

Making of Effective Digital India through Advance Training and Development Techniques

Laxmi Rajak¹, Prof. Kushendra Mishra²

¹PhD Scholar, ²Professor, Department of Rural Management,
²Babasaheb Bhimrao Ambedkar University [A Central University], Lucknow

ABSTRACT

Organization training is an important tool for success. Various changes take place in tools and techniques use mostly in electronic data processing i.e. Computer / Internet. This article investigates on progression of current technological movement in training. In organization training and learning allow easy opportunity for trainees to tendency of clear view on new techniques. Which reduce learning time, save training costs update on latest topic and monitoring on training progress? Several organizations provide suitable moment of learning which use as holding instrument of employees. Many organization use proper strategy effective quality training to retain performer employees. Training helps employees to execute their role and responsibility. Hence an attempt has taken in this paper to study Digital India. Digital India stands for convert India into a digitally empowered knowledge economy.

Keywords: Training and development, Digital-Technology, Internet, e-governance, accountability;

I. INTRODUCTION

In India government has announced an agenda to digitize India named as “ Digital India “ to directly focus all Indian through digital connection. Digital India is a movement run by the government of India to make a country a digitally entitle. Digital India Programme has been implemented by government of India to ensure of initiate like broadband highways , universal access of mobile phone , high speed internet to all , e-governance , e-kranti , online Information , education , early harvest programmes etc. Digital India has connected peoples with government by reducing paper work. This is very effective and efficient technique which save time and man power. Digital India creates digital infrastructure, digital literacy and digital delivery services which benefits both services providers and consumers. It helps peoples to submit documents and certificates online anywhere. E-hospital is very important in health care organization which helps for online registration, doctor’s appointment, and fess payment also online report checking of blood, diagnostic tests etc. Present day’s organizations facing a serious deficit of digital skills. In this paper find out the present level of skills deficiency reasons behind this absence of training effort. In this paper also find that some companies kind sure that their training efforts were line up with their overall digital state. The outcome of this lack of integrates and arrangement became clear when we analyzed corporate training budgets allocated to digital.

II. BENEFITS OF COMMERCIAL TRAINING

In recent modern development Indian organization has done lots of progression in training. Commercial training offers development skill set up which upgrade work and performance. A commercial knowledge strategy offers employees to inspire their interest as well as give more result of engagement and productivity. Commercial training idea and task are to provide latest knowledge of upgradation industries. Various Workers don’t know about modern development and skills which make them comparatively low in there proficiency. New energetic and innovative ideas offer success in organization. Newly class-room, training, online training, training workshop as well as information technology. Newly technology is growing rapidly with innovative ideas and new invention providing revolution in every field. Technology improving day by day Companies also more on computer-generated training such as simulation or virtual training techniques. These types of training become critical especially as companies search ways to become more cost efficient and training more effective. Today, a number of computer-based training approaches have arisen and continue to develop.

❖ In this use of computer to support the education or training of peoples. Computer assisted learning is one of some terms used to describe this application of computers. This support initially the addition of computer necessities as

well as mini-programs in multimedia learning packages, spreading the audio and video essentials described above to the much more flexible computer

