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AN STUDY ON TRAINING AND DEVELOPMENT

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INTRODUCTION TO RESEARCH

Research is the careful investigation or inquiry specifically through the search for new facts in any branch of knowledge. It is an original contribution to the existing stock of knowledge making for its advancement. Research is simply a task from available data to modify a certain result or theory.

Research is the careful or diligent search, studious inquiry or examination, investigation or experimentation aimed at the discovery and interpretation of facts, revision of accepted theories or laws in the light of new facts, or practical application of such new or revised theories or laws, the collecting of information about a particular subject. Research is conducted according to the researcher's intention, purpose, and the page they're operating from within. While many people use the word "research" to loosely mean "gathering information" scientists use this word in a more specific way.

The term "research" in a scientific context usually refers to the entire scientific method from start to finish. The information gathering portion of the scientific method is more properly called a "review. "Most literature reviews describe the learning process of discovering and documenting all that is already known about a particular topic before attempting to add to it. Many research students are told that they need to find a "gap in the literature" and formulate a research question according to that niche.

But in more organic research, the idea is that a scan of the available data on an aspect of science would reveal unanswered questions and point to avenues that remain unexplored.

This can be done by considering limitations or inconsistencies in previous research or addressing conclusions made by others with a new take on the given data. The experimental process begins with casting a wide net to gather all relevant material and then gradually works to refine from that data a research question that will later become a hypothesis.

The strict definition of scientific research (i.e. The scientific method) is performing a methodical study to prove or disprove a hypothesis or answer a specific question. But to arrive at that hypothesis takes some understanding of what is known in the area already. Research can then follow a series of steps and the standard protocol of experiment, depending on the conventions of that field of science.

Definitions by Authors

Research comprises "creative work undertaken on a systematic basis to increase the stock of knowledge, including knowledge of man, culture and society, and the use of this stock of knowledge to devise new applications."

Scientific research is a systematic way of gathering data and harnessing curiosity. This research provides scientific information and theories for the explanation of there and the properties of the world. It makes practical applications possible.

Scientific research is funded by public authorities, charitable organizations private groups, including many companies. Scientific research can be subdivided into different classifications according to their academic and application disciplines.

Scientific research is a widely used criterion for judging the standing of an academic institution, such as business schools, but some argue that such is an inaccurate assessment of the institution because the quality of research does not tell about the quality of teaching (these do not necessarily correlate totally).

"In the broadest sense of the word, the definition of research includes any gathering of data, information, and facts for the advancement of knowledge. -Martyn Shuttleworth

"Research is a process of steps used to collect and analyze information to increase our understanding of a topic or issue". It consists of three steps: Pose a question, collect data to answer the question, and present an answer to the question. –
-Creswell

Research is a systematic, formal, rigorous, and precise process employed to gain solutions to problems or to discover and interpret new facts and relationships. – -
Waltz and Bansal

Research is the process of arriving at a dependable solution to problems through the planned and systematic collection, analysis, and interpretation of data.
-
-Mosley

MEANING OF RESEARCH

A studious inquiry or examination, especially; investigation or experimentation aimed at the discovery and interpretation of facts, revision of accepted theories or law in the light of new facts, or practical application of such new or revised theories or the law.

Research is a systematic, formal, rigorous, and precise process employed to gain solutions to problems or to discover and interpret new facts and relationships.

Research is a pursuit of trust with the help of study, observation, comparison, and experiment, the search for knowledge through objective and systematic methods of finding solutions to a problem.

Research is the process of looking for a specific question in an organized, objective, reliable way.

Research is a systematic controlled, empirical and critical investigation of hypothetical propositions about the presumed relations among natural phenomena.

Research is "creative and systematic work undertaken to increase the stock of knowledge, including knowledge of humans, culture and society, and the use of this stock of knowledge to devise new applications." in the other hand

Research is a process of steps used to collect and analyse information to increase our understanding of a topic or issue.

