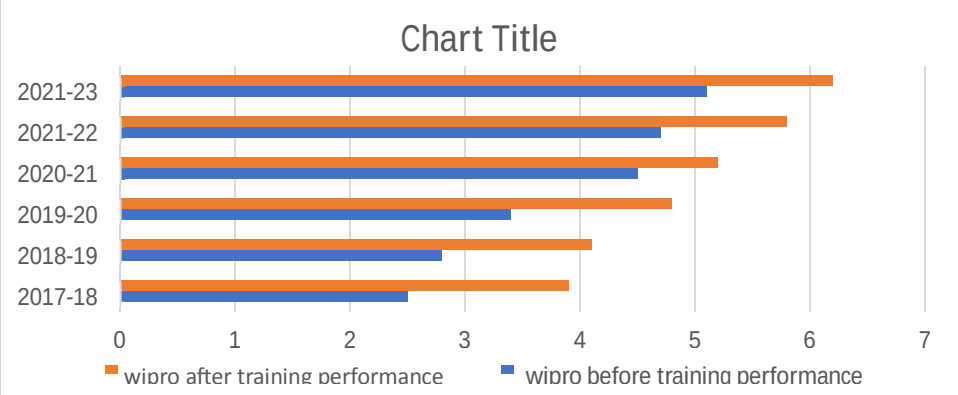
To build up a second lines of competent officers and prepare them to occupy more responsible.

B. *Objectives*

1) To study training and development process in organization
2) To identify the need of training &development.
3) To find the training & developing strategy.
4) To suggest sustainable training & developing strategy for organization.

III. RESEARCH METHODOLOGY

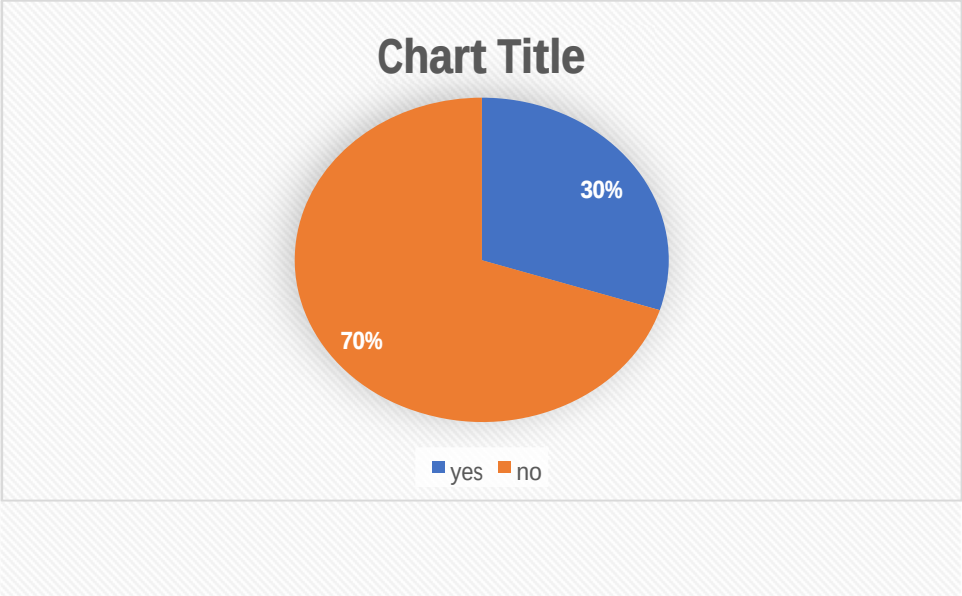
I used primary data technique rather than depending on data collected samples and I collected secondary data from previous using article, magazines etc. To increase overall effectiveness of research.



