

University education
is necessary



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According to Casse and Banahan (2007), the different approaches to training and development need to be explored. It has come to their attention by their own preferred model and through experience with large Organisations. The current traditional training continuously facing the challenges in the selection of the employees, in maintaining the uncertainty related to the purpose and in introducing new tactics for the environment of work and by recognizing this, they advising on all the problems, which reiterates the requirement for flexible approach.

Usually the anagers have the choice to select the best training and development programme for their staff but they always have to bear in mind that to increase their chances of achieve the target they must follow the five points highlighted by Miller and Desmarais (2007).

According to Davenport (2006), mentioned in his recent studies that it's easy to implement strategy with the internet supported software. Some of the Training theories can be effective immediately on the future of the skill and developments. The " content" and the " access" are the actual factors for the process.

It is a representation itself by the Access on main aspect what is effective to the adopted practice in training development.

As per the recent theories to access the knowledge is changing from substantial in the traditional to deliver the knowledge for the virtual forms to use the new meaning of information with electronic learning use. Every organization needs to have well trained and experienced people to perform

the activities that have to be done. If the current or potential Job occupant can meet this requirements, training is not imparting.

But when this is not the case, it is necessary to raise the skill levels and increase the versatility and adaptability of employees. Inadequate Job performance or a decline in productivity or changes resulting out of job redesigning or a technological break through require some type of training and development efforts.

As the Jobs become more complex, the importance of employee development also increases. In a rapidly changing society, employee training and development or not only an activity that is desirable but also an activity that an rganization must commit resources or to if it is to maintain a viable and knowledgeable workforce.

Training, ' education', and development' are three terms frequently used. On the face of it, there might not appear any difference between them, but when a deep thought is given, there appear some differences between them.

In all training there is some education' and in all education there is some training and the two process cannot be separated from development. Edwin flippo " Training is the act of increasing the knowledge and skill of an employee for doing a particular Job".