- ❖ In this computer based training is a new way of learning. It is a form of education learns by using special training programs on computer. This system worked well in pre internet days. It has several advantages over traditional class room learning method. A learner can take the course at his convenience without any expense of time or travel. It can be designed for specific industries can be also used by conveniently physically challenged. Computer based training save organization instructor costs, cost of arranging training and travel also learner cost. Through Computer based training employees can keep abreast with new technology. Computer based training technology break down complex software in simple modules for easy and quick learning.
- ❖ In this the largest uprising in the world of training and development in current years has been the increased with the use of the internet to transport training programs to learners, whether they are individuals or groups within an organization, even though not necessarily a group that has come together for training. Web based training is a subset of Web and internet in which material is made accessible on the internet by apply web technologies. It has text and graphics, animation, audio and videos. Web and internet is also referred as online course and web based instruction. Some advantage of Web and internet training to users is very easily delivered. Multi-platform capabilities are possible and contest can be easily updated. On the other hand, web-based courses may have some face-to-face sessions besides the distant learning tasks. The internet and multimedia service as core vehicles for the modern Web and internet. It includes education, consulting, content management, technology, and service and customer services. Web-based learning has various learning tools compared to classroom learning. Modern technology is used to create better learning environments, circulate information and carry out various learning activities. The main difference among web-based learning as well as traditional learning is in communication issues. Web-based learning offers many opportunities for interaction with learners and instructors. Communication can take place via various communication tools such as e-mail, telephone, chat etc. This method started quite simply with real time. An explosion of computer ownership and awareness, in homes as well as in commerce and industry, has educated many more people in the use and operation of computers and their programs, and the relative ease of working with them. More people now-a-days are becoming familiar with computer applications and programs in use, and these developments have increased substantially the advantages and disadvantages of computers systems. Technology based training is a computer based training methodology that includes web- based, internet based, DVD and CD based training on any topic. Knowledge, skills, attitudes and behavior that the Technology based training was designed to generate.

III. TECHNOLOGY BASED TRAINING

- Learners can start to procedure the program, the process of loading program should be simple with just to load the disk which should then load the program automatically.
- Everything in the program should be crystal clear. This includes text, graphics, audio, video, exercises, games and CD. Text should be very simple words.

IV. INTERNET

In this internet is the biggest worldwide communication network of Computer. Internet is used for much purpose such as electronic mail, online chat, file transfer and interlink web pages and other documents of World Wide Web.

- People can learn in different ways, Technology based training designers provide different option to choose as they want to learn. Some might want to go straight to the problem and try to solve it using trial and error method; some might like to study information before going to the problem; some might even want to see how the solution was arrived at; yet others might want to take careful, guided and step-by-step approach to reach solutions.
- People learn in different ways, they learn best when they have the freedom to learn the way they want to learn. This can be met partly by providing choices. But, optimal can be presented within a strongly planned program that should not depart from the learning principles.
- One of the best ways to put people off is by offering help that they haven't asked for. At the same time, one of the traditional ways of responding to learners who give an incorrect answer is, let them try again and provide correct answers.
- Learning should be fun. It might not be fun all the time. Sometimes it can be quite serious; but, fun is a funny situation and being uncomfortable, as long as they can end them then they wish. The dictionary defines fun as 'enjoyment', 'pleasure', 'amusement'. But it is more than this. It is something to do with challenge and achievement with problems and solutions at the same time taking risk with exploring and experimenting. Also, being allowed to make mistakes and to learn and grow. This is the fun that should be built into all learning programs.

- We all like to know how well we are doing when we are learning anything new. This should not be in comparison to others in competitive way, although some people have been conditioned to judge themselves in this way. It is rather to do with knowing that we are moving forward and learning what we have set out to learn. Conventional technology based training often seeks to do pre and post testing. This may have a value, but it is doubtful. It is presenting a threat as well as pressure that will essentially develop in the way of free, pleasant learning. Progress can be assessed by individuals choosing to tackle problems which clearly become increasingly difficult.
- People object sometimes violently, when they receive inaccurate information given during training. This means that expertise based training inventors have to carry out research diligently as well as thoroughly to ensure that what people learn is accurate; when information is presented graphically, it must also be accurate near enough is not good enough.
- From the very beginning, learners need to be involved in the program. The idea of users entering their names at the beginning is friendly, but hardly constitutes involvement. Providing freedom and choice obviously involves the learner, but it is much more effective to enable learners to construct their own problems, or to develop alternative solutions and then test them out appropriately.

V. PRESENT-DAY WORLDWIDE STYLES IN TRAINING AND DEVELOPMENT

- ❖ Strategic focus to set priorities on resources as well as strengthens organization operation.
- ❖ Organization is focus on the proper governances to learn specific knowledge and skill to develop performance.
- ❖ Organization is using to deliver new techniques and process to employees to strength future goals.
- ❖ Organization is using flexible combination of two or more learning components for development of employees.

