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A study about the impact of socio economic factors on training of employees

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Abstract

Training can provide an entry into family-sustaining jobs and careers, yet many adults face economic, scheduling, and other challenges that make it difficult for them to enroll and succeed in job training programs. Socioeconomic supports, or wraparound services, such as child care assistance, access to public benefits, and transportation or housing assistance, can help adults especially those with caregiving responsibilities to complete job training programs that will ultimately improve their economic standing. Little is currently known, however, about how many job training programs offer supports of different types and which supports best meet the needs of low-income. A Comprehensive Research Initiative, seeks to improve knowledge about access to socioeconomic supports in training programs, the need for different types of supports, and how these supports are delivered.

Keywords: Training; Socio-Economic Impact, Knowledge

Introduction

Socioeconomic status (SES) is determined by an individual's level of education, income, health and occupation. Socio-economic factors significantly affect individuals, families, neighborhoods and communities of decreased crime, drugs and family disruption and increased and strengthened security, education, health care for the infirm and the elderly and environmental protection. Hence, the training is required for the employees to enhance the knowledge on various socio-economic factors.

Training Defined

- **Scoping:** A preliminary analysis that identifies and prioritizes SEIA considerations and required information. Early and effective scoping narrows the focus of SEIA onto issues of potential significance.
- **Profiling Baseline Conditions:** Focuses on gathering information about the socio-economic environment and context of the proposed development. This can include defining measurable indicators of valued socio-economic components.
- **Predicting Impacts:** Based on the analysis of information gathered from issues scoping, baseline profiling and past experiences to predict possible socio-economic impacts. Identifying tradeoffs between the adverse and beneficial impacts of a proposed development is part of this analysis.
- **Identifying mitigation:** Predicted adverse impacts require mitigation. Mitigation includes strategies, plans and programs to reduce, avoid or manage impacts.
- **Evaluating Significance:** Involves determining whether a proposed development is likely to cause significant adverse impacts on valued socio-economic components. If appropriate mitigation measures cannot be identified, a proposed development may not be approved.
- **Applying Mitigation & Monitoring:** Good mitigation for socio-economic impacts requires well monitoring programs (also known as "follow up") to ensure the mitigation is working effectively, and, when necessary, the mitigation is adapted as required.

Types of Training

- **Work Shop:** A computer implemented system analyze shop dispatch rules using current status and simulation system for the shop floor to establish the dispatch rules to be used to tramlines when re- work orders are introduced into the system the shop floor orders have.

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- **Conference:** A conference is a formal meeting conducted in accordance with an organized plan, in which the organizers seek to develop knowledge and understanding by obtaining considerable participation of trainees. A subject matter is deliberated by the participants.
- **Exposure Visit:** The therapists watched training tapes of the therapy being conducted and then conducted therapy on two clients in each of the clients are instructed to listen to the tape of the imaginal exposure sessions each day and to engage in behavioral exposures with increasing

Objectives of the study

An economic impact analysis examines the effect of an event on the economy in a specified area, ranging from a single neighborhood to the entire globe. It usually measures changes in business revenue, business profits, personal wages, and Income.

Literature Review

Yoder in 1970 concurred that Training and development in today's employment setting is far more appropriate than training alone since human resources can exert their full potentials only when the learning process goes for beyond the simple routine.

According to **Hassling (1971)** Training is a sequence of experiences or opportunities designed to modify behavior in order to attain a stated objective.

According to **Edwin B Flippo**, "Training is the act of increasing knowledge and skills of an employee for doing a particular job." (Source: Personnel Management, McGraw Hill; 6th Edition, 1984)

Kane in 1986 said that - If the training and development function is to be effective in the future, it will need to move beyond its concern with techniques and traditional roles. He describes the strategic approaches that the organization can take to training and development, and suggests that the choice of approach should be based on an analysis of the organization's needs, management and staff attitudes and beliefs, and the level of resources that can be committed. This more strategic view-point should be of use in assessing current efforts as well as when planning for the future

According to author **Raymond (1986)** - The influences of trainees' characteristics on training effectiveness have focused on the level of ability necessary to learn program content. Motivational and environmental influences of training effectiveness have received little attention. This analysis integrates important motivational and situational factors from organizational behavior theory and research into a model which describes how trainees' attributes and attitudes may influence the effectiveness of training

According to **Adenitis (1995)** Staff training and development is a work activity that can make a very significant contribution to the overall effectiveness and profitability of an organization.

Impact of Training the Performances

The employees need to appreciate better the current capabilities, responsibilities and limitations of the various service providers. Services providers need to have a better knowledge about how their products and services are used,

and how their value to civil society and the economy can be improved. A fundamental step is to understand how the socio economic impact measurement can happen anywhere along the results chain. In the development community, the gold standard is to reach that last link in the results chain; that last link is what is known as "impact".

Benefit of Training

- As the business world is continuously changing and dynamic, organizations will need to provide to their employee training throughout their careers. If they do not provide continuous training they will find it difficult to stay ahead of the competition.
- It also demonstrates to the employee that they are valuable enough for the employer to invest in them and their development.
- Employee Training can be used to create positive attitudes through clarifying the behaviors and attitudes that are expected from the employee by employer.

Advance of Tarining

- **Increased Motivation levels:** Training brings positive attitude among employees and increases the motivation levels of the employees in the organization, thereby improving the results of the organization.
- **High Rewards:** An effective training programmer helps an employee to take the benefit of the rewards systems and incentives available in the company . Thus the employee is able to get these rewards, which in turn increases his motivation levels.

Need For Benefit Training

Training is essential because technology is developing continuously and at a fast rate. Systems and practices get outdated soon due to new discoveries in technology, including technical, managerial and behavioral aspects. Organizations that do not develop mechanisms to catch up with and use the growing technology soon become stale. However, developing individuals in the organization can contribute to its effectiveness of the organization.

There are some other reasons also for which this training becomes necessary. Explained below are various factors, giving rise to the need for training.

- Employment of inexperienced and new labor requires detailed instructions for effective performance on the job.
- People have not to work, but work effectively with the minimum of supervision, minimum of cost, waste and spoilage, and to produce quality goods and services.
- Increasing use of fast changing techniques in production and other operations requires training into newer methods for the operatives.
- Old employees need refresher training to enable them to keep abreast of changing techniques and the use of sophisticated tools and equipment.
- Training is necessary when a person has to move from one job to another because of transfer, promotion or demotion.

Conclusion

On the economic side, the employees are associated into further increased spending and rising incomes throughout the community. The social multipliers concern the benefits to individuals, families, neighborhoods and communities of

decreased crime, drugs and family disruption and increased and strengthened security, education, health care for the infirm and the elderly and environmental protection.

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