The research consists of three steps:

1. Pose a question
2. Collect data to answer the question.
3. Present an answer to the question.

This should be a familiar process. We engage in solving problems every day and you start with a question, collect some information, and then form an answer.

Research is important for three reasons, Research adds to our knowledge: Adding to knowledge means that educators research to contribute to the existing information about issues, Research improves practice: Research is also important because it suggests improvements for practice. Armed with research results, teachers and other educators become more effective professionals, Research informs policy debates: research also provides information to policymakers when they research and debate educational topics.

A research project may also be an expansion of past work in the field. Research projects can be used to develop further knowledge on a topic, or in the example of a school research project, they can be used to further a student's research prowess to prepare them for future jobs or reports.

To test the validity of instruments, procedures, or experiments, research may replicate elements of prior projects or the project as a whole. The primary purposes of basic research of methods and systems for the advancement of human knowledge. Research approaches depend on epistemologies, which vary considerably both within and between humanities and sciences.

There are several forms of research, scientific, humanities, artistic, economic, social business, marketing, practitioner research, life, technology, etc. The scientific study of research practices is known as meta-research

CHARACTERISTICS OF RESEARCH

A systematic approach must be followed for accurate data. Rules and procedures are an integral part of the process that set the objective. Researchers need to practice ethics and a code of conduct while making observations or drawing conclusions.

Research is based on logical reasoning and involves both inductive and deductive methods.

The data or knowledge is derived in real-time from observations in natural settings.

There is an in-depth analysis of all data collected so that there are no anomalies associated with it.

Research creates a path for generating new questions. Existing data helps create more research opportunities.

Research is analytical in nature. It makes use of all the available data so that there is no ambiguity in inference.

Accuracy is one of the most important aspects of research. The information that is obtained should be accurate and true to its nature. For example, laboratories provide a controlled environment to collect data.

Accuracy is measured in the instruments used, the calibrations of instruments or tools, and the final result of the experiment.

TYPES OF RESEARCH

Basic research: A basic research definition is data collected to enhance knowledge. The main motivation is knowledge expansion. It is non-commercial research that doesn't facilitate creating or inventing anything. For example, an experiment to determine a simple fact.

Applied research: Applied research focuses on analyzing and solving real-life problems. This type refers to the study that helps solve practical problems using scientific methods. Studies play an important role in solving issues that impact the overall well-being of humans. For example: finding a specific cure for a disease.

Problem-oriented research: As the name suggests, problem-oriented research is conducted to understand the exact nature of a problem to find out relevant solutions. The term "problem" refers to multiple choices or issues when analyzing a situation.

For example, the revenue of a car company has decreased by 12% in the last year. The following could be the probable causes: there is no optimum production, poor quality of a product, no advertising, or economic conditions.

Problem-solving research: This type of research is conducted by companies to understand and resolve their problems. The problem-solving method uses applied research to find solutions to existing problems.

Qualitative research: qualitative research is a process that is about inquiry. It helps create an in-depth understanding of problems or issues in their natural settings.

This is a non-statistical method. Qualitative research heavily depends on the researchers' experience and the questions used to probe the sample. The sample size is usually restricted to 6-10 people. Open-ended questions are asked in a manner that encourages answers that lead to another question or group of questions. The purpose of asking open-ended

questions is to gather as much information as possible from the sample.

Quantitative research: Qualitative research is a structured way of collecting data and analyzing it to conclude. Unlike qualitative methods, this method uses a computational and statistical process to collect and analyze data. Quantitative data is all about numbers. Quantitative research involves a larger population – more people mean more data. With more data to analyze, you can obtain more accurate results.

This method uses ended because the researchers are typically looking to gather statistical data. Online surveys, questionnaires, and polls are preferable data collection tools used in quantitative research. There are various methods of deploying surveys or questionnaires. Online surveys allow survey creators to reach large amounts of people or smaller focus groups for different types of research that meet different goals. Survey respondents can receive surveys on mobile phones, in emails, or can simply use the internet to access surveys.

