

TRAINING NEED ASSESSMENT ON PERFORMANCE AND SATISFACTION ON EMPLOYEES



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TRAINING NEED ASSESSMENT ON PERFORMANCE AND JOB SATISFACTION ON EMPLOYEES

- It is a method of determining if training need exist and if it does what training is required to fill the gap.
- TNA seeks to identify accurately the level of the present situation in the target survey, interview, and observation secondary data or workshop.
- The gap between the present status and desired status may indicate problem that in turn can be translated into a training need.
- Training can reduce, if not eliminate, the gap, by equipping the participants with knowledge and skills and by encouraging them to build and enhance their capabilities.



OBJECTIVES

- To understand the satisfaction level towards the Training and Development Programs
- To assess the performance level of employees based on the Training and Development Programs

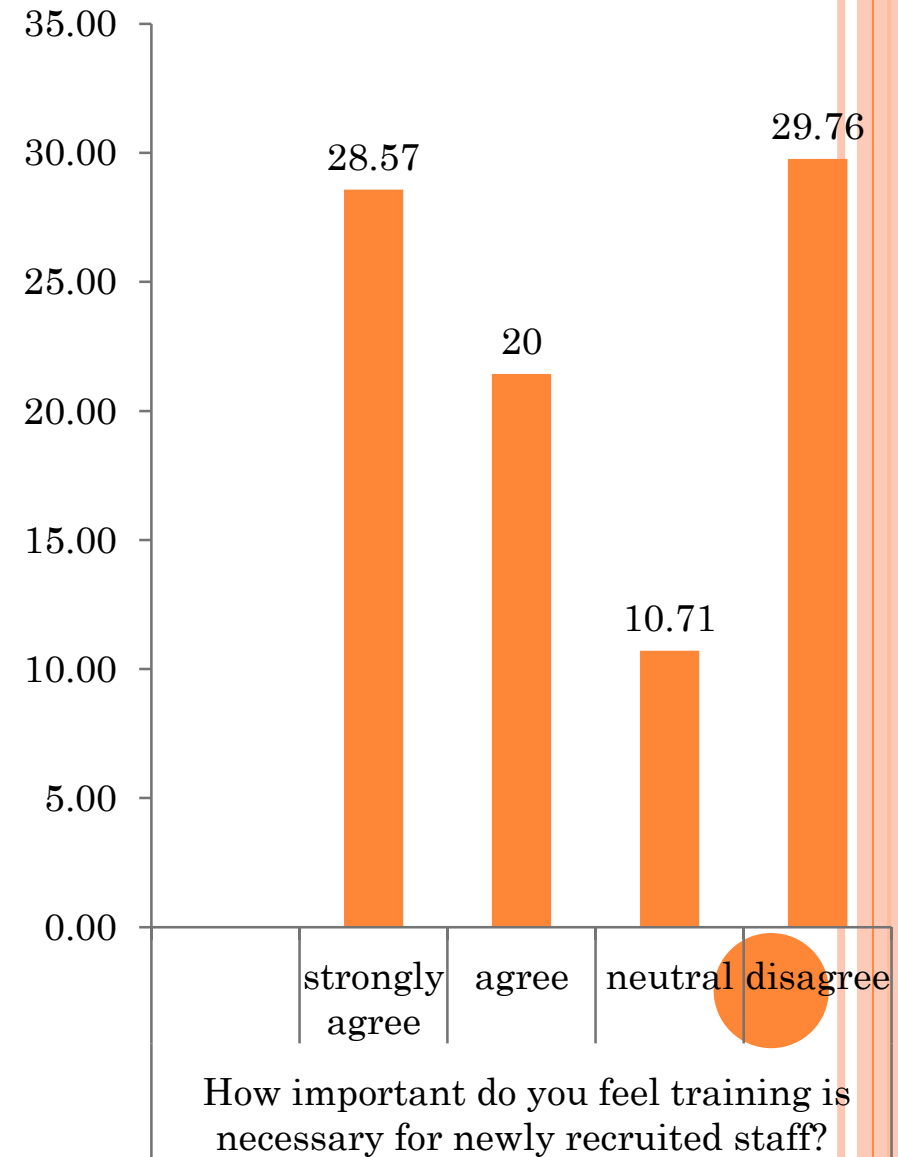
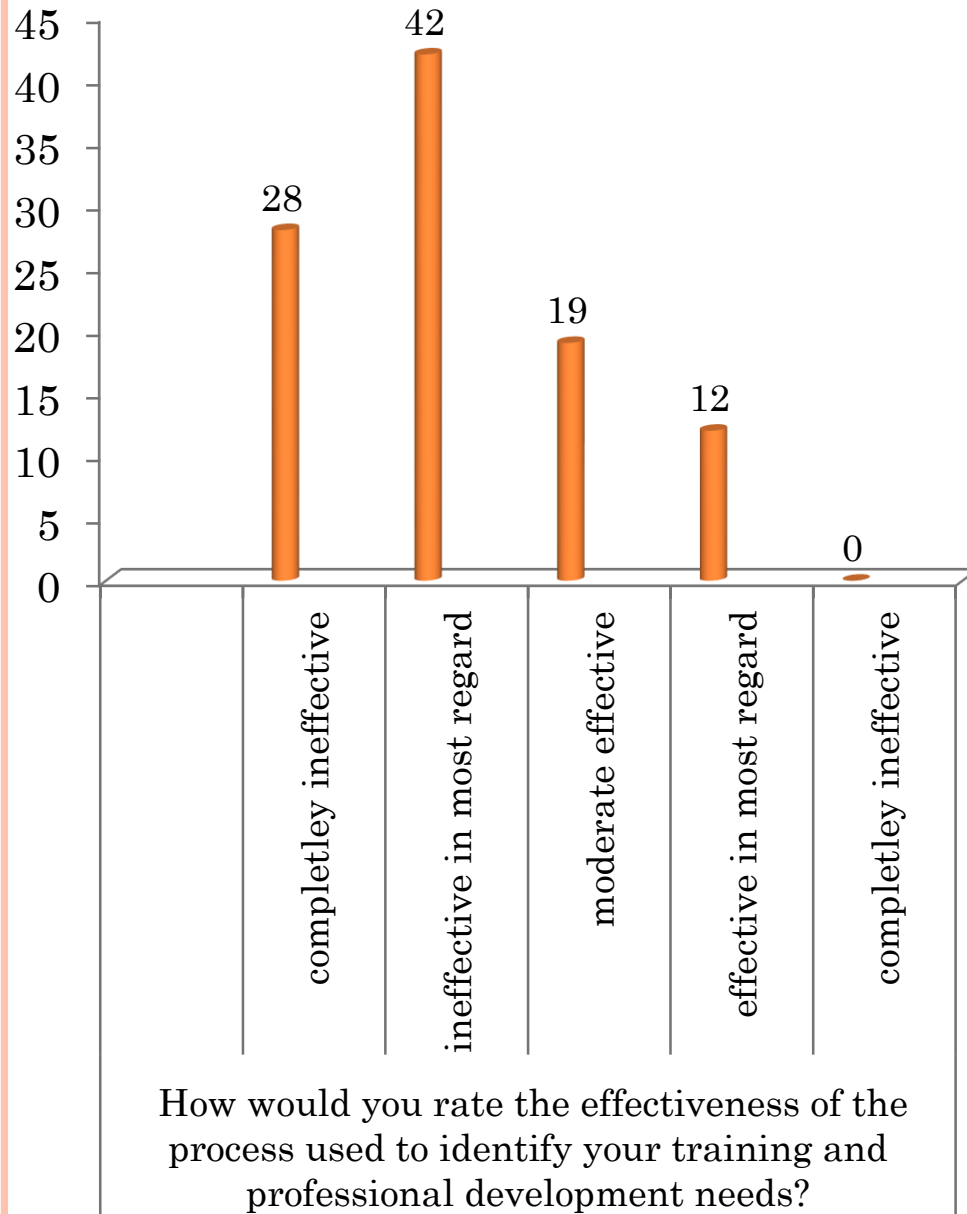


