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## A STUDY ON EFFECTIVENESS OF DIFFERENT TRAINING METHODS USED FOR BEHAVIORAL TRAINING PROGRAMMES WITH SPECIAL REFERENCE TO L&T CONSTRUCTIONS, CHENNAI

**Dr. Shendge Rajendra Narayan**  
Principal , A.R.Burla Mahila Varishtha Mahavidyalaya Solapur.

### ABSTRACT

*Associations are winding up huge and complex with dynamic industrialization. Human Resource Department henceforth turns into the prime office in all worries whether little or expansive and its significance can be never at any point assessed. In this advanced world every individual flourish to wind up more talented and subsequently they all endeavor to accomplish the foreordained objectives with their entire hearted commitment towards their occupations appointed. They generally endeavor to be near flawlessness and for this they should be legitimately prepared in their particular fields so the incompetent workforce hones their abilities and the gifted workforce draw nearer to their objectives. Preparing assumes an imperative job in building up the information, ability and mentality of representatives.*



**KEY WORD:** *dynamic industrialization , near flawlessness , occupations appointed.*

### INTRODUCTION

Preparing might be seen as a precise and arranged process which has its authoritative reason to bestow and give learning encounters that will achieve enhancement in a representative and therefore empowering him to make his commitment in more noteworthy measure in meeting the objectives and targets of an association.

### Destinations of Training

The preparation targets are set down in perspective of the organization's objectives and anticipated the premise of need and request to empower workers to meet at least one goals:

### Foundation:

Significance of Training and Development

1. Ideal Utilization of Human Resources - Training and Development helps in improving the usage of human asset that further causes the representative to accomplish the authoritative objectives and also their individual objectives.

2. Improvement of Human Resources - Training and Development gives a chance and expansive structure for the advancement of HR's specialized and social aptitudes in an association. It likewise helps the representatives in accomplishing self-improvement.
3. Advancement of aptitudes of workers - Training and Development helps in expanding the activity learning and abilities of representatives at each dimension. It grows the skylines of human keenness and a general identity of the workers.
4. Profitability - Training and Development helps in expanding the efficiency of the workers that causes the association further to accomplish its long haul objective
5. Solidarity - Training and Development helps in instilling the feeling of cooperation, camaraderie, and between group coordinated efforts. It helps in instilling the enthusiasm to learn inside the workers.
6. Quality - Training and Development helps in enhancing the nature of work and work life.
7. Sound workplace - Training and Development helps in making the solid workplace. It assembles great representative, relationship so singular objectives lines up with hierarchical objective.
8. Wellbeing and Safety - Training and Development helps in enhancing the wellbeing and security of the association along these lines avoiding outdated nature.
9. Gainfulness - Training and Development prompts enhanced productivity and more uplifting states of mind towards benefit introduction.

### Discoveries

Majority of the respondents are concurred that the presentation and video techniques utilized for preparing is powerful.

Majority of the respondents are concurred that ice breaker technique utilized for preparing is powerful.

Most of the respondents are concurred that the pretending technique for preparing program is powerful.

Most of the respondents are concurred that the learning diversion technique for preparing program is compelling.

Majority of the respondents are strognly concurred that the goals of preparing was legitimately imparted.

Majority of the respondents are firmly concurred that the theme utilized for preparing was significant.

Majority of the respondents are strognly concurred that the ideas passed on amid the preparation had clearness.

Most of the respondents are firmly concurred that the term of preparing program was well-suited.

Most of the respondents are emphatically concurred that the preparation program had dynamic interest and association of the students.

Majority of the respondents firmly concurred that the instructional course had utilized for genuine precedents.

Majority of the respondents are firmly concurred that the instructional course was valuable.

Majority of the respondents are strognly concurred that the preparation goals is practiced.

Most of the respondents are firmly concurred that the preparation be helpful for you in future

Most of the respondents are concurred that the all the managerial and specialized help required for preparing admirably co – ordinated

Majority of the respondents are firmly concurred that the coach is a topic master

Most of the respondents are concurred that the as per you, do you think there ought to be an another coach alongside the principle mentor

### RECOMMENDATIONS

L&T trusts in discovering some new information everyday. Hence they pursue continous investigation of the requirement for various projects and give preparing through an extensive variety of programs. It encompassis of interactions, leadership development, QWIKI How Series, DESI, Team building, Motivation, Conflict

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Management, Life style the executives and so on. The preparation and advancement group at L&T Constructions, Buildings and Factories has been conveying different new techniques to improve the viability of training. It is being discovered that the current preparing strategies are very powerful and in this way meets the preparation objective. It is discovered that the respondents are exceptionally happy with the Presentation and Video technique utilized for preparing.

The examination was led to discover the most favored preparing strategy to prepare the conduct parts of representatives. It was found from the investigation that Video and Presentation techniques were most favored by the representatives. It was likewise discovered that the conduct preparing program in L&T Constructions (B&F) and (EDRC) is observed to be extremely compelling. Further upgrade should be possible in Lecture and icebreaker techniques since they have observed to be less viable.

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