



Training and Development – A Study with reference to Malar Hospital, Chennai

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Abstract

Training and development is part of Human Resource development (or) Personnel Management. Its start will be after the recruitment the recruitment happens through advertisements and other sources. Once the person has been shortlisted and offer letter is been given to the person he/she needs to be joined with an organization as per mentioned date in appointment letter. The training is starts from the very first day itself. This training focuses on the nature of the job which the employee has to perform in future. During the course of training he/she needs to undergo the designed curriculum by the training team it might be a week or months programme. Most of the organizations training play a vital role because during this period only nature of job, assignments, technical knowledge etc., will be taught to the people. There will be a gate way in end of the training i.e. selection or certification. Once the person is been certified then he/she can continue their job in their organizations otherwise they are suppose to undergo retraining.