

IMPACT OF TRAINING AND DEVELOPMENT ON STUDENTS IN HIGHER EDUCATION SECTOR IN BHOPAL

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Abstract

Business Management refers to the management of organization, which includes administration and management of business activities, operational activities and human resource management.

Human Resource is a vital asset in an organization. Supervision, training and development of employees in the organization is required to be done time to time, which is beneficial for the staff and organizational.

This paper focuses on the impact of training and development of students at higher education sector. And how these universities and colleges plan to provide training and development to students, to make their foundation strong to get good jobs and perform best at their work.

Indian education system is one of the world's largest educational system. Indian Higher education system faces many challenges in training and development of students, despite making significant progress. To get good jobs and well placed in an organization a student needs to have good knowledge and skills set, and then combining both you can perform tasks better in the job. To achieve this, the students acquiring education at higher institutions and University should get good set of knowledge and skill set. However, sometimes the graduates are lacking the combination of knowledge and skill set.

Earlier studies and researches have shown that how the students at higher education get proper training on the specific subject and field of their interest. Some researches also show how the students at higher education lack to get the required training and development, after which they don't get proficient to get good jobs. Even though if they get the job they are not able to deliver as much they can. When a student wants to get employed they lack in the required knowledge and skill set because they were not given sufficient training and development in their respective fields.

Keywords: "Higher education", "students", "training", "development"

LITERATURE REVIEW

Training and Development is a process of increasing the knowledge and skill of the human resource (student) to perform the job. It makes the resource (student) with skills and relevant knowledge that may help them to grow in the organization and workplace.

Training is a formal process by which talent development professionals help individuals to improve performance at work. Development is the acquisition of knowledge, skill, or attitude that prepares people for new directions or responsibilities. Student training and development enables them to learn precise skills or gain knowledge to improve and get better job and show better job performance.

Importance Of Training And Development Of Students In Higher Education Sector In Bhopal

The Educational institution is like an organization that is designed to improve the student training and development. It is the best way to acquire the job and increase the performance of an individual. Training and development typically involve advancing of a student's knowledge and skill sets and motivates to enhance job performance.

We go through a process of identifying and providing the training, evaluating how well the student has learned, and then assessing the training process. Training is the process of teaching students the skills necessary to perform a job. We train students to provide them with the knowledge that they will need to succeed in their work for the organization. Training is primarily required to be put to immediate use by the individual being trained.

Somewhat in contrast to the training we do so that students can do a new job or do an existing job better is the process of development. Both colleges and corporations have been criticized for not doing a good job of developing business leaders. Student development is ongoing education to improve knowledge and skills for present and future jobs. The student development is therefore designed to teach our students how to move up in the organization in the future by becoming skilled at those tasks that they will need to know to move into higher-level jobs. Development tends to be aimed at improving communication and decision-making skills in

students. To remain competitive in today's dynamic environment, educational institutes should work to make better student outcome who maintain up-to-date knowledge and skills; and development plays an important role in this effort.

Relationship of Research Area with Indian Knowledge Tradition

Education is an evolving sector that is growing every day, and the learner and educationists in this sector also keep on learning with time. In reality, teaching and learning go hand in hand, and education is essential for educational institutes to invest in for the professional development of the staff and students.

In today's world, professional development is something highly required, and for such purpose, training is necessary for teachers and students. It helps them to cope with the latest technology, online tuitions and latest upcoming trends and much more for the learner of the 21st century.

The Higher Educational institutions management must pay attention to the training and professional development of their students. The better you spend on students, the better you can serve the community.

