



IMPACT OF TRAINING & DEVELOPMENT ACTIVITIES ON EMPLOYEE PERFORMANCE IN TELECOM SECTORS AT NAGPUR REGION

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ABSTRACT :

In this study, the researcher played a critical role in the process of data gathering, analysis, and the final outcome of the study. Currently, the author's area of responsibility is to manage an automaton organization that spreads into Nagpur region. In this role, he interacts with the managers and employees in many telecom industries. This placed the author in a favorable position to secure the need approvals and to work with and interact with members of many of these telecom industries. Therefore, highest levels of management were targeted to obtain approval to conduct these telecom industry studies. Once these approvals were fully secured. Each of the sub-organizations was approached on an individual basis and permissions secured. In return, the author would release the results of his findings to each participating group, as well as the institutions as a whole.

KEYWORDS : *critical role , telecom industries , sub-organizations.*

INTRODUCTION

Preparing is a procedure through which an individual upgrades, builds up his productivity which increments in limit lastly adequacy at work with the assistance of improving and refreshing his insight so as to time and furthermore understanding the need based aptitudes which significant to their activity. It additionally helps an individual's relational abilities and develops suitable wanted practices and frames of mind towards its work and individuals as well.

These days preparing and advancement out in the open and private undertakings is prepping like anything and turns out to be enormous business. Preparing and advancement envelops different players which start with preparing teachers, bolster faculty and chiefs and directors. Preparing might be a Herculean errand keeping in see the Scope, number and assortment of preparing programs association got ready for asset required, which suits its destinations/objectives.

Mechanical changes can keep going long in an exceptionally aggressive society except if and until it keeps pace with the developing business sector patterns and No endeavor needs to contend effectively if its items or administrations are not great which needs exceed expectations. Clearing mechanical changes and

forceful and creative research are influencing the work advertise and are changing the entire blend of employments and aptitudes; it additionally requires a continued and forward looking preparing exertion which expected to perform them. While it greatly affects the individuals in associations and others are rising and each new mechanical achievement accelerates the procedure. Preparing is accommodated the occupations and lives of workers in the associations.



Each association wants that it will develop persistently and make and hold its situation in the focused and constantly changing business sector condition. For that the representatives of the diverse level in the association must be gifted and skilled. In any case, every one of the representatives of the diverse level have not so kind of required abilities and this necessary preparing to improve the aptitudes with the encircled preparing programs. To build, the general improvement and competency of administrative individual in the light of the present prerequisite just as the future necessity. For the exhibition of existing chiefs and to accommodate an arranged development of directors to meet future hierarchical necessities.

Table1: Impact of Training & Development Activities on ensuring improvement in procedures followed in carrying out the tasks

Sr. No.	Responses	Frequency	Percentage
1.	Yes	34	68
2.	No	12	24
3.	Uncertain	4	8
Total		50	100

Source: Survey Data

Table 1 demonstrates responses of managers regarding impact of Training & Development Activities on ensuring improvement in procedures followed in carrying out the tasks. It is evident from the data that according to 68% managers Training & Development Activities ensured improvement in procedure followed in carrying out the tasks, whereas 24% managers reported that Training & Development Activities did not ensure improvement in procedure followed in carrying out the tasks. However; 8% managers were uncertain regarding impact of T&D activities on ensuring improvement in procedures followed in carrying out the tasks.

Table 2: Impact of Training & Development Activities on ensuring the independence of the T&P while reporting to the HR Officers and management

Sr. No.	Responses	Frequency	Percentage
1.	Yes	26	52
2.	No	8	16
3.	Uncertain	16	32
Total		50	100

Source: Survey Data

Table 2 demonstrates responses of managers regarding impact of Training & Development Activities on ensuring the independence of the T&P while reporting to the HR officers and management. It is evident from the data that according to 52% managers T&D Activities ensured independence of the T&P while reporting to HR officers and management, whereas 16% managers reported that T&D activities did not ensure independence of the T&P while reporting to HR officers and management. However; 32% managers were uncertain regarding impact of T&D on ensuring the independence of the T&P while reporting to the HR officers and management.

CONCLUSION

It is evident from the above information that at majority of telecom Companies in Nagpur region, Training & Development Activities ensured the independence of the T&P while reporting to the HR officers and management.

It is evident from the above information that at majority of telecom Companies in Nagpur region Training & Development Activities ensured improvement in procedure followed in carrying out the tasks.

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