A. Secondary Data

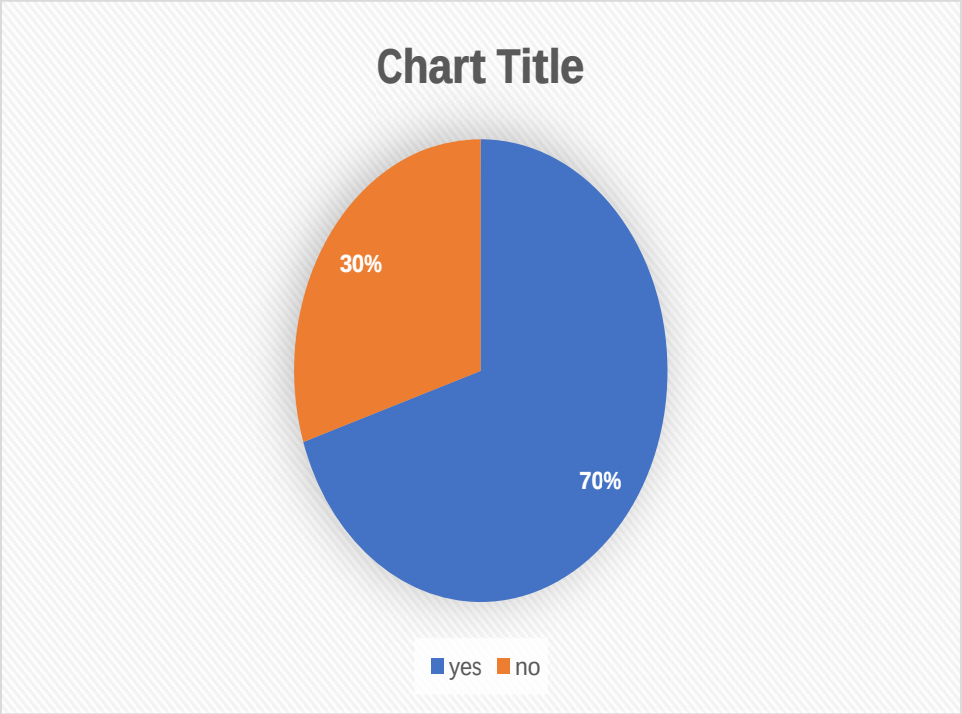
1) Have you attend any training program conducted by your company

- Yes
- No



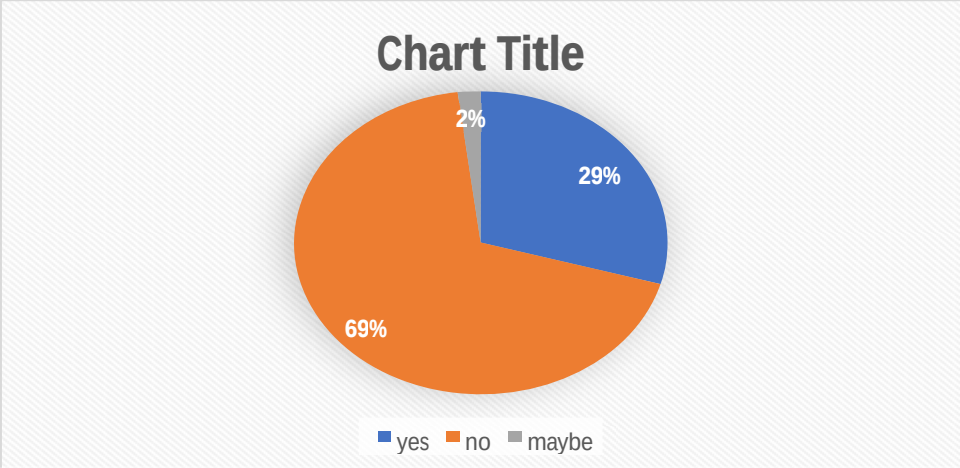
2) your organization considers training as a part of organization strategy DO you agree with this statement?

