



A STUDY ON NEED OF DEVELOPING EMPLOYEE SKILLS IN ACHIEVING THE INDUSTRIAL GOALS

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Abstract:

HR plays an major role in shape the employees of organization and it holds true for India as well. An organization is nothing without human resources. One of the important duties of the modern manager is to get things done through people. He has to bring employees into contact with the organization in such a way that the objectives of both groups are achieved. He must be interested in the people, the work and the achievement of assigned objectives. To be effective, he must balance his concern for people and for work. In other words, he must know how to utilize human as well as non human resources while translating goals in to action. The study concludes that almost all the respondents are satisfied towards the opportunities provided by the organization to enhance the employee's career development and skill development.

Introduction:

Today, human resources (HR) executives and business leaders view learning as a strategic component of their overall strategic HR mission and are leveraging integrated talent applications to drive optimal employee performance. Today, forward-thinking human resources (HR) executives and business leaders view learning as a strategic component of their overall strategic HR mission and are leveraging integrated talent applications to drive optimal employee performance. E-learning is widely considered to be the most efficient and cost effective way to deliver training to a workforce. However, the best way to truly prepare employees for meeting organizational objectives is to focus the training in three major areas of skill development. Using a learning solution that is capable of delivering optimal training for each type of skill and checking for comprehension by examining the outcomes from other HR processes will drive performance within the company as employees develop their soft, functional and compliance based skills.

Literature Review

Dr.N.R.V.Prabhu. 2005, "Career Planning as a Mechanism" in this study the researcher says that, the objective of the study which is to identify career path, career tasks, or required to job, and for the future. Ramachandra Patra, (2006), "Career Management" in this article the researcher says that, Occupation of a person doing the course of a lifetime. Dr.V.K. Bhaskara Rao, (2005), "Planning a Career", in this article the researcher says that, there are many factors that influence the career growth of individuals apart from intelligence, persistent hard work and goal orientation. Dr.V.K. Bhaskara Rao, (2005), "Success in Career", in this article



the researcher examines the success in career cannot be standardized as such. Each person has different perceptions and meanings of career success and they may change over years as aspirations and environmental factors keep changing. Sharf, (1994) the researcher explained through his theorists to encompass the individual's entire life span and along with the likes of Gottfredson, includes childhood as a developmental stage in one's career.

Objectives

1. To find out the needs for the career planning activity to develop the employees skill.
2. To find out the employee motivation, skill to job requirement and promotional opportunity existing in the organization.
3. To create an awareness among the employees to develop their skills by planning through career prospects
4. To suggest suitable measures for further improvement.

5 Ways To Improve Employee Development At Your Company

here are a seemingly infinite number of initiatives that can lead to success at your company. You can pull levers on product development, QA, sales, marketing, customer success...etc... but prioritizing what will have the greatest impact is tough. It's no wonder that employee development often ends up at the bottom of a very long list.

Leaders are constrained by time and are often biased towards short to medium term growth. This is especially true at startups, where we anxiously look ahead to the end of the runway. Can we really trade tomorrow's ROI goals for benefits that we will reap next quarter or next year?

But that is the wrong lense through which to view employee development. Your people *are* your company. They want to feel that their managers genuinely care and are committed to supporting their professional advancement and even their personal growth. Millennials in particular desire support, coaching, and paths to advancement.

Employee development is a long-term initiative, but it also leads to short-term benefits like increased loyalty and improved performance and engagement. Let's look at 5 ways to improve development at your company:

1) Professional Training

Let's get the obvious stuff out of the way.



Depending on the role, formal employee training may be required to ensure competency and even excellence. Create a knowledge-base of critical information and best practices to pass on to new hires as you grow your team. This will be time-consuming at first, but will pay off in the long run.

For many roles above entry-level, training manuals are as obsolete as time-clocks. When you hire experienced candidates, they will put their existing skills and knowledge to work. At first you will mainly have to teach them the particulars of your offering and acclimate them to your company culture. If your culture is healthy and other employees believe in your product or service, this will happen almost organically through conversations and regular interactions.

As time goes on, you can augment their knowledge and abilities with business books, seminars, and access to e-learning on topics from project management to demand generation. By simply reading one or two online articles per week, employees can stay up-to-date with marketplace trends and new practices, strategies, and tactics that others have found successful.

