

Excellence Learning Center

An ISO 9001:2008 Organization



We invite you to attend/ nominate your executives for this important seminar on

Effective Training Need Analysis (TNA)

On 23rd February 2015 (9.30 a.m. to 5.30 p.m.)

at HOTEL SAGAR PLAZA,

Opp. SGS Mall, Near Nehru Memorial Hall, Camp, Pune 411001.

Please Reply only to Email : registration@elc.co.in, or arvind.navadikar@elc.co.in,

Introduction: - The importance of Training and Skill Development is extremely important in Human Resources Development. At National Level, Government of India has also given importance and priority for Training & Skill Development. Now a day's Training Needs are part of Performance Measurement Systems (PMS) and deployment process of Balance Score Cards for all employees. Training Need Analysis or TNA is one of the Important function & responsibility of HR & Learning & Development Functions. Organizational training needs can be broadly classified into two general categories 1) Recognized training needs & 2) Requested training needs.

Recognized Training Needs are identified as required by all of the organization's employees.

Sometimes they are called planned training needs since the organization knows that all employees have them, and plans can be made in advance for fulfilling these needs. The need to know the organization, its structure, policies, procedures, and benefits. The need to know a department, its policies, rules, operating procedures, and personnel. The need to have specific job skills and knowledge not generally possessed by most new employees in their jobs.

Requested Training Needs are the needs that are not planned. They result from activities e.g.

Department performance, Operational and job changes, Employee and unit's work culture and morale, They are brought to the attention of the organization when they occur rather than being early identified.

Training Need Analysis and its Compliance is very important process which needs to understand for Human Resources Development. This one Day Training Programme is so designed that the Delegates will get maximum Value Addition and Experience Sharing from interactions with our Faculty Members who are Senior in this Learning & Development Field.

Participant Profile: - This Executive Development Programme is for all Supervisors, Managers and Executives from Human Resources Department, Learning & Development Department to support Organizational Initiatives for becoming World Class Organization.

FACULTY

Dr.(Capt) C.M. Chitale,

B.Sc, D.B M; M.M.S; Ph D.

Former Dean, Faculty of Management, Pune University, Pune

Former Director, PUMBA, Pune University,

17 years Teaching Experience,

12 Years in the field of HR & IR, Administration in leading Industries,

Well known Faculty Member across Indian Universities, Academic world and Indian Industries,

Charudatta B. Bhawe,

B.E.(Mech.),M.P.M.(HR),

Former Head, L & D, Cummins India Ltd.

Global On Boarding: Induction Program for newly joined employees, Code of Conduct & Treatment of Each Others, Spectrum Diversity. Performance Management System. Leadership Development Program.

Nitin S Gawhane

Head – Learning & Development

Dy. General Manager, Corporate Planning & HRD Division, ThyssenKrupp Industries India.

26 years of professional experience and has Techno economic and Managerial qualifications: Diploma in Training & Development (ISTD), M.Tech (Industrial Engg.), B. E (Production), MBA (Marketing & Operations), Diploma in Business Administration,

Kindly send your nomination on your letter head or e-mail indicating Name/s, Designation, Phone No, Fax No, and e-mail id of the nominees along with Fees at least 6 days in advance of programme dates to,

Excellence Learning Center

**Flat No 2, Mantri Villa Society, CTS No. 279, Sadashiv Peth,
Near Navi Peth Talim, Pune 411030, India**

Phone No:-+91 20 32918429/ 65245697, Mobile:- +91 9823169803

e-mail:- arvind.navadikar@elc.co.in, registration@elc.co.in,

website:- www.excellencelearningcenter.com

