

A Study of Training and Development Process and its Impact on Employee Performance with Reference to Hexaware Technology Nagpur

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Abstract: *Training and development is the study of how structured experiences help employees gain work-related knowledge, skill, and attitudes. It is like many other topics in management in that it is inherently multidisciplinary in nature. At its core is the psychological study of learning and transfer. A variety of disciplines offer insights into this topic, including, but not limited to, industrial and organizational psychology, educational psychology, human resource development, organizational development, industrial and labor relations, strategic management, and labor economics. The focus of this bibliography is primarily psychological with an emphasis on theory and practice that examines training processes and the learning outcomes they seek to influence. Nevertheless, literature from other perspectives will be introduced on a variety of topics within this area of study. This study analyzed the impact of training, development and communication on employee's engagement in Human resource in Nagpur. Different techniques such as personal interview, discussion, findings, research were used for analysis. Results showed a positive impact of training and development and internal communication on engagement. Findings of the study have the potential of practical implication for managers and employees alike where they can increase engagement level in Human resource and tactical communication process and fulfilling the training needs of employees to meet the requirement of current job settings. Hence, practitioners need to understand the value of the participatory factors to compete effectively at the national and global levels through effective implementation in the engagement strategy.*

The primary data was collected by mean of questionnaire and analysis was done on the basis of response received from the Employees. Secondary Data: The purpose of collecting secondary data was to achieve the objective of studying the recent trends and developments taking place in Hexaware Technologies. The aim of the study was to explore the impact of training and development on employee performance and productivity. About 50 employees have been selected as sampling size. The type of research design is used in the project is exploratory research design. In order to improve the efficiency of employee in the present job and prepare himself for the higher level job, the effective training programs are necessary

Keywords: Employee Absenteeism, productivity, Job Satisfaction

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