



SNS College of Technology

Coimbatore - 35



23BAT612- Human Resources Management

Unit III- Recruitment , Selection and Training

Topic...Guess...???

Presented by

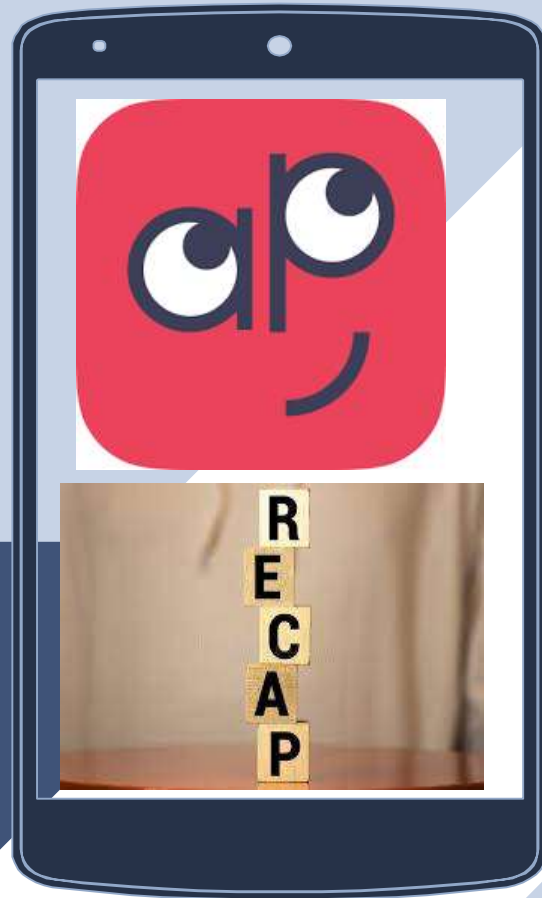
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1st Indian Institution to Implement Design Thinking Curriculum
Redesigning Common Mind and Business Towards Excellence



What is sparking in your mind...?





RECAP



On the job Training

Coaching:

- 1.Explain him the right way of doing things
- 2.Explaining the do's and don'ts of the job
- 3.Offering alternative/suggestions
- 4.Follow Up



Contd..

Job Instruction Training:

1. Demonstration
2. Overview
3. Performance
4. Follow Up



Contd..

Mentoring:

- It is focus of a mentor is on Career advancement and psychological maturity.

Job Rotation

- It involves movement of employee from one job to another within an organization.



Contd..

Apprenticeship Training:

- It demands high level of participation from the trainee.
- Internship and summer training are similar to apprenticeship



Contd...

Committee Assignment:

- The Trainee are asked to solve an actual organizational problem.
- To work together
- Offer a solution to the problem.



Training Vs Development

Training

It is meant for operatives

It aims to improve a specific skill relating to a job

It is a one-time process

It meets the needs of current requirements of a job

Reactive process

It focuses is on individual employees

It is a result of outside motivation

Development

It is meant for managers

It aims to improve to overall ability and personality of an individual

It is an on-going and continuous process

It meets the future needs of the job and the individual

Proactive process

It focuses on an entire workgroup or management of an organization

It is a result of internal motivation



Assessment

It gives a broadening experience and helps to understand the personalities, issues and process governing the organization.

True or False





Summary

- Job Instruction Training
- Coaching
- Mentoring
- Apprenticeship training
- Committee Assignment





Reference

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*Thank
you*