

## **LEARNING AND DEVELOPMENT IN AN ORGANISATION**

SHARON NASHON , MISS SHREYA SINGH

GALGOTIAS UNIVERSITY

INDIA

### **ABSTRACT**

The most important thing to understand when considering learning and development in an organization is a function within an organization that is responsible for empowering employees' growth and developing their knowledge, skills, and capabilities to drive better business performance. Moreover, the study helps in order to maintain a high level of Employee skills and in the work environment it's important to understand the needs of the employee of the workforce. In this project we discuss more about the Aspects of learning and Development in any organization The project report "Learning of development in an organization" is prepared to teach and give employees more knowledge in work so as to bring development in an organization. The factors that show how learning can bring development in an organization are analyzed in this project report are work relations with management and colleagues, recognition and respect in the workplace, ambition and personal goals etc. A questionnaire and an interview were conducted to collect the information from the employees of My service consultancy and others like Agumentik consultancy, Genius consultancy limited, Zurii company limited.

### **INTRODUCTION**

Introduction Learning and development (L&D) is a function within an organization that is responsible for empowering employees' growth and developing their knowledge, skills, and capabilities to drive better business performance. Training and development involve improving the effectiveness of organizations and the individuals and teams within them. Training may be viewed as related to immediate changes in organizational effectiveness via organized instruction, while development is related to the progress of longer-term organizational and employee goals. While training and development technically have differing definitions, the two are oftentimes used interchangeably and/or together.

Training and development have historically been topics within adult education and applied psychology but have within the last two decades become closely associated with human resources management, talent management, human resources development, instructional design, human factors, and knowledge

management.

## LITERATURE REVIEW

Training And Development: According to the Michel Armstrong, “Training is systematic development of the knowledge, skills and attitudes required by an individual to perform adequately a given task or job”. (Source: A Handbook of

Human Resource Management Practice, Kogan Page, 8th Ed.,2001) According to the Edwin B Flippo, “Training is the act of increasing knowledge and skills of an employee for doing a particular job.” (Source: Personnel Management, McGraw Hill; 6th Edition, 1984) The term 'training' indicates the process involved in improving the aptitudes, skills and abilities of the employees to perform specific

jobs. Training helps in updating old talents and developing new ones. 'Successful candidates placed on the jobs need training to perform their duties effectively'. (Source: Aswathappa, K. Human resource and Personnel Management, New Delhi: Tata Mcgraw-Hill Publishing Company Limited,2000, p.189) The principal objective of training is to make sure the availability of a skilled and willing workforce to the organization. In addition to that, there are four other objectives: Individual, Organizational, Functional, and Social. Individual Objectives – These objectives are helpful to employees in achieving their personal goals, which in turn, enhances the individual contribution to the organization. Organizational Objectives – Organizational objectives assists the organization with its primary objective by bringing individual effectiveness. Functional Objectives – Functional objectives are maintaining the department's contribution at a level suitable to the organization's needs. Social Objectives – Social objectives ensures that the organization is ethically and socially responsible to the needs and challenges of the society. Further, the additional objectives are as follows: To prepare the employees both new and old to meet the present as well as the changing requirements of the job and the organization. To prevent obsolescence. To impart the basic knowledge and skill in the new entrants that they need for an intelligent performance of a definite job. To prepare the employees for higher level tasks. To assist the employees to function more effectively in their present positions by exposing them to the latest concepts, information and techniques and developing the skills they will need in their particular fields. To build up a second line of competent officers and prepare them to occupy more responsible positions. To ensure smooth and efficient working of the department

### Findings;

According to my research, I took my main source as an Interview and a questionnaire Employees of 4 different consulting companies namely My service consultancy company, Agumentik consultancy , Genius consultancy limited, Zurii company limited and mine Secondary data sources used in research online articles, journals, books, company Menu and publications. So; with some points Due to my topic in my research shows that learning and development helps companies to gain and retain top talent, it also improves productivity ,it also helps companies to gain profit and employees to expand more. Even to the companies that I have investigated due to learning and development they have gain a lot of profit and many other.

### Suggestions-

- A company may be able to conduct its own studies to determine the characteristics of its incentives

Staff and work to strengthen those elements within the organization.

- From time to time meetings and events can be arranged to maintain a high level of motivation and learning more.

Employees to be more professional in their field and to develop their interpersonal skills

A detailed study of each of the organisation's activities can help determine what Features are very important for any employee, and develop a helpful system Maintain a high level of motivation, as per employee.

## Conclusions-

The paper introduces the elements into the professional staff and features that

Encourage staff to improve their skills in learning so as to bring development in private My service consultancy and other companies that I have checked. By making employees learn more it brings development in the company and by motivating them by increasing their salaries or getting more position this motivate them and bring a lot of development.

In addition, managers play a key role in training staff. Efficiency Relationships can bring a lot to the table in terms of staff professionalism. Existing managers Seriously at the level of motivation employees can take other steps deliberately to build a To promote graduation work.

In addition, work skills are another part of research. So, according to The result, the respect and respect in the workplace led the staff to become stronger and professional in their skills. Research shows that almost half of the research agrees in some way with this vision Additionally, personal factors such as ambition and personal goals are key factors Develop interpersonal skills.

## Reference

<https://www.my service consultancy.com/>.