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*Purnima Thampi, Lakshmi Jagannathan, Bhavani Patil*

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Scientific Study from the year 2012 in the subject Business economics - Personnel and Organisation, Dayananda Sagar College of Engineering (Dayananda Sagar College of Engineering), course: Master of Business Administration, language: English, abstract: Abstract :

Investing in people today through training has become very valuable for an organization's success in their industry. Today employee training has become critical to create a culture in which employees feel valued and entrusted with the organization's success. The objective of the paper was to analyse the various factors which contributes to effective training in the organization. The paper also analyses the relationship between training and organizational commitment of employees in a manufacturing unit of a national biscuit and confectionary brand. A questionnaire was developed which contained questions on the training conducted , how the training received by employees contributed to their performance in job, confidence level and taking up of higher responsibilities .This questionnaire was administered to 75 employees who are in the lower and middle managerial levels of a manufacturing Unit . A factor analysis was conducted to understand the major factors which contributed to the effectiveness of training. Also statistical tools like correlation was conducted to understand whether there is any relation between effectiveness of training conducted with organizational commitment .Analysis reveals primarily four factors like Organizational support in conducting training, Personal and professional development, Pre and Post training support, Training needs assessment and evaluation .It is also found that there is a positive relation between effectiveness of training and organizational commitment.

Key words: organizational commitment, Training , effectiveness

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