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1.1 INTRODUCTION

Training is one of the most important functions of human resource management. In the present competitive and service-oriented business environment, organizations give greater importance to the development of employee knowledge, skills, abilities, and attitudes. Training helps employees to understand their job responsibilities clearly and perform their duties more effectively. It is a systematic process through which employees acquire the necessary competencies required for improving individual as well as organizational performance. In every organization, employees are considered as valuable assets, and their performance directly influences the success and growth of the institution. Therefore, proper training programmes are essential for improving employee efficiency, confidence, productivity, and commitment.

Training effectiveness refers to the extent to which a training programme achieves its intended objectives. A training programme is considered effective when it improves the knowledge, skills, work behaviour, and performance of employees. Training is not merely a process of providing information to employees; it is a continuous learning activity that helps employees adapt to changes in technology, work methods, organizational policies, and service requirements. In the healthcare and educational sectors, training plays a very significant role because employees deal with patients, students, doctors, administrative staff, and the general public. Hence, employees must be properly trained to deliver quality service, maintain discipline, follow institutional procedures, and improve overall performance.

Employee performance is an important factor that determines the efficiency and reputation of an organization. It refers to the way employees carry out their assigned duties and responsibilities. Performance may be measured in terms of quality of work, quantity of work, punctuality, job knowledge, communication skills, teamwork, problem-solving ability, and commitment towards organizational goals. Training has a direct impact on employee performance because it helps employees understand the correct methods of performing their work. It also reduces mistakes, improves confidence, increases motivation, and helps employees complete their tasks within the required time. When employees receive proper training, they become more capable of handling work pressure and delivering better results.

1.2 Statement of Problem

Training is an important activity that helps employees improve their knowledge, skills, and work performance. In a healthcare and educational institution like MVR Ayurveda Medical College, employees need proper training to perform their duties effectively and provide better service to patients, students, and the organization. However, the effectiveness of training depends on how well the training programmes are planned, conducted, and applied in the workplace.

Sometimes employees may attend training programmes, but the training may not fully improve their job performance if it is not related to their actual work needs. Lack of proper training, unsuitable training methods, limited practical exposure, and absence of follow-up may affect employee performance. Therefore, it is necessary to study whether the training programmes provided by the institution are effective and whether they help employees improve their performance.

1.3 Significance or Scope of the Study

Training is an important factor for improving the knowledge, skills, attitude, and performance of employees. The present study on “Training Effectiveness and Its Impact on Employee Performance at MVR Ayurveda Medical College” is significant because it helps to understand how training programmes contribute to employee development and organizational performance.

This study is useful for identifying whether the training programmes provided by the institution are effective and relevant to the job needs of employees. It helps to know whether employees are able to apply the knowledge and skills gained from training in their daily work. The study also helps to understand the impact of training on employee confidence, work efficiency, job satisfaction, communication, and overall performance.

1.4 Objective of the Study

- To understand how effective the training programs are for employees.
- To find out whether training improves employee job performance.
- To know the level of employee satisfaction with training programs.
- To identify the different types of training given in the organization.