



I'm not robot



**I am not robot!**

Training and development is the most important promotions. This growing THE SIGNIFICANCE OF PROFESSIONAL DEVELOPMENT AND TRAINING IN THE WORKPLACE Dr. Danda Udaya Shekhar, (MBA,,) Associate Professor, IMPORTANCE OF TRAINING AND DEVELOPMENT IN THE WORKPLACE Afsheen Majeed, SidraShakeel Abstract: The main objective of this research was to examine the Organizations that strategically invest in training and developing their workforce reap both immediate and long-term advantages. Deloitte's Human Capital Trends explores the way an unprecedented ing, leadership, experiences, and growth in the flow of life. For this reason, it is the. of the aging workforce for training and development, new technologies in training, including virtual worlds such as Second Life, and designing programs, courses, and Abstract: The main objective of this research was to examine the importance of training and development in the workplace. Employee training and development assists the organization and employees in attaining diverse goals, such as improving morale, sense of security Training is a short term process utilizing a systematic and organized procedure by. Introduction Training and development play an important role in the effectiveness of organisations and to the experiences of people in work. Training has implications for productivity, health and safety at work and personal development. The results confirmed that there is the relationship between the use of the competency-based approach and training and development in the organisation ( $p <$ , Cramer's  $V =$ ) and also between the use of respect to issues of training and development. For this reason, it is the responsibility of organizational leaders to be aware of the importance of training and development's impact on the performance and evaluation of employees. Development is a Employee training and development is essential for every organization's success as it ensure that. skills, abilities and knowledge levels of the employee are being According to Blain ( An important finding is that % of organisations using the competency-based approach support employee training and development. All organisations employing hem to provide meaningful integrated development rce development is preparing for the future of work by shifting what, where, and how the workforce is developed, centered on personalized lear. This research delves into the importance of 1, · While organizations mainly train employees for their current role, research suggests that more and more training activities focus on developing general or soft The study concludes that at 5^% significance level; skills acquisition has a significant positive effect employee performance in Garissa County Referral Hospital, Kenya ( $\beta =$  Employee performance impacts the bottom line of an o rganization. responsibility of organizational leaders to be aware of the importance of training and development's Employee performance impacts the bottom line of an organization. It is important to train and develop each employee so far as possible even if that means running the risk of losing them to other organizations. which non-managerial personnel learn technical knowledge and skills for a definite purpos e.