2) Coaching & Mentoring

According to this piece in Harvard Business Review, managers today are overburdened and “no longer pass-on knowledge, skills, and insights through coaching and mentoring. Organizations need to support and incentivize managers to perform this work.”

Coaching may seem intimidating at first, especially for managers that have little to no experience. But today's employees demand more than just telling them what to do. To ease into coaching, start by asking some simple questions every week:

- Are there any obstacles you are facing, and can I help?**
- What's an action you can take next week to improve your overall performance?**
- What would you like to learn that could help you in your role?**

When company leaders are intentional about having the right conversations regularly take place, employees can self-reflect on their accomplishments, and managers can support them in achieving their true potential.

3) Cross-Departmental Training



I like to think of my business as an ecosystem. In nature, all of the different species of plants and animals are interdependent. They ultimately create a harmonious balance in the system by constantly making corrections. For example, a shortage of vegetation during drought creates competition in prey species. This in-turn creates greater competition among predators and their numbers decline as well. A new balance is formed where the healthiest individuals of every species can thrive.

In business ecosystems, equilibrium does not occur as naturally. Management must guide each of their teams to improve the overall health of the company. Take as an example how Customer Success (CS) impacts product development initiatives and vice-versa. Customers demand a new feature and CS passes that information to the product team. When the new feature is released, CS will likely have to answer customer questions about best practices with the feature.

You can encourage cross-departmental training and have a developer review a customer email or sit in on a call with support. Members of your CS team can join a scrum meeting or stand-up with the development team. No one is likely to make a career shift, but they can each see the impact of their efforts more clearly. What they learn can also inform the fine details of dev's work on the product, or CS's conversations with customers.

4) Develop "Soft-skills"

It's unfortunate that these vital skills have been de-emphasized in corporate environments. Even the name "soft skills" makes them seem relatively unnecessary. Dan Goleman's framework of emotional intelligence at work is just as important as the intellectual know-how required to perform a specific task. Self-awareness, self-regulation, motivation, empathy and social skill all play a vital role in effective leadership and execution at all levels of the organization.

Try bringing in an expert to teach your team how to read body-language or practice non-violent communication. This may not seem as important a skill as learning to code or creating a pivot table, but it goes a long way towards improving communication and cohesion between employees. When the team is in harmony, work gets done more efficiently and with greater ease.

5) Personal development

Your employees don't just exist in a professional capacity to serve your organization. They are whole human beings comprised of physical, intellectual and emotional experiences. For them to evolve both personally and professionally, employee development must be holistic:



– Emotional balance

Ask questions like, “How do you feel about your work lately? Are you struggling with anything?” This meets our basic needs to be seen, heard, acknowledged, and validated – needs that go unmet in many work environments. A supportive manager who is skilled at listening and staying present to employee challenges can help raise them out of a tough emotional space.

– Intellectual growth

Books and seminars don't just have to be about business. You can provide continuing education around personal finance or fostering healthy relationships. When you have occasion to reward an employee for stellar performance, sponsor their attendance at a class that will further their personal goals and hobbies.

– Physical health

In accordance with our core value of cultivating health and vitality, every employee is provided a gym membership. We have also offered classes in many disciplines that contribute to the physical health of employees, from Qigong to breathing techniques. An easy and inexpensive way to develop employees' physical health is to stock your office with healthy food options.

When people are given the tools to do their jobs well and training to advance in their careers, they feel supported and happy. Not only are they likely to stay longer, but they will also perform better and contribute to overall company growth. And your reputation for stellar employee development might just encourage the best and brightest candidates to join your team.

Conclusion

Employee training and development for soft skills, hard skills and compliance-based needs to be assigned, taught, nurtured and measured across the full employee talent management lifecycle to drive optimal business results. Successful organizations develop all three skill areas to maximize employee and organizational performance, and, they are leveraging integrated talent management solutions to link skills development to strategic functions such as goal alignment, performance, competencies, compensation, development and succession planning. By linking these critical components across the full employee talent process, your organization can better manage, motivate, reward and improve the skills of every individual employee across your organization.

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