

## **A STUDY ON EVALUATION OF EFFECTIVENESS OF TRAINING PROGRAMME IN INDIAN STEEL INDUSTRY**

**K.PADMAVATHI NAGESWARAMMA & DR.R.PADMAJA,**

Research Scholar, Krishna University, Machilipatnam, India

### **ABSTRACT**

Training, like any other organizational aspects, requires commitment of organizational resources in the forms of time, energy, managerial efforts and money. Organizations therefore need to know whether an investment made on training is producing the desired results, i.e., whether training imparted is effective. The class-room learning is more of theoretical in nature. Unless theory is integrated into practice, the learning remains incomplete and static. Generally, training evaluation determines a training programme's effectiveness in meeting its intended purpose, which mainly produces competent employees. Programme evaluation focuses on the results of the training programme and not on the process of training programme. Training programmes invariably inherit expectations in terms of demonstrated benefit to the organization. The purpose of this study is therefore to make an in depth analysis of the training programmes being practiced in Visakhapatnam Steel Plant, vis-à-vis other standard organizations in Steel manufacturing business namely, SAIL, Tata Steel, and JINDAL so as to evaluate and judge their effectiveness.

**KEYWORDS:** Training, Training effectiveness, Training programme, Evaluation of Training, Public Sector Vs Private Sector.