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"A STUDY ON EFFECTIVENESS OF TRAINING AND DEVELOPMENT AT YASHIMARINE LOGISTICS" MAMALLAPURAM, CHENNAI

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1. Introduction

The notion of training antecedes history; it is as old as man himself. The earlier man learned to hunt and grow crops for his being. One of the earliest types of exercise is on the job training which is still in wide use today. As time went on, modern theories of psychology, training and staff increase were applied to keep staff skilled, expert and encouraged.Many financiers seem to view employee training and growth as more elective than indispensable...a belvedere that can be costly to both short-term proceeds and long-term development.

2. Objectives Of The Study

2.1 Primary Objective

The foremost unbiased of this study is to Evaluate Training and Development at YASHIMARINE LOGISTICS, Chennai

2.2 Secondary Objectives

- To control the effectiveness of the current training performs and events a are optional for development[1-6].
- To take reaction and analyze the level of gratification amongst workers in respect of exercise activities and proposals
- To control the problems involved in gauging exercise usefulness and making counsels to progress them.

3. Scope Of The Study

The excellence of workers and their growth through training and schooling are major factors in defining long term effectiveness of a business. To retain the personnel within the society, it is a necessary to invest in the development of their skills[7-10], so they can increase their productivity. Gauging the productivity of the employees can very well recognize how to distribute the workforce within the association. Keeping fit helps to measure the performance of the employees by estimating the training given and equating the individual and group's latest harvest with the output given before exercise automated.

3.1 Limitations Of The Study

They are the boundaries wherein the researcher has to work. To make the research success a researcher should know his/her boundries

- YASHIMARINE LOGISTICS being a large concern cannot be studied as a whole in three months, so time is considered as a major constraint
- Conclusions of the education are founded on the example size & they cannot be taken as widespread opinion of the entire populace[11-15].
- Lack of interest by employees to spend time for survey Respondents may not have expressed their true opinions regarding training practices.

4. Research Methodology

Research is "Searching for Knowledge"

4.1 Investigation Procedure

Investigation procedure is a way to methodically solve the research problem. It may be understood as a science of studying how research is done methodically.

5. Findings

These main findings are very important for this study to come out with appropriate suggestions.
Following are the main findings drawn from the study,
10) About 50% of the Respondents are expecting new modes of training such as Business games, E-training rather than the usual modes of training such as conference, lectures.
11) There is lack of training in the areas of career and life planning, work place ethics, diversity and team building, Organization and development
12) 30% of respondents have stated that they had problems during training due to,

- Time constraints
- Selection of trainees

13) Training needs and selection process needs further transparency

14) For a better understanding employees prefer more external trainers rather than internal trainers.

6. Suggestions

- Training is being given more focus at YASHIMARINE LOGISTICS T & D LTD, however for better and efficient practices training related to employees career and personal – retirement planning, personality development are needed and they have to be implemented.
- Since majority of the respondents are from the technical Background, they may be well trained with hard skills,it is necessary for training them in soft skills too.
- Union employees must be allowed to have frequent training programs than the Managerial level employees,which will result in a better working environment
- Company's training policy is well designed yet more adequacy is required in areas of

1) Training need and trainee identification and selection process
2) Duration of training

- Though internal trainers are efficient, external trainers have to be bought in, for better and efficient practices, and wide- understanding.

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