



# SNS College of Technology

Coimbatore - 35



23BAT612- Human Resources Management

Unit III- Recruitment , Selection and Training

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

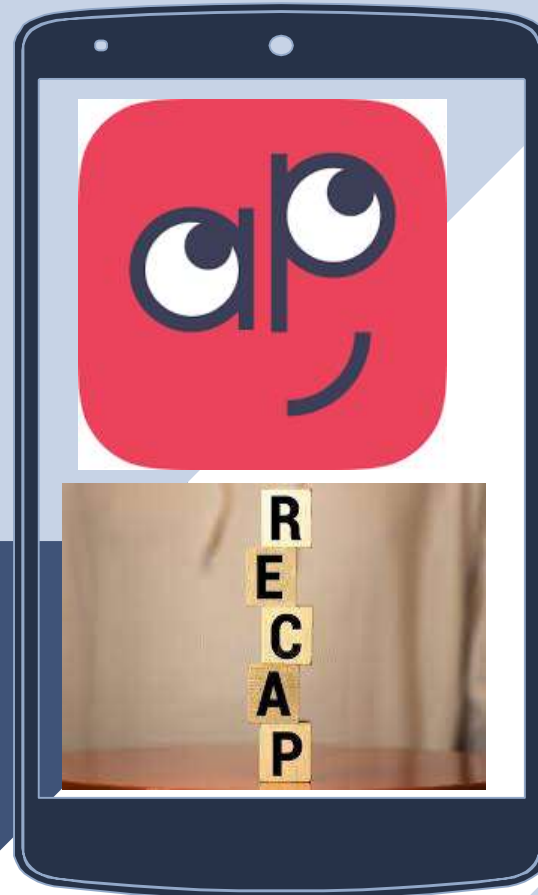
Presented by  
**Dr.S.Senthil Kumar**  
Assistant Professor

**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



# Other Types of Training:



1. Induction or Orientation Training
2. Job Training
3. Safety Training
4. Apprenticeship Training
5. Internship Training
6. Refresher Training or Retraining
7. Promotional Training
8. Remedial Training



# Important

1. Recruiting and Onboarding
2. Management
3. Training and Development
4. Helping with the basic needs
5. Smoother Communication
6. Employee Benefits
7. Recruitment and Training
8. Performance Appraisals
9. Maintaining Work Atmosphere
10. Managing Disputes
11. Developing Public Relations
12. Keeping check of Employees satisfaction

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## **IMPORTANCE OF HUMAN RESOURCE MANAGEMENT**



SOURCES: [BLOG.VANTAGECIRCLE.COM](https://blog.vantagecircle.com); [HUMANRESOURCEEXCELLENCE.COM](https://humanresourceexcellence.com)



# Important of Training

- Produce High-Quality Products
- Help to get Motivated
- Increase Productivity
- Reduction In Accidents
- Management By Exception
- Stability and Growth



# Benefits of Training



1. Motivation
2. Respond to industry changes
3. Improved retention rates
4. Promote from within
5. Outperform the competition
6. Job satisfaction
7. Quality and consistency
8. Attract new talent.



**Contd..**

## **Advantages of Training**

- **Improves The Performance**
- **Reduces Wastage**
- **Make Trainee Skilled**
- **Trainees Become More Productive**
- **Improve Self-Confidence**



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# Disadvantages

## Disadvantages of Training

- **Effect On Concentration**
- **Increases Stress On Employees**
- **Long Run Process**
- **Too Much Of Theory**
- **Trainees Lose Interest**

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# Assessment



Behaviorally experienced training includes activities like business games, case studies, role playing, group discussion, sensitivity and laboratory training.

True or False





# Summary

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





# Reference

- <https://bbamantra.com/promotion-demotion-hrm/>
- <https://blog.vantagecircle.com/employee-promotion/>
- <https://www.iedunote.com/job-promotion>





# Reach Us



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*Thank  
you*