

## EFFECTIVENESS OF TRAINING AND DEVELOPMENT

### A CASE STUDY ON TNPL

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#### ABSTRACT

Successful candidates placed on the jobs need training to perform their duties effectively. workers must Be trained operate machine, reduce scrap and avoid accidents, it is not only the workers who need training supervisors, managers and executives also need to be developed in order to enable them to grow and acquire maturity of the thought and action, training and development constitute on ongoing process in any organization. Training and development refers to the imparting of specific skills, abilities and knowledge to an employee. A formal definition of training and development is “it is any attempt to improve current or future employee performance by increasing an employee’s ability to perform through learning, usually by changing the employee’s attitude or increasing his or her skill and knowledge.

**KEYWORDS:** Perform their Duties Effectively, Specific Skills, Abilities and Knowledge