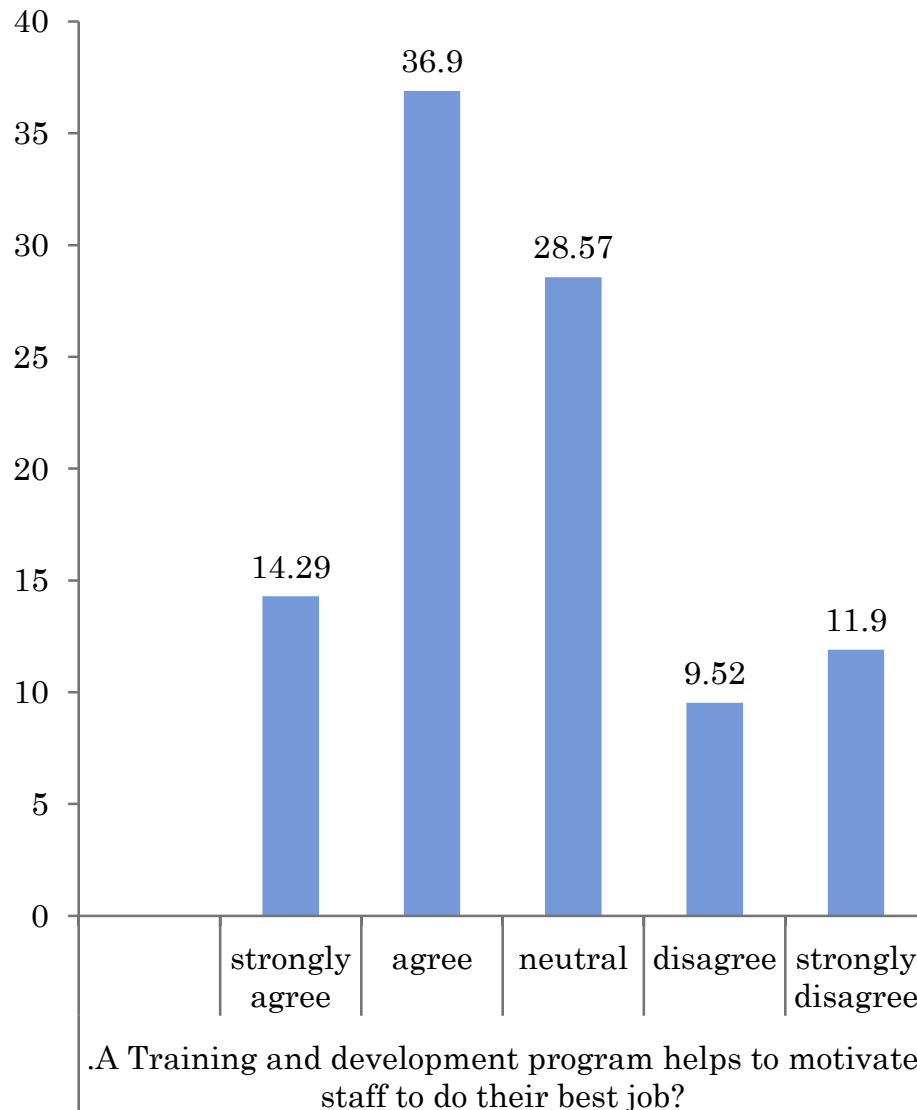
RESEARCH METHODOLOGY

- Sampling Design: Descriptive Cross Sectional Study
- Sampling Area: General Hospital Palanpur
- Sample size:117
- Sampling method: convenience method
- Study duration: 3 months
- Data: primary data
- Data collection Tools: Semi-Structured Questionnaire

