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INDEX

Title	Pages
SUBHASH BOSE AND THE BATTLE OF KOHIMA: MAINSTREAMING THE NORTH EAST INTO INDIA'S FREEDOM STRUGGLE <i>Dr Biswajit Mohapatra, Associate Prof, Political Science, North-Eastern Hill University, Shillong</i>	07-09
IMPACT OF US- CHINA TRADE WAR ON INDIA <i>Dr. K.M Mahato, Associate Professor, Department of Commerce, Jamshedpur Co- operative College, Jamshedpur, Jharkhand.</i>	10-15
MOB LYNCHING: A CASE STUDY JHARKHAND <i>Dr. Mithilesh Kumar Choubey, Editor, Jamshedpur Research Review, Jamshedpur, Jharkhand.</i>	16-21
A STUDY ON CONSUMER SATISFACTION TOWARDS PATANJALI PRODUCTS <i>Dr. Madhavi R, Dr. Easwaran Iyer, Ms. Deepthi Dechamma M.C</i>	22-25
INSTRUCTIONAL DESIGN USING EDUTECH AS TEACHING PEDAGOGY <i>Dr. Anupam Mitra, Associate Professor, Department of Commerce & Management, TeamLease Skills University, Vadodara, India</i>	29-36
FOSS IN EDUCATION—STUDY OF OPINION OF STUDENTS, PRE- SERVICE TEACHERS AND IN-SERVICE TEACHERS <i>Manoj Kumar, Assistant Professor, SCERT, Delhi, Seema Goel Teacher IT, Directorate of Delhi, Dr. Bharti, Associate Professor, DEGSN, NCERT, New Delhi</i>	37-47
A CRITICAL EVALUATION OF TRAINING AND DEVELOPMENT PROGRAMS OF JINDAL STEEL AND POWER LTD <i>Fouzia Tabassum, Research Scholar, University Dept. Of Commerce and Business Management, Ranchi University, Ranchi, Jharkhand</i>	48-55

Other features:

• Leafy green vegetables of Jharkhand	15
• New book	21
• 4 child-rape cases every day in national capital	28
• Jharkhand handicrafts	36
• Tribute to Santhal Rebellion	56-57
• Union Budget 2019	58

A CRITICAL EVALUATION OF TRAINING AND DEVELOPMENT PROGRAMS OF JINDAL STEEL AND POWER LTD

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Abstract

Employees are major assets of any Organisation. The active role they play towards a company's success cannot be underestimated. As a result, equipping these unique assets through effective training becomes imperative in order to maximize the job performance. Also position them to take on the challenges of the today's competitive business climate. There is no doubt that Organisations worldwide are striving for success and out-competing those in the same industry. In order to do so, Organisations have to obtain and utilize its human resources effectively. Organisations need to be aware of face more realistically towards keeping their human resources up-to-date. Training and development has the distinct role in the achievement of an organisational goal by incorporating the interests of organisation and the workforce. Now a days training is the most important factor in the business world because training increases the efficiency and the effectiveness of both employees and the organisation. Training also has impact on the return on investment. Training and development are seen as a major element to high productivity and quality performance. This study will present an overview of T & D practices in JSPL and identify areas that need attention of T & D managers and academicians.

Keywords : Training and Development , Organisation , Workforce , Productivity

Introduction:

Training refers to the acquisition of knowledge, skills and competencies as a result of the teaching of vocational or practical skills and knowledge that relate to specific useful competencies. In recent years, Training and Development (T & D) has emerged as a distinct area of concern in organizations. The need for improved productivity in organisations has become universally accepted and that it depends on efficient and effective training. However, the need for organisations to embark on staff development programme for employees has become obvious.

Absence of these programme often manifest tripartite problems of incompetence, inefficiency and ineffectiveness. So, Training and Development aim at competences such as technical, human, conceptual and managerial for the furtherance of individual and organisational

growth. Training evaluation is a continual and systematic process of assessing the value or potential value of a training program, course, activity or event.

It is important to not ignore the prevailing evidence on growth of knowledge in the business world in the last decade. This growth has not only been brought about by improvements in neither technology nor a combination of factors of production but increased efforts towards development of Organisational human resources. It is, therefore, in every Organisations responsibility to enhance the job performance of the employees and certainly implementation of training and development is one of the major steps that most companies need to achieve this. As is evident that employees are a crucial resource, it is important to optimize the contribution of employees to the company aims and goals as a means of sustaining