



# SNS College of Technology

Coimbatore - 35



23BAT612- Human Resources Management

Unit III- Recruitment , Selection and Training

## Topic...Guess...???

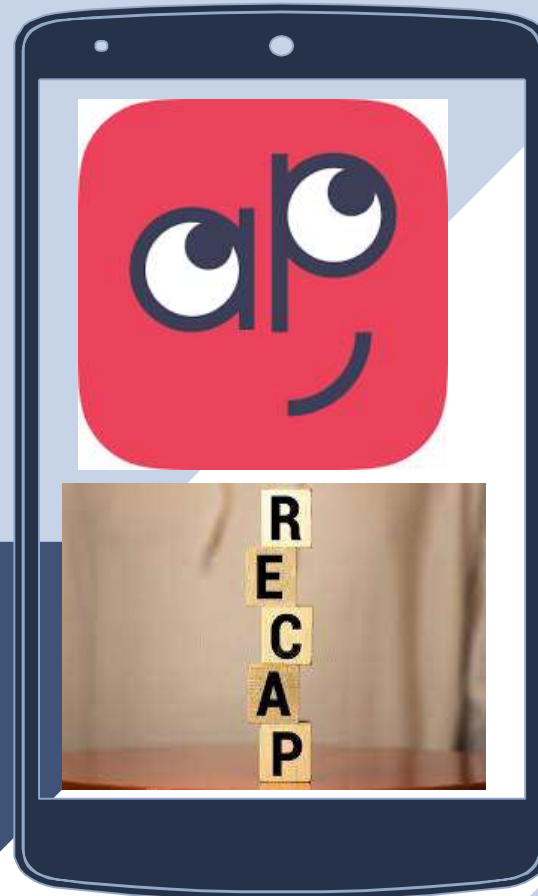
Presented by  
**Dr.S.Senthil Kumar**  
Assistant Professor

**1<sup>st</sup> Indian Institution to Implement** Design Thinking Curriculum  
Redesigning Common Mind and Business Towards Excellence



# What is sparking in your mind...?





# RECAP



# Training



- **According to Garry Dessler, “Training is the process of teaching new employees the basic skills they need to perform their jobs.”**

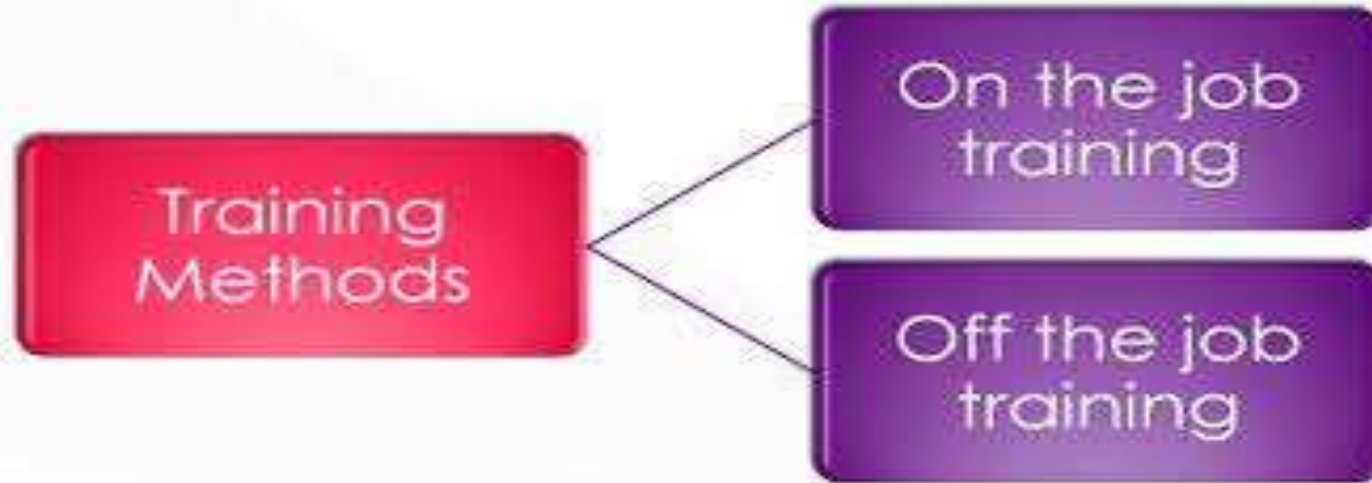


# Objective of Training

- To Train new recruits
- To enhance the skills, Knowledge and abilities of Existing employees.
- To tackle the strategy of competitors
- To motivate employee and keep them satisfied



# Types of Training





# On the Job Training





# Off the Job Training Methods







# Need of Training

## Why businesses need training

- To support new employees
- Improve productivity
- Increase marketing effectiveness
- Support high standards of customer service and production quality
- Introduction of new technology, systems or other change
- Address changes in legislation
- Support employee progression and promotion



# Assessment



If an employee requests the organization to lower his work load so that he can manage his personal life, it is the case of voluntary Demotion

True or False





# Summary

- Training
- Objective
- Types
- On the job
- Off the job
- Need of Training

SUMMARY





# Reference

- <https://bbamantra.com/training-objectives-purpose-methods-hrm/>
- <https://open.lib.umn.edu/humanresourcemanagement/chapter/8-2-types-of-training-2/>
- <https://www.geektonight.com/importance-of-training/>
- <https://www.iedunote.com/training>





# Reach Us



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*Thank  
you*