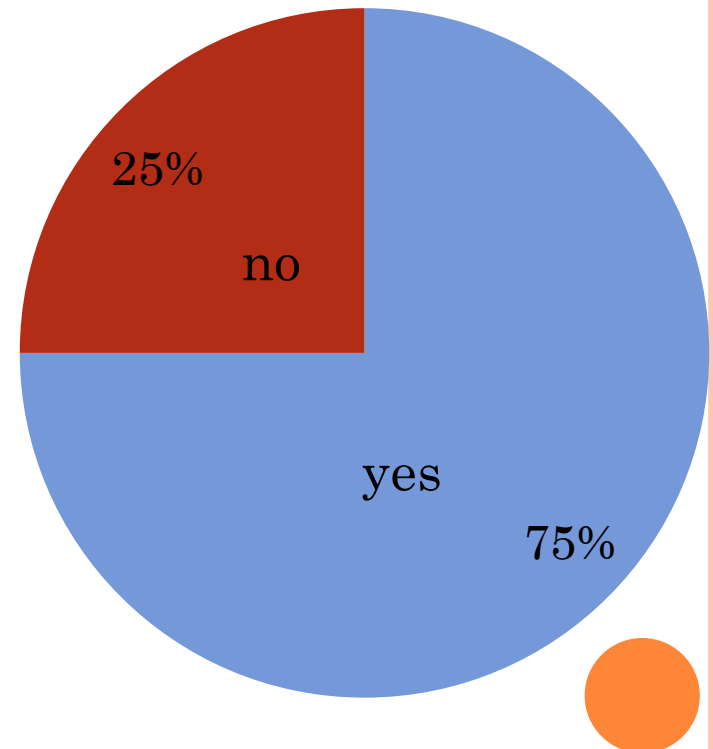


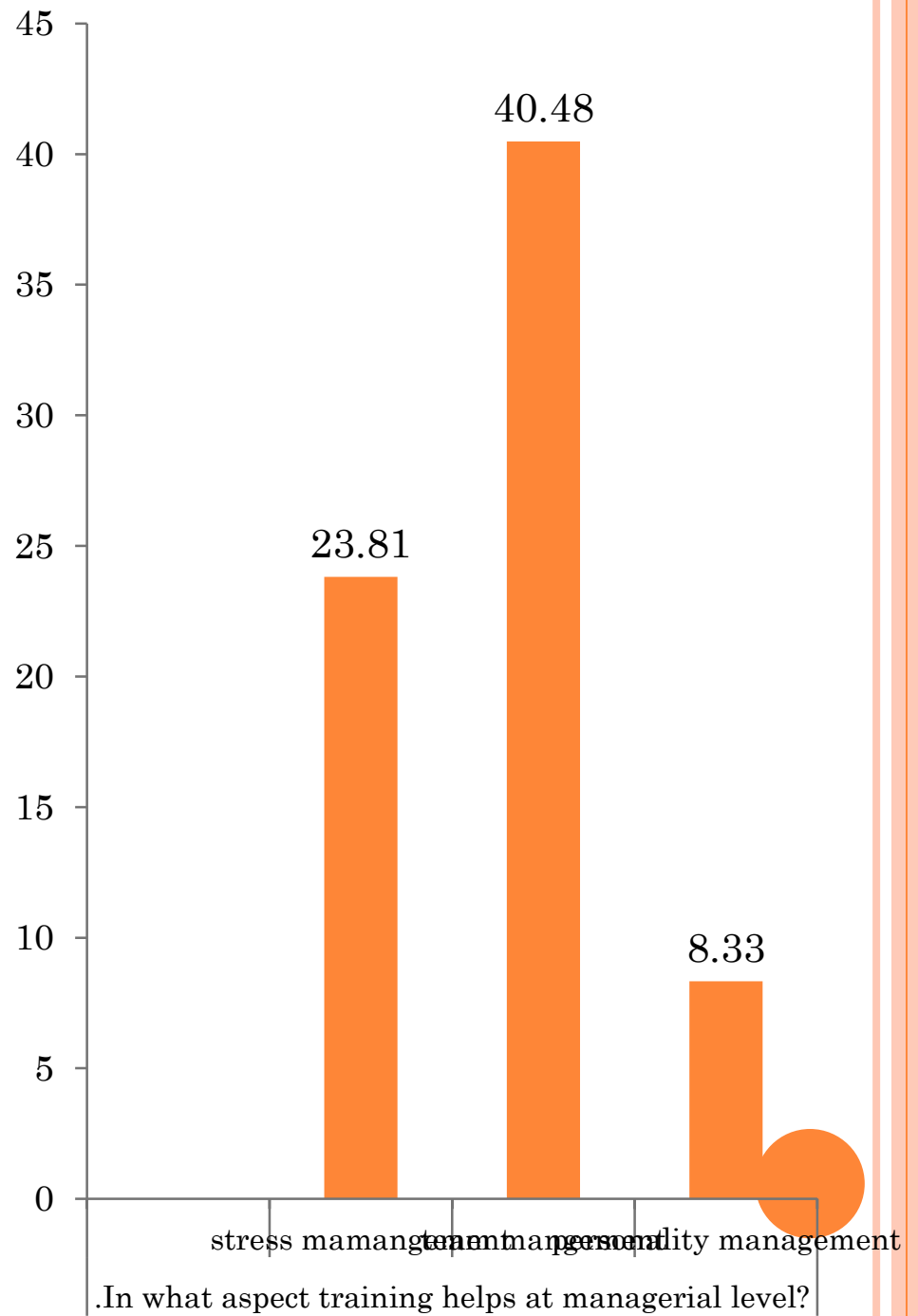
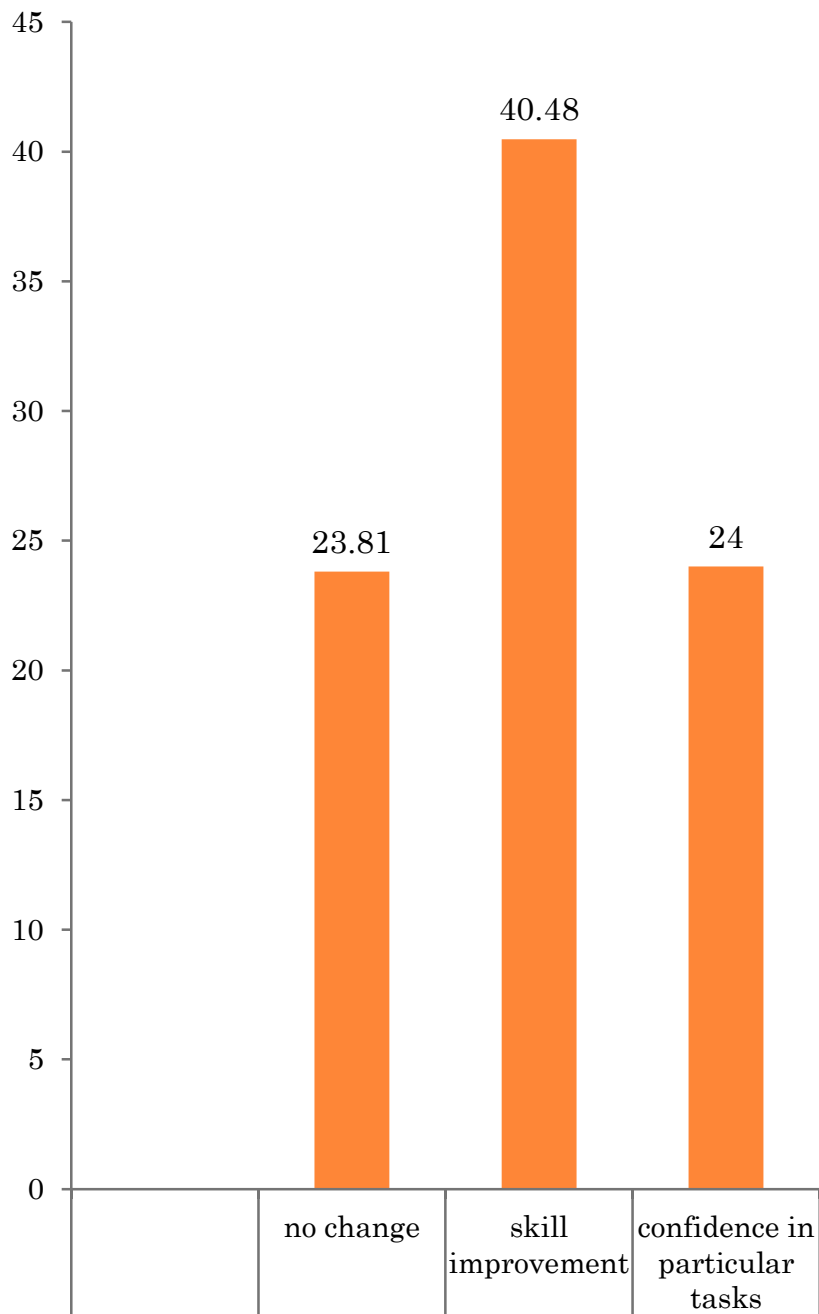
FINDINGS STAFF NURSE