There are three purposes of research:

Exploratory: As the name suggests, exploratory research is conducted to explore a group of questions. The answers and analytics may not offer a conclusion to the perceived problem.

It is conducted to handle new problem areas which haven't been explored before. This exploratory process lays the foundation for more conclusive research and data collection.

Descriptive: Descriptive research focuses on expanding knowledge on current issues through a process of data collection. Descriptive studies are used to describe the behavior of a sample population. In a descriptive study, only one variable is required to conduct the study.

The three main purposes of descriptive research are describing, explaining, and validating the findings. For example, a study was conducted to know if top-level management leaders in the 21st century possess the moral right to receive a huge sum of money from the company's profit.

Explanatory: Explanatory research or causal research is conducted to understand the impact of certain changes in existing standard procedures. Conducting experiments is the most popular form of casual research. For example, a study conducted to understand the Research method is defined as the tools or instruments used to accomplish the goals and attributes of a study.

Think of the methodology as a systematic process in which the tools or instruments will be employed. There is no use of a tool if it is not being used efficiently.

Research begins by asking the right questions and choosing an appropriate method to investigate the problem. After collecting answers to your questions, you can analyze the findings or observations to draw appropriate conclusions.

When it comes to customers and market studies, the more thorough your questions, the better. By thoroughly collecting data from customers through surveys and questionnaires, you get important insights into brand perception and product needs.

You can use this data to make smart decisions about your marketing strategies to position your business effectively. Research methods are broadly classified as Qualitative and Quantitative. Both methods have distinctive properties and data collection methods.

Qualitative Methods

Qualitative research is a method that collects data using conversational methods. Participants are asked open-ended questions. The responses collected are essentially non-numerical. This method not only helps a researcher understand what participants think but also why they think in a particular way.

Types of qualitative methods include:

- One-to-one Interview: This interview is conducted with one participant at a given point in time. One-to-one interviews need a researcher to prepare questions in advance.
The researcher asks only the most important questions to the participant. This type of interview lasts anywhere between 20 minutes to half an hour.

During this time the researcher collects as many meaningful answers as possible from the participants to draw inferences.

- Focus Groups: Focus groups are small groups comprising around 6-10 participants who are usually experts in the subject matter. A moderator is assigned to a focus group that facilitates the discussion amongst the group members. A moderator's experience in conducting the focus group plays an important role.

- An experienced moderator can probe the participants by asking the correct questions that will help them collect a sizable amount of information related to the research.

Ethnographic research: Ethnographic research is an in-depth form of research where people are observed in their natural environment this method is demanding due to the necessity of a researcher to enter the natural environment of other people. Geographic locations can be a constraint as well. Instead of conducting interviews, a researcher experiences the normal setting and daily life of a group of people.

- Text Analysis: Text analysis is a little different from other qualitative methods as it is used to analyze social constructs by decoding words through any available form of documentation. The researcher studies and understands the context in which the documents are written and then tries to draw meaningful inferences from them. Researchers today follow activities on a social media platform to try and understand patterns of thoughts.

- Case Study: Case study research is used to study an organization or an entity. This method is one of the most valuable options for the modern era
- This type of research is used in fields like the education sector, philosophical studies, and psychological studies. This method involves a deep dive into ongoing research and collecting data.

Quantitative Research Methods

Quantitative methods deal with numbers and measurable forms. It uses a systematic way of investigating events or data. It is used to answer questions in terms of justifying relationships with measurable variables to explain, predict, or control a phenomenon.

Three methods are often used by researchers:

- Survey Research – the ultimate goal of survey research is to learn about a large population by deploying a survey. Today, online surveys are popular as they are convenient and can be sent in an email or made available on the internet. In this method, a researcher designs a survey with the most relevant survey questions and distributes the survey. Once the researcher receives responses, they summarize them to tabulate meaningful findings and data.

