

# Study on Employee Skill Upgradation and Growth: A Conceptual Structure

Muddagangaiah KC<sup>1</sup> and Dr. Naresh Kumar Gupta<sup>2</sup>

Research Scholar, Department of Commerce and Management<sup>1</sup>

Research Guide, Department of Commerce and Management<sup>2</sup>

Sunrise University, Alwar, Rajasthan, India

**Abstract:** *One of the main goals of this study is to determine how effective training and development methods are. While growth is concentrated on upcoming duties and obligations, training is concentrated on the organization's current operations. One of the most crucial HRM tools for raising an organization's production and competency levels is training and development. Because employees tend to become absolutes, it is imperative that employers adjust to the ever-evolving organizational, technological, and social dynamics by updating and learning new skills and knowledge on a continual basis. Thus, it is essential for firms to handle training and development programs well in order to get the most out of their investment. Therefore, the productivity of an organization's workforce depends on employee training and development.*

**Keywords:** Training Programs, Career Development, Organizational Learning.

## REFERENCES

- [1]. <https://www.papertyari.com/general-awareness/management/training-development/>
- [2]. <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/amazon-india-launches-skill-development-programme/articleshow/76959777.cms?from=mdr>
- [3]. <https://content.timesjobs.com/5-Indian-IT-companies-that-will-help-you-grow-your-career-JobBuzz-report/Wipro-Technologies-Ltd/slideshow/61067499.cms>
- [4]. [https://www.researchgate.net/publication/260219097\\_THE\\_IMPACT\\_OF\\_EMPLOYEE\\_TRAINING\\_AND\\_DEVELOPMENT\\_ON\\_EMPLOYEE\\_PRODUCTIVITY](https://www.researchgate.net/publication/260219097_THE_IMPACT_OF_EMPLOYEE_TRAINING_AND_DEVELOPMENT_ON_EMPLOYEE_PRODUCTIVITY)