- Yes
- No

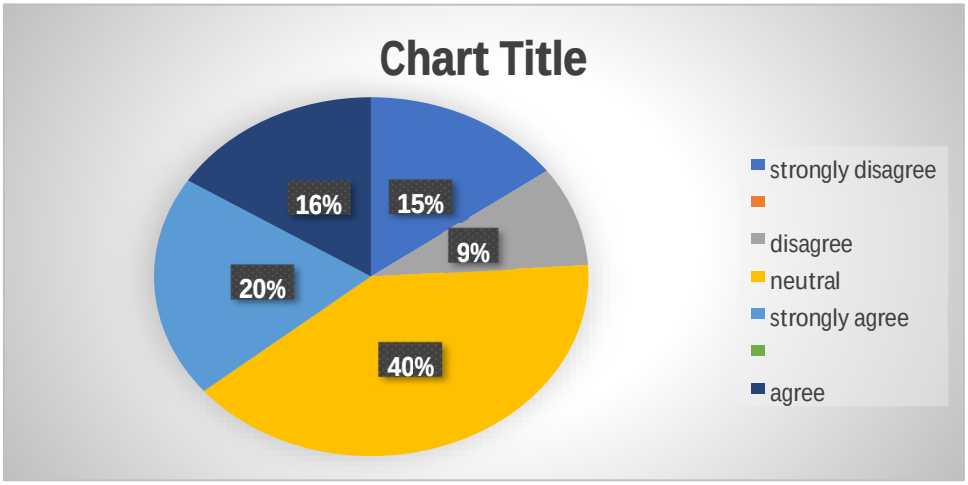


3) Training program helped to increase the productivity of both quality and quantity?

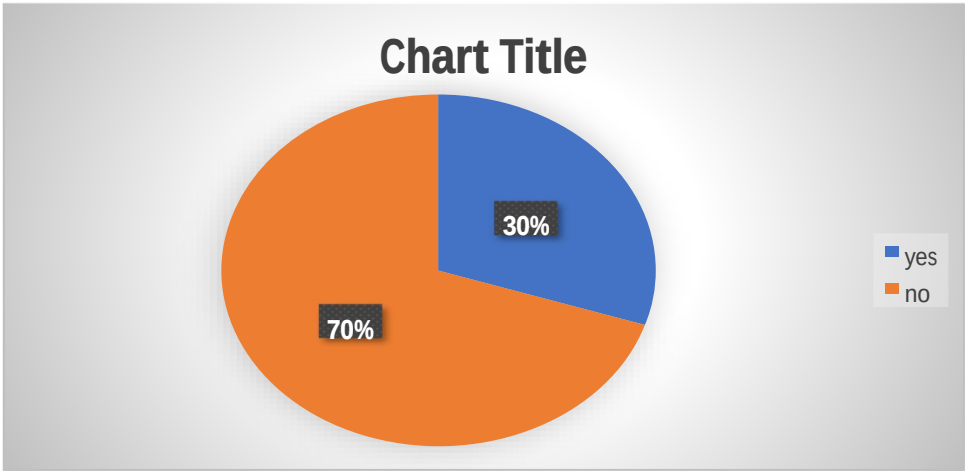
- Yes
- No



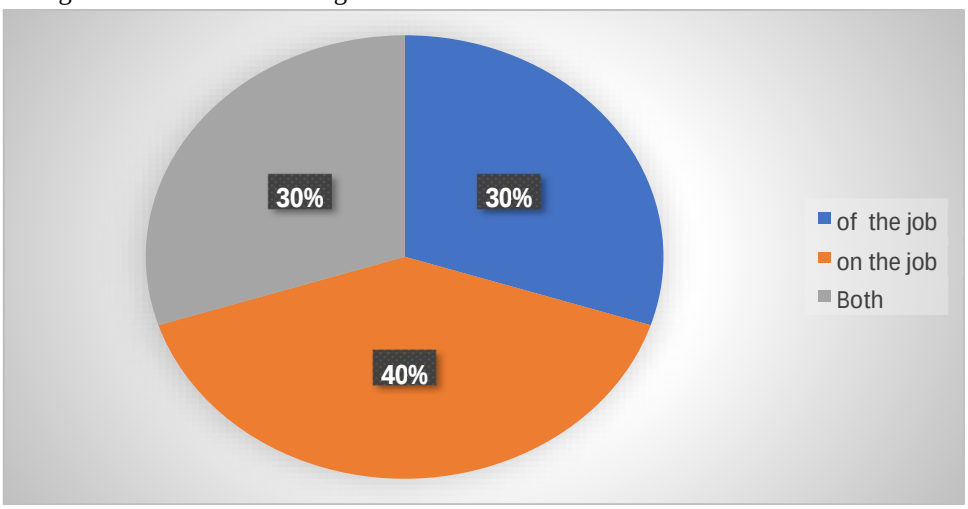
4) Training is the must enhancing productivity and performance?



