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## Exploration on effectiveness of the training and development of employees' efficiencies in organisational sectors

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Effectiveness of training and how it helps in the development of employees' efficiencies in organisational set up plays a vital role in human resource management programme of the corporate world. With this objective, the study sought to explore the employee's perception on the current methods of training, by using questionnaire and interview methods in the regional office of National Insurance Company Ltd (NIC), Bhubaneswar, Odisha, India (N=250) and also assess the relationships between training experiences and its effect in developing efficiency of the employees in the workplace, based on domain training, reward training, skill training, induction training, house training, and motivational work force, etc. Analysis of the results revealed a very positive conclusion regarding the training imparted by National Insurance Company Limited, like: The overall satisfaction level of the employees about the training programs seems to be moderate; the training department of the company's regional office at Bhubaneswar is performing its role up to the mark and; the trainees enjoyed a lot the training programme imparted to them, especially the practical sessions and simulations along with the training staff. The study implicates that there is no other alternative or shortcut to the development of human resources without the training or orientation programme in organisational sectors. Training when used in a planned and purposeful manner can act as an extremely effective management tool as it increases the knowledge, efficiencies and skills of workers, thereby increasing the productivity rate of the organization as a whole. Thus, the outcome of the study can stand as an exemplary fact for each and every corporate sector of the world.

### Biography

Debolina Senapati is presently doing her PhD at Utkal University, Orissa, India. She has teaching experience in Human Resource Management at VISWASS Institute, India.

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