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A study of training and development programmes with special reference at ING Vysya Bank, Patna

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Abstract : *Industrial efficiency greatly depends on successful handling of the most important aspect that is human resource. As a matter of fact banking sector is a service oriented sector where the human resource is the most important. ING Vysya Bank, which is a private sector bank, provides training on regular basis, which helps in enhancing employee motivation towards organisation objects.*

The first objective is to know the training methods and its effectiveness among employees. This also leads to motivation of employees which in return leads to reduction in employees turnover rate and to reduce the level of

absenteeism. Various impressions are drawn from the findings and analysis for this research study. While going through the analysis it was found that well trained employees reduced the cost of production and their salary and positions got increased accordingly. It was also found that training leads to higher morale and increased motivation which ultimately leads to increased productivity.

The training methods adopted by the organisation should be upgraded in order to tackle diversified workforce. An organisation must create awareness of its training and development programmes among its employees to make them more efficient.

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Introduction :

Industrial efficiency greatly depends on successful handling of the most important aspect i.e. Human Resource. It not only makes an enterprise successful but also provides the workers the chance of earning higher wages and fulfilling his/her individual objectives otherwise it will not produce a positive outcome. So, it can be said that training is an act of increasing the knowledge, skill