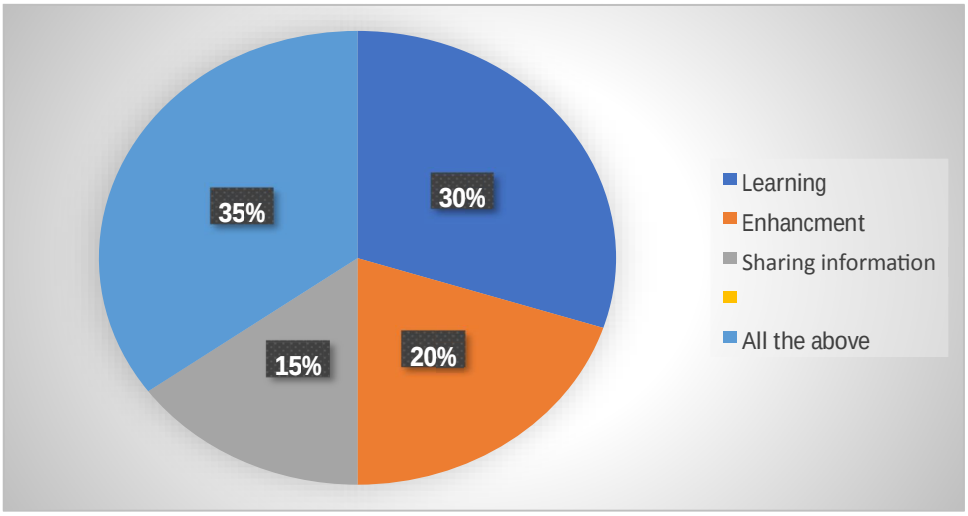
5) Do you feel training program is compulsory for the employee?



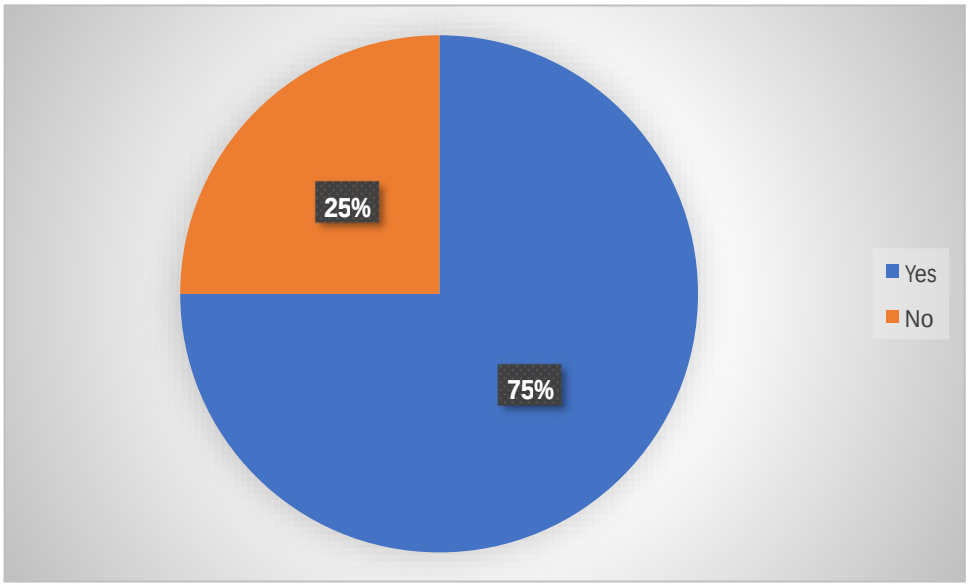
6) Which type of training method is used in the organization?