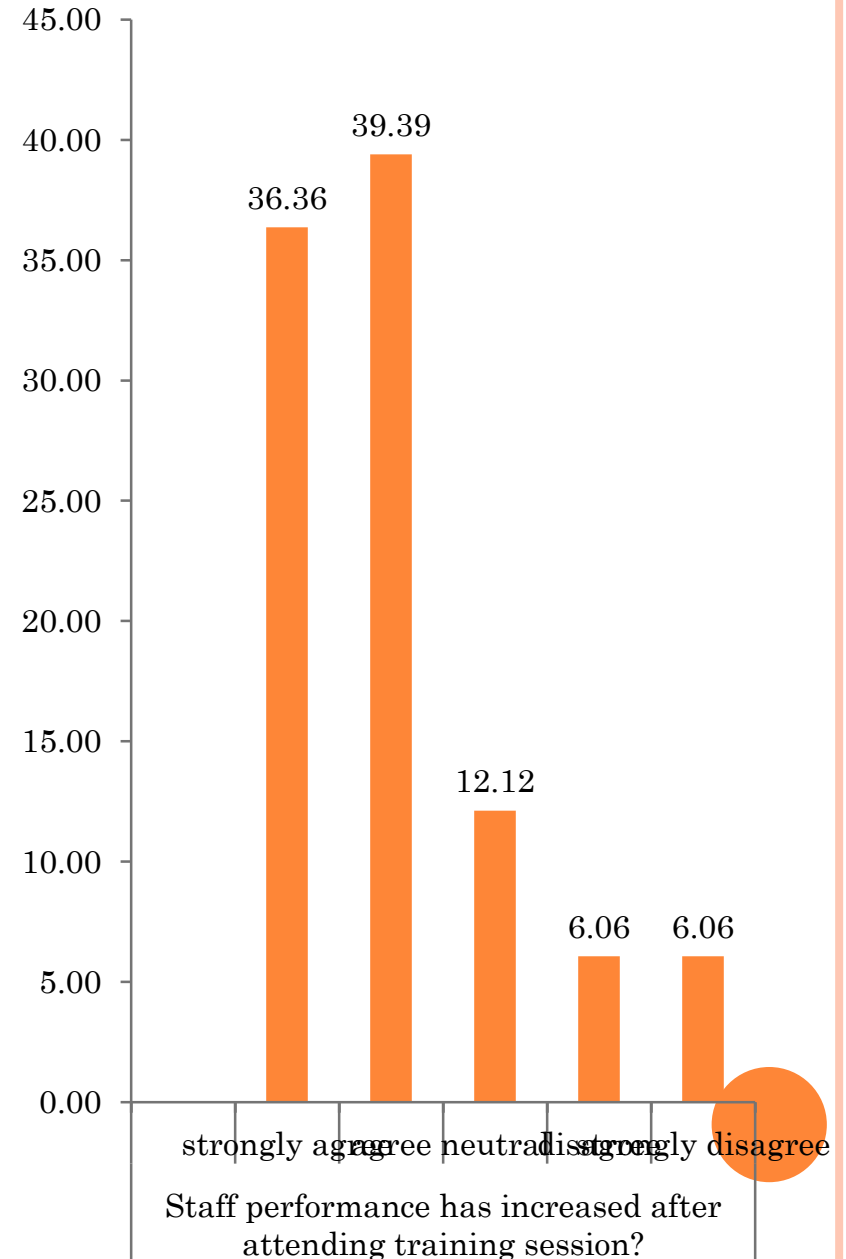
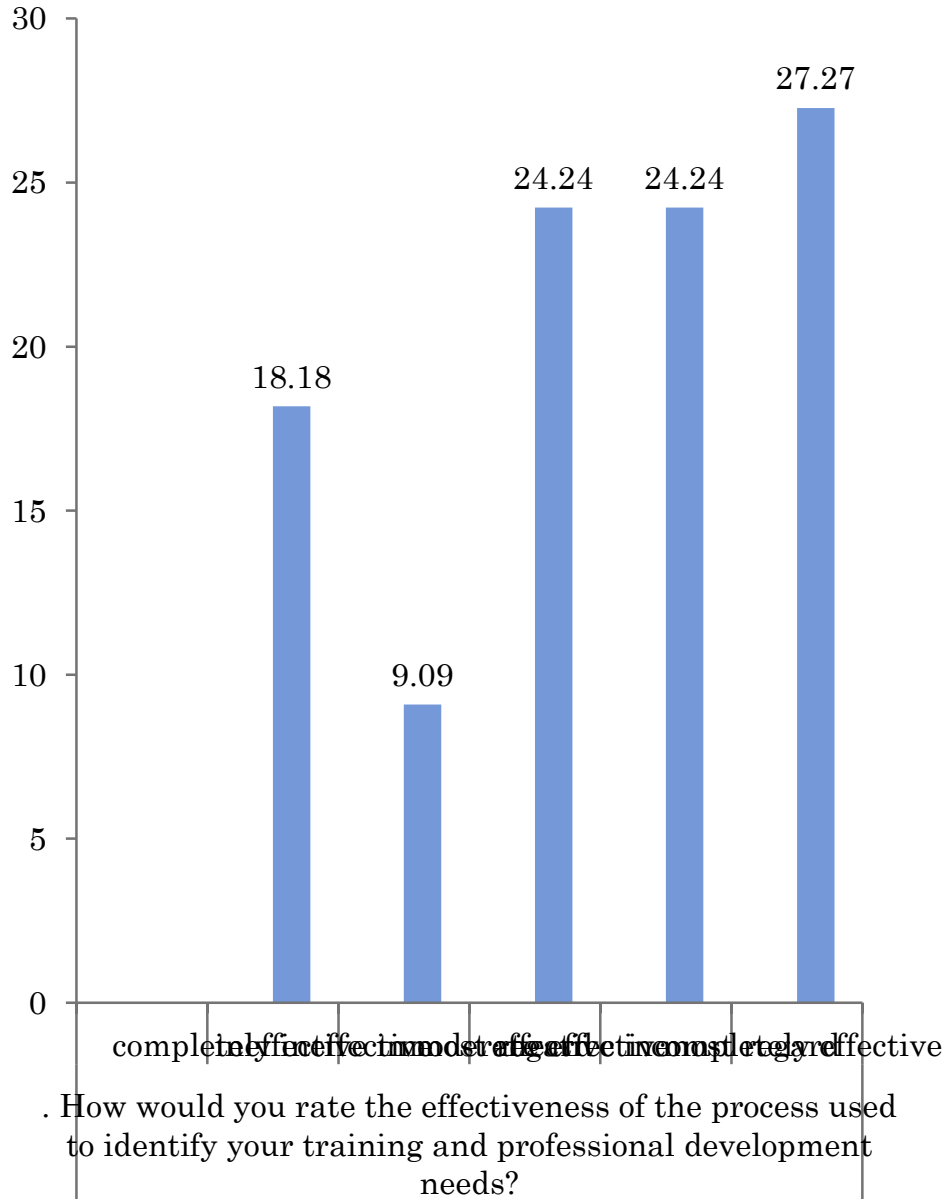


