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VISAKHAPATNAM PORT TRUST



SAGARMALA

No. IGAD/D/Project/2021

DT. 15.11.2021

CERTIFICATE

This is to certify that D.DEVI ,M.B.A (HRM) student in Avanti Institute of Engineering and Technology, Visakhapatnam has successfully completed her Project Work in "TRAINING AND DEVELOPMENT" in Accounts Department of Visakhapatnam Port Authority from 15.11.2021 to 15.12.2021

Her performance is "GOOD" and conduct during the said Period is "SATISFACTORY".


SECRETARY

**A STUDY ON
"TRAINING AND DEVELOPMENT"
WITH REFERENCE TO
VISAKHAPATNAMPORT TRUST**

**A Project Report Submitted to
Jawaharlal Nehru Technological University, Kakinada
In Partial fulfillment for the Award of the Degree of
MASTER OF BUSINESS ADMINISTRATION**

Submitted By

D.DEVI

(Regd. No: 20811E0004)

Under the Guidance of

P.PAVANI



**DEPARTMENT OF MANAGEMENT STUDIES
AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY**

(An NBA Accredited Institution)

(Approved by AICTE, Recognized by the Govt. of A.P. &

Affiliated to JNT University, Kakinada.)

Narsipatnam, Visakhapatnam.

(2020-2022)

DEPARTMENT OF MANAGEMENT STUDIES

AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY

NARSIPATNAM, VISAKHAPATNAM



CERTIFICATE

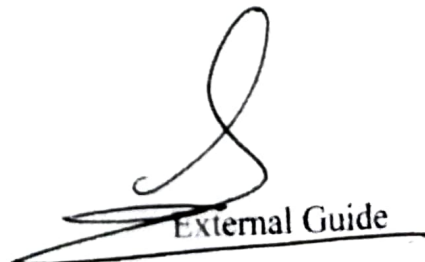
This is to certify that project entitled "A Project study on TRAINING AND DEVELOPMENT" with reference to "Visakapatnam Port Trust", VISAKHAPATNAM, has been submitted by D.DEVI under my guidance and the project report has not been submitted to any other university or institution any time before.


Dr. B. LOVA

(Head of the Department I/C)


P. PAVANI

(Project guide)


External Guide

OBJECTIVES OF THE STUDY

- To be aware of the employees' perception about training and improvement
- To observe the impact of training scheduled the workers.
- To realize the existing practices of training & development & recent trends.
- To promote suggestions to improve instruction and development practices based on the observations made through this study.
- To observe the employee's opinion and response on Performance Appraisal System in VPT.
- To evaluate the factors which are crucial in imparting quality training to human capital in Visakhapatnam Port Trust for evaluation of their effectiveness.
- To analyze the drivers of motivation & quality enhanced when employees are given upgrading training or technical training.

Training is a tool to solve operational problems of supervisory personnel, which can help to reduce labour turnover, absenteeism, grievance rates etc. Training is considered as a useful technique to fill manpower needs and effective tool to make the employees more energetic & forceful to achieve organizational goals, Some of the training objectives are the following:

- ❖ Development of skills of employees – Training and Development helps in increasing the job knowledge and skills of employees at each level. It helps to expand the horizons of human intellect and an overall personality of the employees.
- ❖ Productivity – Training and Development helps in increasing the productivity of the employees that helps the organization further to achieve its long-term goal.

L. Karthikeyan
COORDINATOR

SUMMARY

The importance of HRM to a large extent depends on HR development. Trained employees would be a valuable asset to an firm. Organizational efficiency, productivity, progress and development to a greater extent depends on training. The main aim of providing training on different topics is to make the employees aware of all the aspects and to reach the organizations objectives and targets. The trained employees feel responsible towards the organization and to do their best.

In the present scenario the Human Resource Management has got very much importance. For any organization training helps an employee acquire the skills required to assume greater responsibilities. So, HR department should look after the workers and try to make them skillful. The VSP is the first coastal coal fired thermal power project of VSP.

Training is a multifaceted and multidimensional phenomenon. For individuals it provides an opportunity for learning and development and for organizations, it contributes to increasing the efficiency and productivity.

Training provides solutions to work related problems and issues and also improves work culture in organizations. It is a technique to improve skills and abilities of employees to effectively perform their duties. It is a tool available with the organization to influence the behaviour of its employees and make them more dynamic. Any activity to increase the Knowledge, Skill and Attitude of employees in order to meet the challenges and demands of their work requirements is included under training.

L. K. Chaurasiya
COORDINATOR