Research Flow

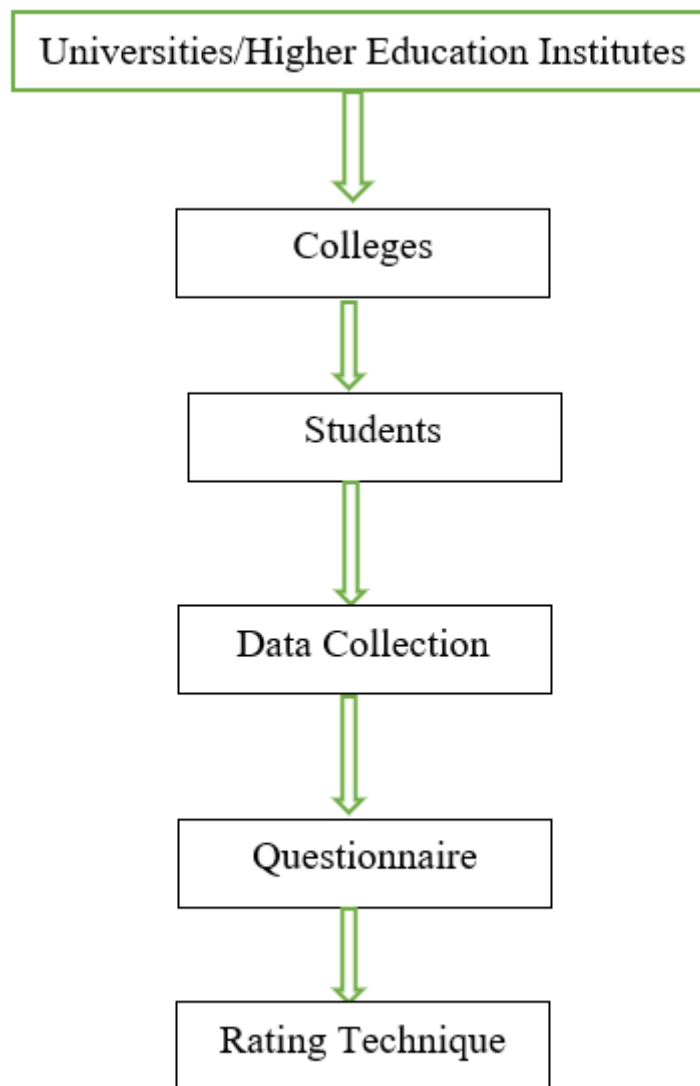


Fig No:1 Participants in the study

Benefits of Training and Development of Students in Higher Education Sector

1. For providing educational excellence:

Providing training in a higher education sector is vital for educational excellence. Regular educational training opportunities should be provided to the students to polish their skills and to make them the best among many. In case if students do not strive for excellence and their betterment, they can lag far behind. Educational specialists should stay active in spending on training and development, as well as up-to-the digital technological tools.

2. For building managerial tasks understanding

The old concept of training does not suit the administrative people. But in reality, the individuals require competent skills for the management of future administrative tasks. A training term is all about developing students/workers, whereas development is all about the growth in all aspects and enhancing the words with the enterprise's managerial position. Training development refers to the process in which the executives polish the skills of the individuals to clean their skills at the current job and to understand and learn to manage the managerial tasks.

3. For social, intellectual and physical development

Mostly, education is considered a study of a particular syllabus that is often taught in a learning institute before joining any profession. Intellectually sharp, well-mannered, and well-disciplined students are admired to join the institutes and develops students well behaviours.

4. For promoting eLearning

Those students/educationists who used focus on digital educational solutions like e-learning courses, Online Tutorials and certifications, and many other blended learning programs have more chances to opt for the better job openings.

RESEARCH GAP

In today's dynamic world, it has become equally important for students to cope with the latest learning styles. For this reason, educational institutes should understand the importance of well-structured training and development programs for the students. This would provide the students a great platform to achieve and survive in this competitive world.

We should provide our students, with the latest training and development platform. This platform should include well qualified teachers, new generation techniques and on-going support. Also, constant development should be provided to students, which prepares them to acquire better jobs.

In this world, we should pay attention to the training of students. After all, they are going to be trained for the future of the society. So, students should be well trained & would prove to be valuable assets. Most of the time, we ignore the fact that training and development is equally important as teaching the students. That is why proper steps should be taken to train students so that they may get better job placement in future.

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