

## **IMPACT OF TRAINING & DEVELOPMENT ON ORGANIZATIONAL PERFORMANCE- AN ANALYSIS**

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### **ABSTRACT**

Training & Development (T&D) is a function of human resource management. It is concerned with the development of individual employees and effective working teams to improve their performance through enhancing their competencies. The purpose of this study is to investigate the impact of T&D on Organizational Performance (OP). Hypotheses have been formulated indicating association between T&D and Organizational Performance. In this light, the study examined a series of hypothesis. Relevant data have been collected from the respondents of a manufacturing company. Broadly three categories of T&D programmes viz; knowledge oriented, technical oriented and behavioural oriented trainings have been categorized for this research. The impact of each category of T&D programme on Organizational Performance is evident and statistically significant. The results corroborate the outcomes of previous studies establishing a positive relationship between T&D and Organizational Performance.

*Keywords: Training & Development (T & D), Organizational Performance (OP)*

### **INTRODUCTION**

Organizations strive to excel their performance to be competitive in the market. In order to do so, corporates take many strategies and methods to keep their human resources ahead than their competitors. In this direction, 'Training & Development' is a vital area of concern for both academic enrichment as well as for corporate competitive advantage. 'Human resource' (HR) as a key factor of production, have been given more importance. Many training & development programmes are conducted to impart new skills and develop them according to the needs of the organization to fulfill their organizational expectations. Keeping this in view, the researcher has conducted a study on Training & Development area which is a vital functional area of Human Resource Management. How T & D programmes are influencing the Organizational