

**“Retain A Young Talent By Training And Development For
Betterment Of Organization”**

Gayatri C. Solanki¹,

Dr. Amit kumar Gupta²

Research scholar

(Management) Rani Durgawati University Jabalpur.

Associate Professor In Management,

Shri Ram Institute Of Technology, Jabalpur M.P.

Abstract

Many of the employee leaving their job, more of them young employee just in few months only one of the reasons for it no one took the time to train them properly. They felt displeasing and not comfortable in job profile than quitting is best option for them. Every employee want to enjoying to work. The company is not spend time and money developing employee, only to see them take those newly acquired skill to benefit another company. We hire young talent for their fresh knowledge, strong technical skills, and growth potential, but managing young employee effectively requires a different strategy than some of other employees, given their lack of knowledge and work experience.

Purpose of this paper is :-

To identify the factors affecting employee turnover in an organization.

To identify effect of training & development on employee retention.

To identify issue to leave job quickly by young talent.

No one is perfect from the start. Everyone make mistakes and see the effects of their lacking practical experience over time, but their creativity, fresh knowledge, willingness to learn, growth potential, and energy level are all valuable for any organization and all this are reasons to hired them. The articles have been researched using books, articles and research paper.

Keywords- Employee Retention, Training & Development, Organization Betterment.

Introduction

The world is not stable it changing rapidly in everyday life So H.R.D have to be aware of the implication of globalization, workforce diversity, new technology, requirement of labor, requirement of changing skill, the contingent workforce, employee motivation, decentralized work sites and employee involvement etc. Because when either one aspect of above changes in the working process, it could change the whole business spectrum, therefore it is important for H.R.D to be prepared and to take control.

Training is an essential and unavoidable part of H.R.D. It is very tempting to increasing numbers of trainees, numbers of classes, etc. rather than the outcomes and results of training. By investing the systematic and appropriate training to employee, they will develop a greater sense of self worth as they become more valuable to the company. The worse thing for any organization is that they train the employee and leave them for another organization growth. various strategies which are used by the managers of the different organizations in order to increase the level of continuity or minimizes the employee turnover and they find out Employee leave organization for better jobs and more pay. Especially a young employees are very fast to move for another job for more pay. Keep employees interested in continuing their career by using training as a way to demonstrate that the company values them. Many organizations are not willing to provide employee training because training could be an expensive risk. Equipped with better skills as a result of training, some employees may leave the organization and seek for a better job. If training is essential to keep the organization competitive and increase profits, why are some companies choosing not to support lifelong learning?

Leave the organization by young talent is a serious and critical problem for all types of organizations. As per the term “employee retention” Successful employee retention helps preserve the knowledge within an organization. If the employee leaves the organization, a knowledge gap is generated. In addition, the organization will be faced with a significant loss such as diminution in organizational performance if the turnover of talented employees is high. The reason for this is that it is costly to replace the young talent via recruiting and training. In order to retain the human capital, it is necessary for the organization to analyze why the employees leave the organization and come up with employee retention solutions.

Young Talent and retention

Young employee are goal oriented and need relevant training. young talent need relevance, meaning and emotion attached to the learning. There are three types of learners first one is Dynamic Learners- Those who direct their own discovery, teaching themselves and others. Second one is Common Sense Learners-Like to know how things work and enjoy trying them out. Last one is Innovative Learners- they enjoy brainstorming, collaborative learning and making connection between ideas. This all three types of learner very found in young employee. The best time to learn is when the learning can be useful. According to them, the ability to deliver knowledge as and when it is needed. The young employees are problem centred orientation not subject centred orientation. Are interested in seeking practical solutions to their problems. Adult learners enjoy being able to ask questions, Listen actively, Learn differently and work at different level.

Young employee don't know what their demarcation line are yet and are overeager to take on new task and responsibilities. They also don't feel as safe saying no to additional responsibilities because their lack experience. Similarly, young employee are not always skilled at managing

their time and prioritizing work. If an organization managing a staff of young employees, it need to understand that workers in this age group have their own unique challenges to management. Younger employee bring multi potent energy, effort, and enthusiasm to organization. They want to be challenged and are confident that they can achieve whatever they put their minds. However, younger employees also require a lot of attention and feedback, demanding more of a time commitment.

Young employees fill their lives with many activities — sports, clubs, social groups, classes, time spent with friends and family. They work hard, but they are generally not workaholics. Home, family, friends and social networking are often their first priorities. It is important to attention that work-life balance is very important to young employees. Remember that young employees bring a wealth of enthusiasm and eagerness to the company. They are technologically savvy and eager to take on new challenges. Just remember that they can become easily bored by the lacking of excitement and routine, and that they need to participation.