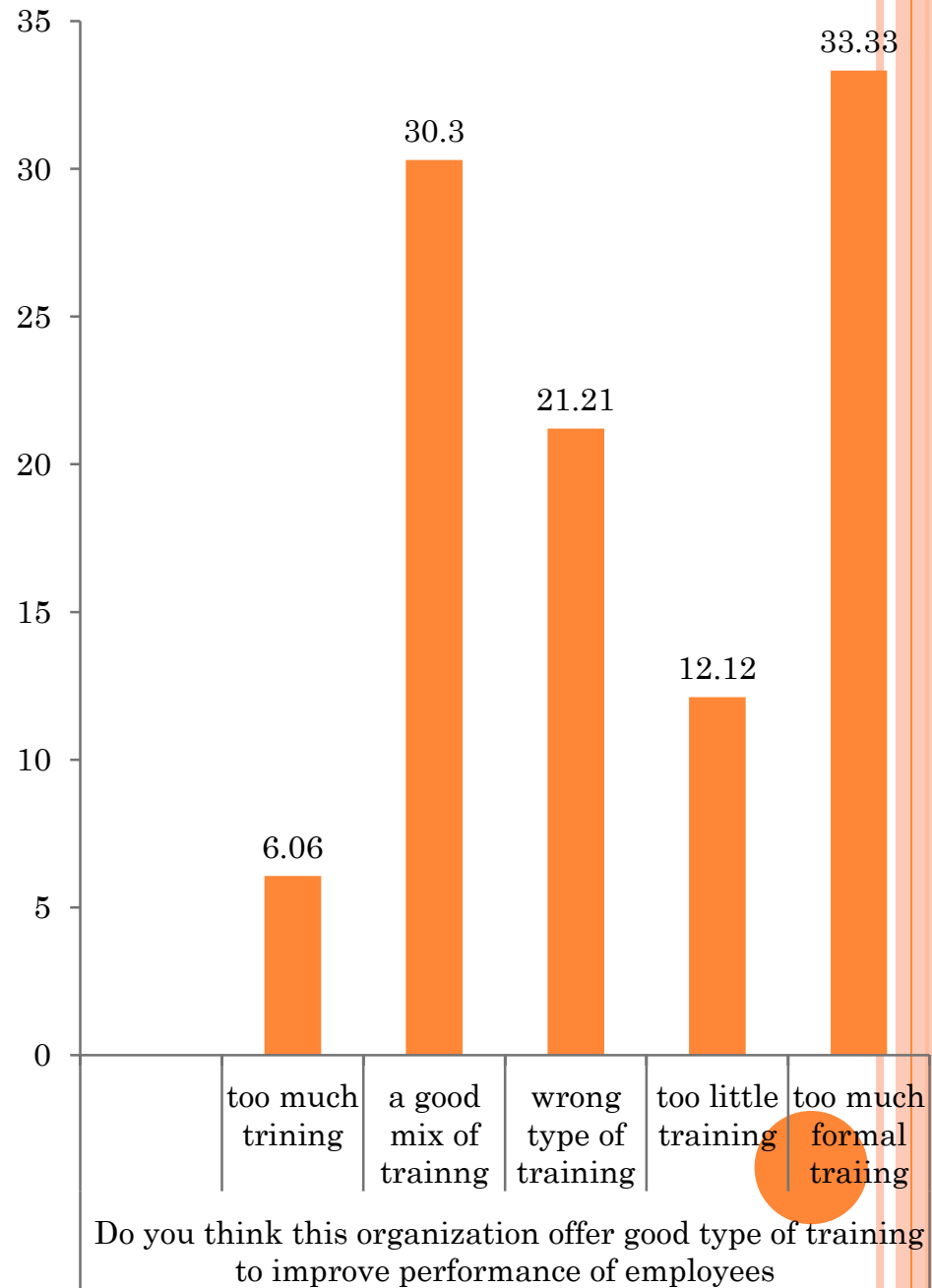
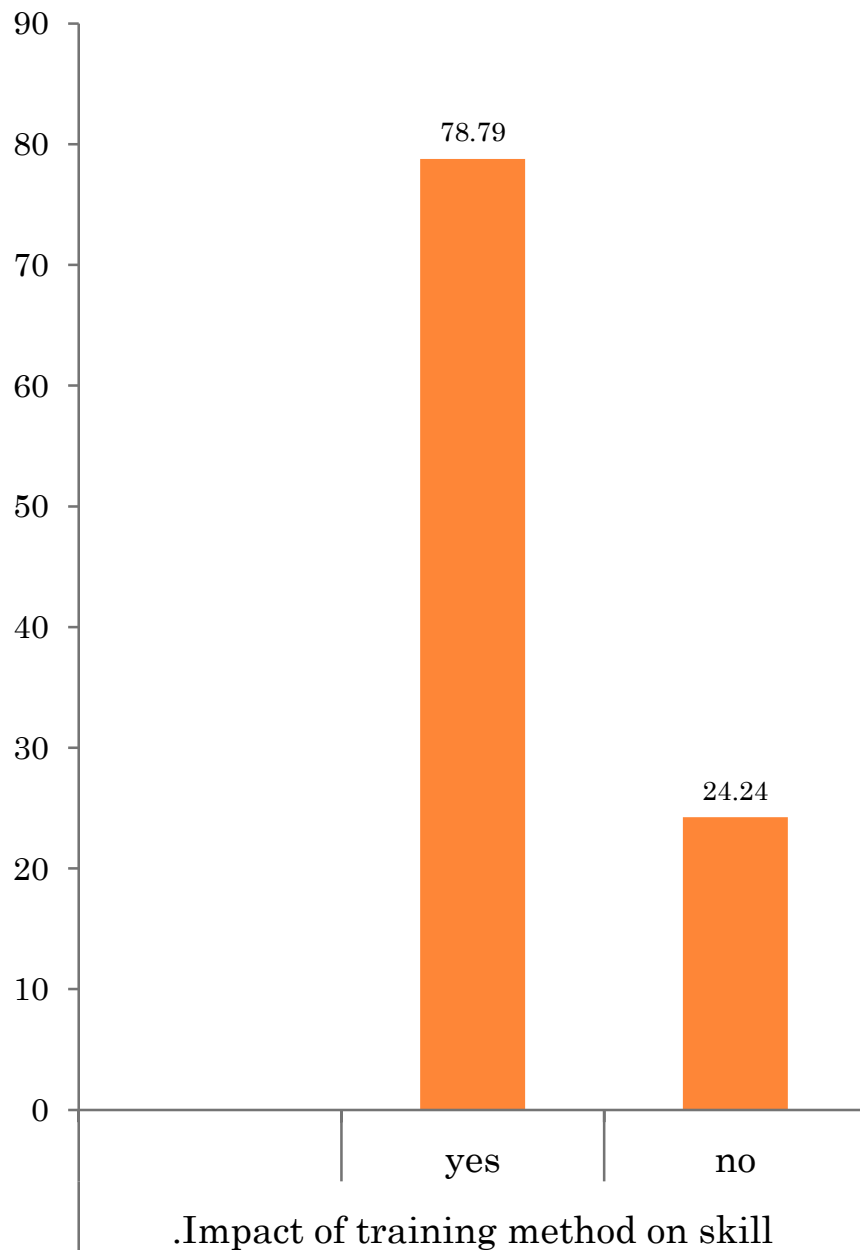
Training programs enhance the belongingness in the hospital