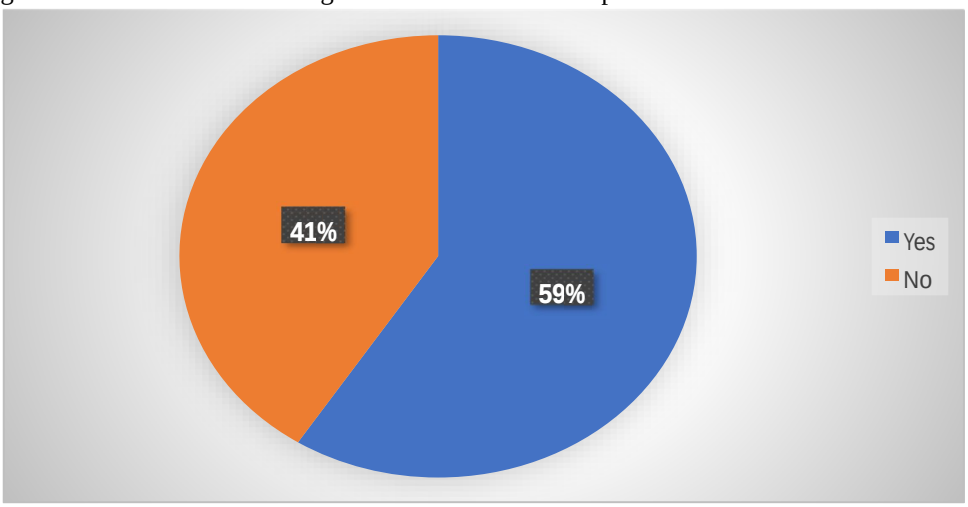
7) what do you gain by training ?



8) Was the training helpful in the personal growth?



9) Does the training method focus on determining team work and leadership skills?



Interpation: Strategy development is a company's plan to achieve consistent growth. This technique lists detailed data and objective that describe how your team plan on accomplishing each goal. You will also list the vision and mission of the company in your strategy to ensure each team member work towards the same goals. Thorough research may be necessary to come up with new ideas, and the entire process may take several months.

IV. FINDINGS

According to Thompson, Strickland and Gable (2007), the strategy making involves four distinct types or levels of strategy, each of which involves different facets of the company's overall strategy:

1) Corporate strategy consists of the kind of initiatives the company uses to establish business operation in different industries, the approaches corporate executives pursue to boost the combined performance of the set of business the company has diversified into, and the means of capturing crosscutting business synergies and turning them into competitive advantage. Senior corporate executive normally have lead responsibility for devising corporate strategy.

2) Business strategy concerns the action and the approaches crafted to produce successful performance in one specific line of business. the key focus is crafting response to market circumstance and initiating action to strengthen market position, the key focus is crafting response to market to circumstance and initiating action to strengthen market position, build competitive advantage, and develop strong competitive capabilities. This level of strategy is for the manager in charge of the business

3) Functional -area strategies concern the action, approach, and practices to be employee in managing particular function or business process or key activities within a business. This level represent strategies for functional departments within an organization such as marketing finance, human resource management, and purchasing. The heads of functions are entrusted with the lead responsibility of crating functional strategies for their respective functional departments or sections.

4) Operational strategies concern the relatively narrow strategic initiatives and approaches for managing key operating unit (plans, distribution centres, geographics unit and specific operating activities with strategic significance (advertising campaigns, the management of specific brands, supply chainrelated activities and web site sales and operations. These four levels of strategy largely relate to large corporate organization that have more than one strategic business unit. In singlebusiness entities, the corporate and business levels strategies are usually collapsed into one level- the business strategy , leaving these type of organizations with only three levels strategy; business, functional and operational. Beckman and Rosen field (2008) emphasize the importance of consistency or strategic fit not only in crafting strategy but also in implementation. They allude to Nath and Sudharshan(1994) who contend that there are three critical elements that need alignment in strategy development/crafting;1) internal alignment to the firm where the implementation of strategy focuses on obtaining fit between the strategy and the structure of the organization,2) external to firm, where the strategy formulation process seeks a fit between the firm's strategy and the environment in which it operates, and 3) internal-external fit, where the formulation and implementation of strategy are considered to be interactive elements.

