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Topic – An Analytical Study of Training & Development and its Impact on the Performance of Non-Teaching Employees of Central Universities in Delhi Central Universities

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ABSTRACT

Training and development are considered as the process of developing competencies in individuals to improve their performance. In this competitive environment, educational institutions are also facing a lot of challenges such as large student enrollments and globalization which has demanded the better delivery of services and a competitive edge overeach other.

The objectives of the study are to Identify the training and development needs of non – teaching employees of select central universities of Delhi, to study the perception of employees towards t&d programs based on their demographic characteristics, to explore the relationship between t&d and performance of non-teaching employees, to measure the impact of t&d on the performance of non-teaching employees.

The findings of the study revealed that the correlation coefficient(r) statistics between study variable have positive correlation with performance. It was also found that all the elements of Training and development programs have a significant impact on the performance of non-teaching employees.

It was recommended that the central universities must continue to conduct Training need

analysis for their employees. Sufficient duration of the training program should be enabled. The universities should provide timely feedback to their employees immediately after the t&d programs. The universities should earmark more budget in order to train the employees.

The result of this study will be very useful to the university administration because it will assist them in proper planning and implement strategies for the Non-teaching staff at Central universities as well as other universities.