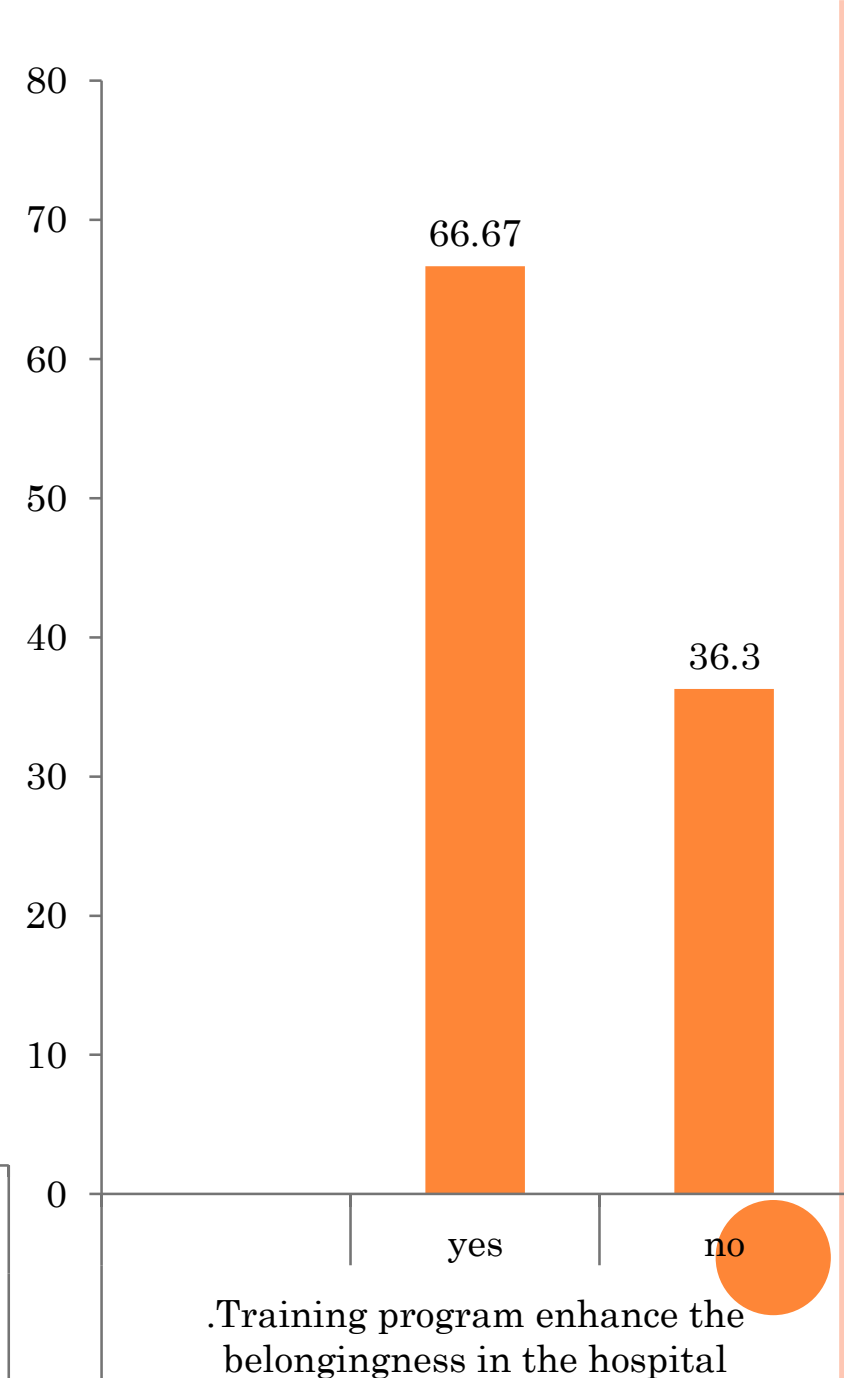
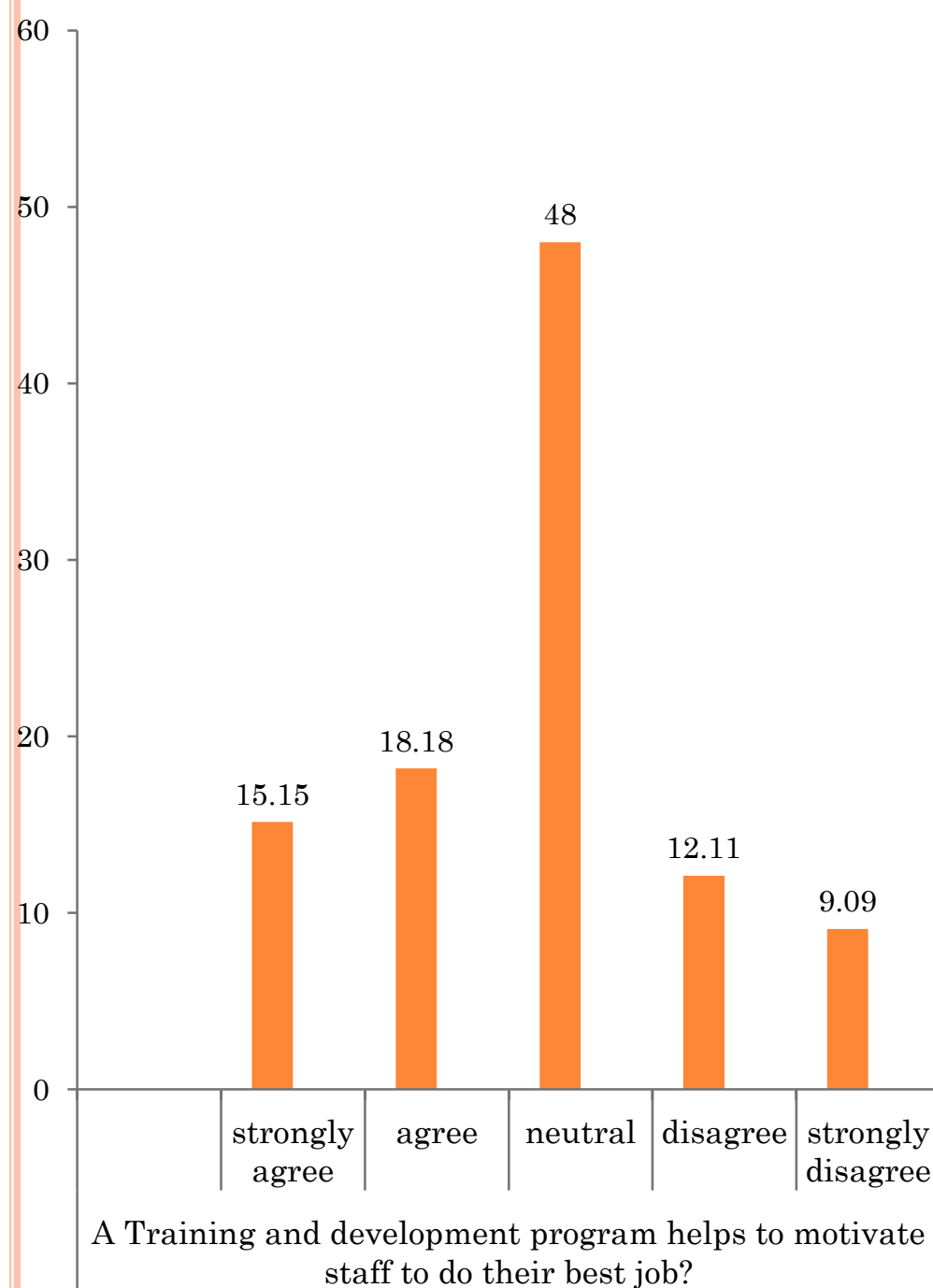