VI. IMPROVEMENT OF PERFORMANCE

- ❖ Organizations keep the perspective that training is a waste of time if there is no environment conducive to learning as well as growth.
- ❖ There is a global move towards outcomes-based learning, in which the focus is on clear outcomes and applied proficiencies rather than a unlimited deal of interesting but inappropriate information.
- ❖ Training departments are developing focused learner- support schemes to support learning and eliminate obstacles to learning and growth.
- ❖ Training alone is not enough; supportive mentors as well as coaches are needed in the workplace to accelerate learning and growth.
- ❖ Companies are measuring the impact of training based on clear tangibles in terms of the financial value of training.
- ❖ Employee Training & Development is being integrated into talent management strategies, in which talented employees are given opportunities to develop their talents further so that their potential can be optimized in the workplace.

VII. ESTIMATED DEVELOPMENTS IN TRAINING

Most of organization fail to adjust their learning management practices and solution frequently struggle with organization growth or productivity .One third of companies are increasing their budget for learning and development. In past organization has little technology for learning and development. Now every month's new solution emerging to organization for understand the importance and effectiveness of learning activities. Companies must change the way they think on employees and consider focusing on individual. This means employees will presume greater differential from executives about implementation review scale, changes in corporate strategy, career advancement opportunities, high potential program choice and even management progression. Up skill will continue be a key device in executive and leadership development. A renovate need for training programs design to build communications skills, critical thinking and creativity which are required to improve employee productivity . Some organizations have long global aspect in their leadership improvement. They catch up with competitive global market place and integrated employees as senior manager will turn to human resource and training and development to build relationship with workers and use development of retention and engagement.

CONCLUSION

This paper shows that corporate training technologies are quickly alter with demand of time. The trend is change from classroom training to web base learning on the Internet. Computers are becoming faster, smarter, smaller and invisible tools for learning. Technology is making a positive impact on employees. Combine of different learning technologies in corporation innovative ideas for change and growth. Today's economy is based on global outlook. Smart programming and databases uses allow greatly increased personalization, online learning from web based courses to provide support systems. Networking system has allowed greater collaboration for better utilization of organization. The new global trends in the corporate world is to highlight more on applying systematic approach for training and development to achieve higher level of organizational success. Organization wants to retain skilled and trained employees for development. Various organizations have better develop with increasing investment in training activities.

REFERENCES

- [1] Wexley, K.N., and Baldwin, T.T. (1986), „Management development,“ Journal of Management, 12, 277-294.
- [2] Schramm, J. (2006). SHRM workplace forecast. Alexandria, VA: Society for Human Resource Management.
- [3] Bhatia et al., International Journal of Emerging Research in Management & Technology ISSN: 2278-9359 (Volume-3, Issue-8) © 2014, IJERMT All Rights Reserved Page | 77
- [4] Current Trends: Exploring a New Frontier (April-June, 2014, volume 44). Indian Journal of Training and Development.
- [5] Times of India, “What’s the shelf life of a techie? Just 15 years”, November 2012. www.zenonpub.com ISSN 2455-7331 - Vol II – Issue III International Journal of Research in Applied Management, Science & Technology
- [6] P. Nick Blanchard, James W. Thacker, Effective Training systems, strategies, and practices: (2006)
- [7] Kelly D. (2001). Dual Perceptions of HRD: Issues for Policy: SME’s, Other Constituencies, and the Contested Definitions of Human Resource Development, <http://ro.uow.edu.au/artspapers/26>
- [8] Recent trends in training and development www.slideshare.net.
- [9] Society for Human Resource Management. SHRM HR Glossary: www.shrm.org.
- [10] Training and Development (2006): ICFAI Journal
- [11] Xavier University HRD Program. <http://www.xavier.edu/hrd>