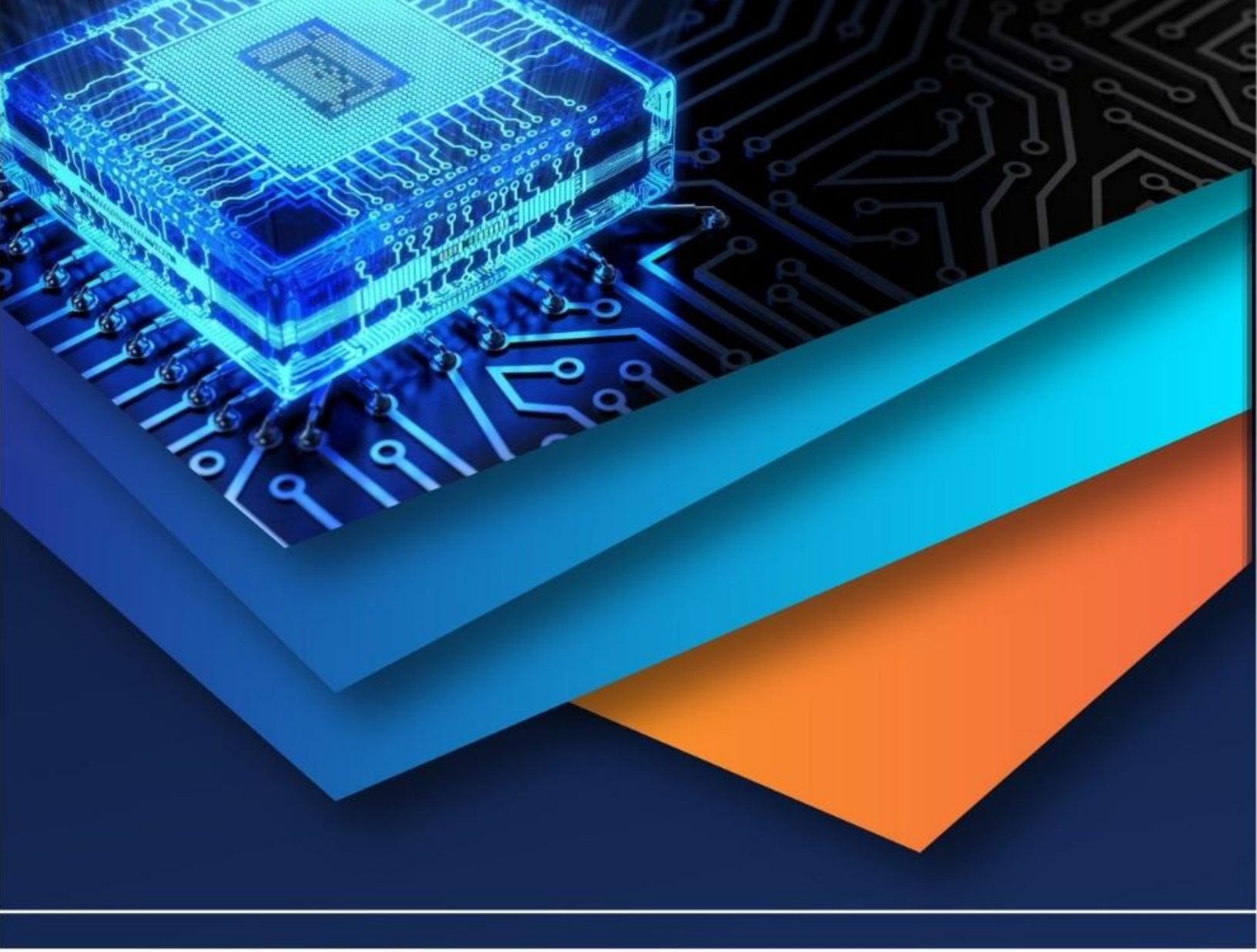
V. CONCLUSION

Training and developing helps the growth of a business. Siemens has a clear focus on having a well-motivated and trained workforce. The company needs to have motivated and confident staff who have upto-date skills in order to remain competitive. In addition, well-trained staff is an asset to the business and help retain customer loyalty to repeat business. Staff who feel valued stay longer in a company. This means that Siemens's costs of recruitment can be reduced, resulting in cost savings.

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