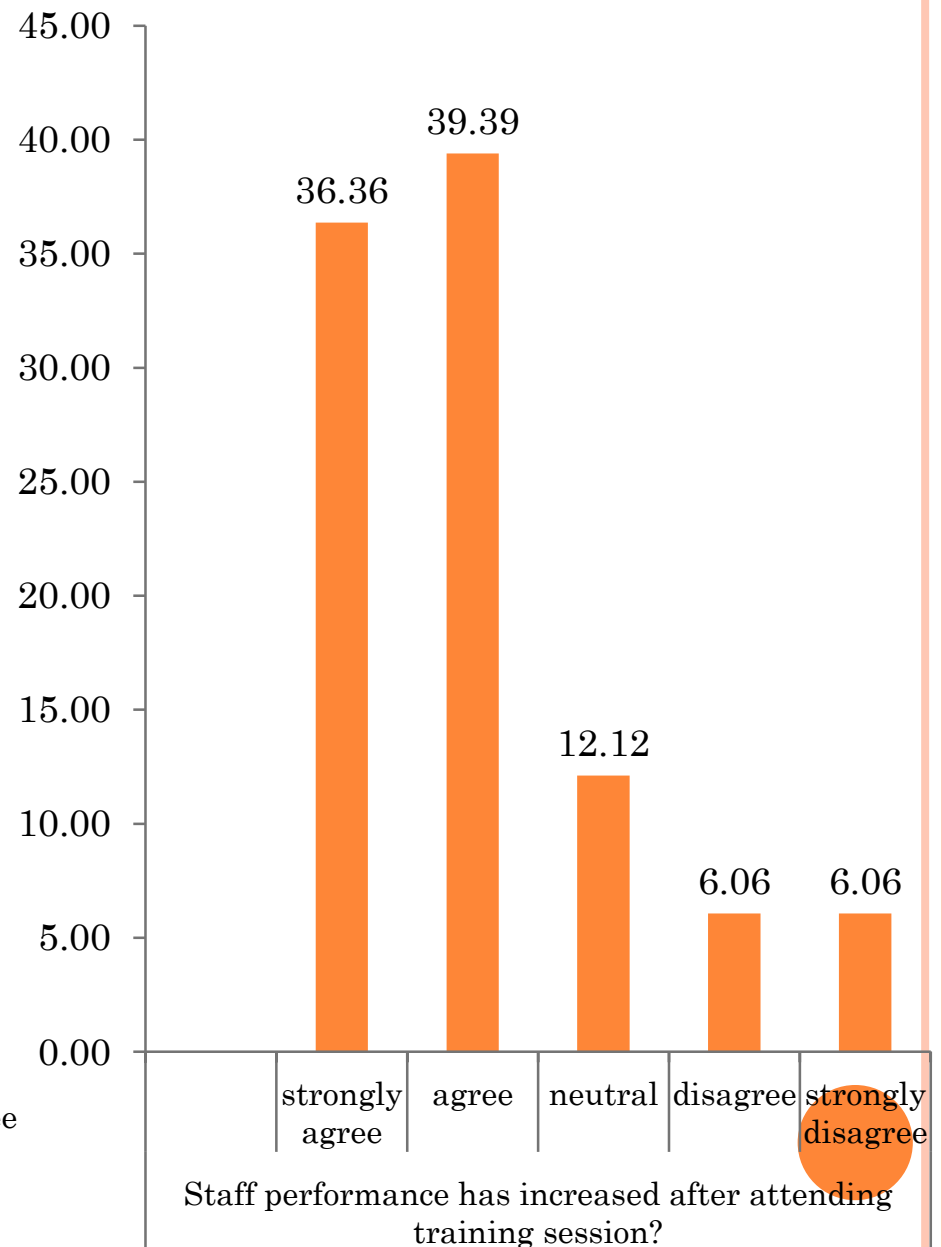
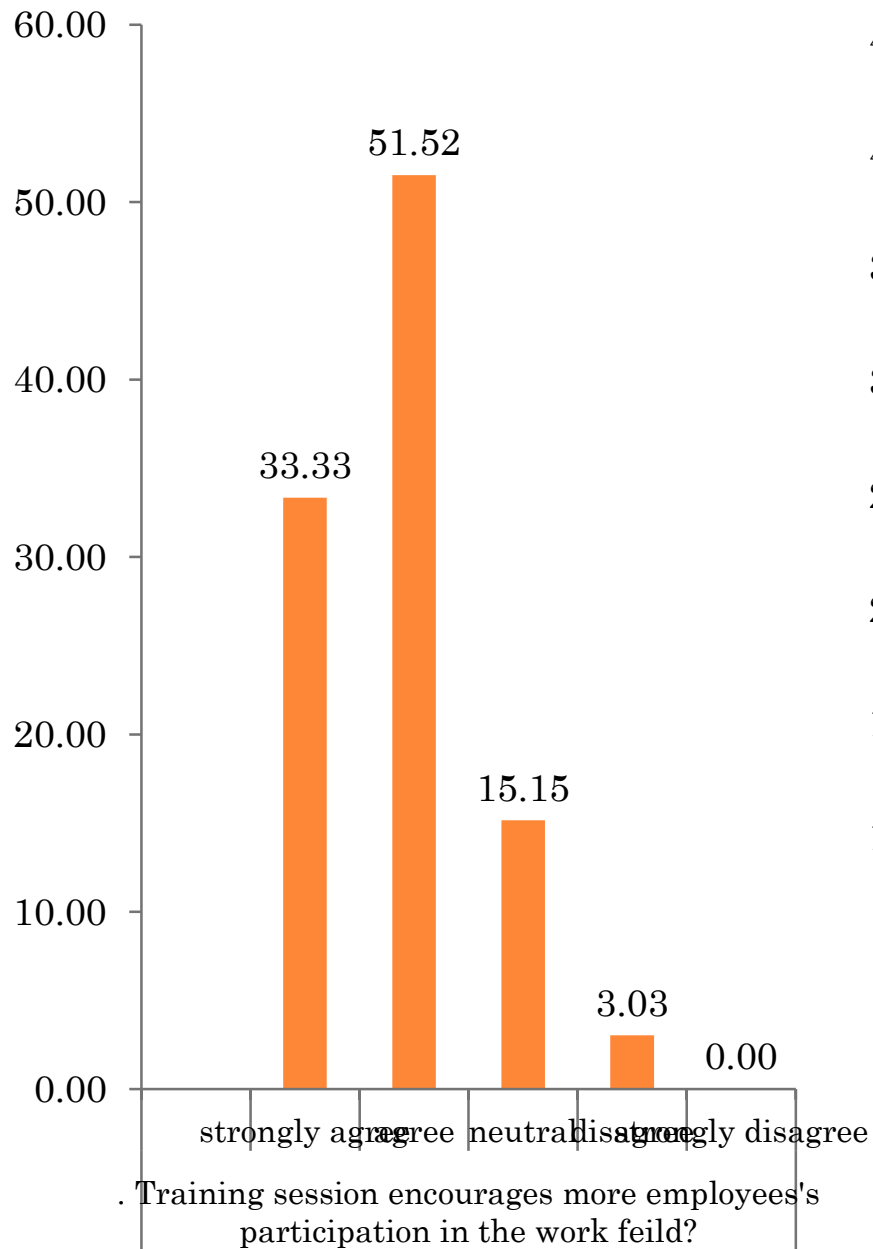


