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## PSYCHOGRAPHIC DIMENSIONS OF TRAINING

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### Abstract

Training is an indispensable part of HRD in any organization responsible for the skill development, work discipline, Organizational Orientation, Productivity, Improvement and overall personal development of the employees, which has been instrumental in influencing the modern business organisation in investing sizable amount, time and resources on training & development. The training has its own impact on the psychological setup and personality of the employees, particularly the middle level executives who play vital role in bridging the gap between the top official and the lower level employees. In this article clearly explain about how training method will create an impact to an executive and also which type of training suitable for a particular employee

**Keywords:** Training; Psychological Setup; Training and development.

### Introduction

Training, as a human resource management function, is one of the activities that impact most critically on the performance of an organization. While it is understood and accepted that training methodology is not implemented correctly it will affect the organizational performance and limit goal achievement, Through training we can easily identified the which type of training is suitable for the particular employee Acquiring and retaining high quality talent is critical to an organization's success. As the job security we have to upgrade our knowledge through training effectiveness method competitive and the available skills grow more diverse, training helpful to make out a skill matrix and find out the employee fit for the organizations. Training helps to psychologically motive the employees it helps to identify the right type of training to right employee [1]. In the training programmes, the internal customers upgraded their knowledge whereas as the company also get the well trained employee, the performance of the

individual is discussed with him and they assess the performance through skill matrix method, and he is ranked based on his presentation of the work. The company uses this tool primarily for identifying the well trained employee to attain the company objective. The main weakness of this system is that all the employees are ranked in a particular method, and whereas the well trained employees easily identified, there is no strenuous endeavour to motivate the average employee to attend training programmes and make them as a well trained employee. Another weakness of the training method is analysing the individual attitude and given the training based on their attitude, their background and apply the training method based on the personality. Evaluating the performance of an employee can be a closed one and they not even know what happen and how the evaluate their performance and how they assigned the training method whereas the trainees have an opportunity discussing with their superiors during assessment exercise. Therefore the training method can be more specific, unlike general training method. The specific training method is more user friendly for the employee's psychologically [2].

The following questions can provide an assessment of training

1. What purposes does the organisation want its training?
2. Training methods are really getting the information and evaluate the employee performance?
3. Are the training method is designed to minimise errors and ensure the productivity in quality base?
4. Are the evaluation and developmental components separated?
5. Are the training method and skill matrix being implemented correctly?

The following questions serve as guidelines for assessing the end-product of training method

1. Did the training session motivate the subordinate?
2. Did the training gives a knowledge both work and personal
3. Did the open ended training method helps to employee come out with a clear idea?
4. Did the employees learn something through method?
5. Does the subordinate have a clear idea of what corrective actions to be taken to improve his/her own performance?

In a Survey conducted among the employees of Hatsun Agro Product Ltd, 73% of the employees feel and perceive the trainings programmes are psychologically demotivating and they may thing its waste of time. This clearly shows the psychological stress, and feels them too lazy to attend training programmes. If the training method should be more specific and find out which type of training is suitable for individual employees. Self evaluating system is not

very popular in the Indian companies which have made the entire system of training programmes are more effective and achieve the company target [3].

- Therefore, training programmes should be implemented and it should be regular activities importance should be recognized and communicated down the line to all the employees [4].
- It should bring more clarity to the goal and vision of the organisation.
- It should provide more empowerment to the employees.
- New methods of training method should be adopted so that both Employer and the employee take interest in the training process.
- Employees should be given feedback regarding their training programs this will help them to improve on their weak areas.
- New mechanisms should be evolved to reduce the time factor involved in the procedure of training. Introducing online-notification of upgrade training can do this.
- The frequency of training program for the appraiser should be increased and these sessions should be made interactive.
- The awareness of training sessions for the employees should be made more interactive and the views and opinion of the training programmes should be given due consideration.
- Some of the training programmes should be conducted by the top management so that they can understand the employees and their needs, behaviour better and to find out the loopholes.

## **Conclusion**

Most of the organizations are believe that a realistic approach is the most optimal way to use the new learning. It may be beneficial for an organization to discuss the specific advantage, Development trainings can bring to an employee professional development. And organization's proactive involvement may eradicate misperceptions and prevents employees from misconstruing the benefits of these new learning. Proper assessment of employees and training method should be based on the need of an employee as well as company target [5].

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