

**HUMAN RESOURCE DEVELOPMENT TRAINING EFFECT ON EMPLOYEES
PERFORMANCE IN B.H.E.L**

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ABSTRACT

This research paper is to explore about the human resource development training effect on employees performance. The paper will discuss about impact, objectives, pros and cons of training on the employees behavior which will further help reader to know more about it through conclusion and suggestion section .Moving ahead, we are using qualitative method of research study as research design is descriptive type and research is basically based on secondary data so we collected most of the information through review of literature, published or non-published research studies , journals articles magazines and newspapers that will provide relevant information for the study. The website information will also be taken or collected during my research study for relevant information.

Keywords- Human Resource Development , Employees Performance, Training, Skill Development .

INRODUCTION

Human resource development is the overall development of human resource with the help of training and practical skill learning method, which improve employees knowledge and understanding which increase productivity. This is why human resource is considered one of the most important factors. an organization's performance directly depends on their employees performance. This is because employees are indispensable part of any corporation and are relied on for optimum productivity and organizational efficiency. To keep up with productivity and higher performance, the Organization must constantly be upgraded to match new technologies and processes. Global competition has created a rapid pace of change and current skill sets must be continually updated and managers should identify employees with less optimal skills. To meet this need, organizations aspiring for growth utilize an extensive portion of their resources on Human Resource Development (HRD).

STATEMENT OF PROBLEM —

1. HRD Practices are at different levels in BHEL.
 2. BHEL has stress level high due to less holidays
- So, required further study to find out the reasons and its solutions.

OBJECIVE

1. To know the relationship between HRD training and employees performance.
2. To Determine the extent to which HRD training directly influences employee performance.

RESARCH METHODOLOGY

We are using qualitative method of research study as my research design is descriptive type and My research is basically based on secondary data So I will collect most of the information through review of literature, published or non-published research studies , journals articles magazines and newspapers that will provide relevant information for the study. The website information will also be taken or collected during my research study for relevant information.

PROS

- **Boost in Company's Productivity-**
The worker's performance will bring productivity growth for companies.
- **Up-skilling Employee –**
Through training employee learn and develop their skills and capabilities which also boost their confidence.
- **Less Supervision-**
After training employees don't need supervision as training provides them working procedure knowledge.
- **Growth Opportunities for Individuals-**
Training helps employees to get good opportunities and growth due to their skill development
- **Better use of Resources-**
Training provides prior knowledge and learning about work which result in less mistakes and loss. So, resources are less wasted.

CONS

- **Training & Skill Development Cost Time and Money-**
Training process need money to invest for required things and also time consuming.
- **Sparing Extra time for Training can be Stressful for Workers-**
Off the job training process, extra training time can be tiring for the employees which can create stress and lack of energy.
- **Lack of Interest-**
During training some employees faces lack of interest as initially its difficult to understand

FINDINGS -

- This is found that there is positive relationship between HRD training and employees performance.
- HRD training directly influences employees performance .
- HRD Practices are at different levels in BHEL. For example training is provided to class 1 and 2 employees only, class 3 & 4 employees are selected on the basis of their experience of work example – plumber, guard etc.
- BHEL has stress level high due to less holidays which have direct impact on their performance because employee's interest drain out.

CONCLUSION AND SUGGESTION

This study indicates that the training have a positive effect and influence on the performance of employees over time but it also have some negative effect on employee's stability. Overall, it is important for organizations to adopt human resource development training practices, enhancing employee abilities and skills. It will increase organization profitably and give the firm competitive advantage. Management should focus on boosting employee capacities and skills through HRD training development programmes.

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