DOCTORS RESULT









RECOMMENDATIONS

Human resources are the most important assets of every organization. Acquiring and retaining these resources is one of the major challenges faced by many organization. However there is some problem that should be taken care.

- Organization should create a good training and development programs or broaden the training and development activities in the organization
- Cross- border job opportunities should be selected on the basis of their performance talents for further development.
- On the job training and practical learning must be given more importance.
- Organization should create opportunities for employee's growth and development in that way the employee's effectiveness will enhance.
- Provide flexible learning option.
- Informal mentoring and coaching channels have to be supported while large no. Of employees are working.
- Regularly take feedback about the current ongoing training and development programs so the overall effectiveness of the programs can be more improved.



- Identify the skills that employees need to do their jobs, identify gaps between where they are and what they need, and focus training on resolving the gaps. Always start with job tasks and work backwards to be sure the training is targeted to improving necessary job skills
- Consider doing follow-up mini-sessions a month or two after a training session, where participants can interact and talk about their experiences and challenges applying what was learned



CONCLUSION

After the completion of research report named Training need assessment on performance and job satisfaction of employees” I would like to conclude the following things.

- That training and development programs play an important role in performance and job satisfaction on employees where majority of employees agree to it.
- The organization must continue with their current policy and could add up more program to the current policy I near future to be more employees centric.
- HOD should get involved while organizing training and development programs.
- Recognition of work, honest feedback and money are considered as the most motivating factor.
- Trained employees give positive result to the organization as well as organization it nourishes the employees to implement in the practical world



LIMITATIONS

- Sample size was limited.
- Employees were not able to give proper time due to their busy schedule and time constraints
- Scope was limited



○ THANK YOU