- Descriptive Research – Descriptive research is a method that identifies the characteristics of an observed phenomenon and collects more information. This method is designed to depict the participants in a very systematic and accurate manner. In simple words, descriptive research is all about describing the phenomenon, observing it, and drawing conclusions from it.

- Correlational Research– Correlational research examines the relationship between two or more variables. Consider a researcher studying a correlation between cancer and married.
- Married women have a negative correlation with cancer. In this example, there are two variables: cancer and married women. When we say negative correlation, it means women who are married are less likely to develop cancer. However, it doesn't mean that marriage directly avoids cancer.

To choose the appropriate types of research, you need to identify the objectives. Some objectives to take into consideration for your business include:

- Find out the needs of your clients.
- Know their preferences and understand what is important to them.

- Find an appropriate way to make your customers aware of your products and services.
- Find ways to improve your products or services to suit the needs of your customers.
- After identifying what you need to know, you should ask what research methods will offer you that information.

Organize your questions within the framework of the 7 Ps of marketing that influence company – product, price, promotion, place, people, processes, and physical tests.

A well-organized customer research process produces valid, accurate, reliable, timely, and complete results.

Results that rigorously reflect the opinions and needs of your clients will help you grow your sales and improve your operations. To obtain the results, you need to establish and follow the processes that you have detailed for your organization: **Set your goals**

Consider the client's objectives and define those that identify with yours. Make sure that you set smart goals and objectives. Do not presume the results of your surveys.

Plan your research

Good planning allows the use of creative and logical approaches to select the methods that gather the most accurate information. Your plan will be influenced by the type and complexity of the information you need, the skills of your market research team, and how soon you need the information. Your budget also plays a large role in your ability to collect data.

Collect and collate your results

Make a list of how you are going to carry out the research process, the data you need to collect, and collection methods.

RESEARCH FINDING AND CONCLUSION:

According to the above Data analysis

1. Employees in the organization strongly agree that "**Training"** is a part of organizational strategy
2. **"ON-JOB"** training methods are preferred by the respondents
3. Majority of employees say that **"Induction Training"** is a well-planned exercise.
4. Majority of employees say that Training helps to improve "**Employee – employer relationship"**
5. Majority of employees say that training programs are conducted "**Every 6 Months**" in the organization.
6. Majority of employees say that Training helps to increase the "**Motivation level".**
7. Majority of employees are "**Satisfied"** with the present method of selection of candidates for Training.
8. 60% of employee says training programs are conducted **"02" times** a year
9. Majority of employees are **"Satisfied"** with the information provided by the trainer during the training session.
10. Majority of employees says that trainer "**clear their doubts"** regarding the topic
11. 46% of employees say that the training session involves **"Only Theory"**
12. **"Technical Training"** is being imparted for new recruitments in the organization.
13. 70% of employees say career growth is based on various training programs they attended.
14. **"Training sessions are unplanned"** is the general complaint about the training session.
15. 68% of employees **"Strongly Agree"** that the Training program helped to increase the productivity of both qua

CONCLUSION:

The majority of the employees conclude that Training is an organizational strategy that motivates the employees and also helps in increasing productivity in both quality and quantity. The employees prefer mostly the theoretical way of training which can help them in trying to solve their doubts. Mostly ON-THE JOB training is considered the best way of training method, and these are the most attended sessions in the training, which also tries to maintain a healthy relationship between the employees as well as employers.

RECOMMENDATIONS AND SUGGESTIONS

- Survey your employees before Training and Development.
- Align training with management's operating goals.
- Weave it into your company's culture.
- Include learning activities that go well beyond the safety of reading and writing papers.
- Take advantage of real-life learning opportunities in the workplace.
- Once a Week, Write Down a Key Learning Experience – What Did You Learn?
- Take Learner Analytics Seriously.
- Create Learning Paths.
- Ask Your Employees What They Need.
- Reward And Recognize Training Achievements.
- Have A Mission Statement.
- Include Soft Skills Training

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