In Some organization putting a younger employee on a more challenging project because of their lack of experience however, recognize that the employee will only be as valuable to your organization as you let them be. With the right amount of task structure, supervision and risks.

Training relate to the employee concern and care

Training is very direct to employee satisfaction and higher retention as a bridge. If the employee receives the support from the employers, such as training, they will trust the employer and will be more obliged for organization. It is necessary for the organization to analyze why the employees leave the organization and come up with employee retention solutions. Many of employers believe training can not only improve retention but also avoid recruitment costs. The stability and progress of the organization always depends on the training pass on to the employees. Training becomes mandatory under each and every step of expansion and diversification of organization. Only training can improve the quality working environment and reduce the wastages. Training and development is also very essential to adapt according to changing environment and it is the best way to find the solution to improve employee retention. Increasing salaries and benefits, flexible working schedules, providing plenty of praise, employee motivation, daily operations and profit margins.

Need for training:-

- To increase employee productivity.
- To training decreases wastages.
- To reduce accidents and absenteeism.
- To match employee specification with job requirements and organizational need.
- To introduce change in job assignment.
- To build organization commitment.
- To motivate the employee.
- To betterment of employee efficiency and effectiveness.
- To assists everyone in self management.
- To development of self confidence.

So the training directly related to the all activity which are recommend for retention. Many organization have previously found that young employee don't like training. It is true because of traditional method of teaching make employee bored. But we linked training with employee

professional objective, motivational thought and personal development they feel empowered to work programmes. The staff member took else where to sharpen there skill or acquire new knowledge and also feeling of disrespect toward organization. They feel they're stuck in a job and there are nothing for them. Young employees are energetic and they eager to learn new things so that they can take new responsibilities and challenges.

Work of Training-:

- Fill the experience gap.
- Provide constant feedback.
- Re-think how work is done.
- Show them clear, defined career paths. .
- Use individual employee for their strengths.

One expert told The Post. **"It's easier to quit your company and find a new job than find a new job within your own company."** It has been found that the closer the demands of the training program match the demands of the job.

Conclusion

Younger employees don't always deal working life and personal life separately and may see these as blended and integrated. This may result in use of work time for personal affairs and use of personal time for work. They enjoying this flexible schedule of working. By that they are not feeling bored. As a result, they may be more productive working at home. Young employees keenly interested in advancement. They have a great knowledge to their career options and career goal. If organization doesn't have career and developmental opportunities in the organization then younger employee go for further job to be advanced. An annual performance feedback is not enough for young employees. They like to constant feedback for their tasks and responsibilities. They will also need affirmation from Managers. They should meet with young employees often for these purposes.

Once employees are trained in one particular organization, then why they will look for a different job or better opportunities elsewhere. Why not retain this talent for organization growth through different jobs, so they gain new knowledge and skill. A young employee needs the right type of manager – one that with quality of teaching, mentoring, developing, and spending time interacting with their employees, since this is the focus of their interests. They also need a manager who is a strong communicator and motivator to provide frequent feed back and values employee ideas and suggestions. Untrained managers may not be the right choice for a young employee.

While it may be tempting to drop young employee into new assignment with inappropriate training, young employees usually need a more detailed and need to experience to get started on the right way. Spend the time to make sure they are well-trained to carry out their job responsibilities, understand the business and its products or services and are comfortable with their new responsibility. May need to unlearn old ideas and habits before they can learn something new. Need to build on their own experiences and knowledge.

Employee can speak to human resources department and ask what they should be learning to reach the next level. Employee can also volunteer to take charge of a particular task, so that management recognizes their capabilities. As young employees grow with organization and become more experienced, skilled and knowledgeable which mean organization investment in them has been successful.

References

- [1] Alan Price. 2007. Human Resource Management in a business context. 3rd Edition. London. Thomson Learning. David, A. Decenzo and Stephen, P. Robbins 2007. Fundamentals of Human Resource Management. 9th Edition. USA. Wiley.
- [2] Chhabra, T.N., "Human Resource Management" 2006 Dhanpat Rai and sons, New Delhi.
- [3] Elias P. (1994) "Job- related training, trade union membership and labour mobility: a longitudinal study" Oxford Economic Paper 46.
- [4] Gupta Rachit, chauhan Hemant & Setia Palki "Faculty retention: A challenge for business school" International journal of multidisciplinary research Vol.1 Issue 8, December 2011, ISSN 2231 5780.
- [5] Huselid M. (1995) "The impact of human resource management practices on turnover, productivity and corporate financial performance" Academic of management journal. 38.3
- [6] John Wiley & Sons. Mary, L. Tanke 2001. Human Resource Management for the hospitality industry. Michael Armstrong 1992. Human Resource Management Strategy & Action. London. Kogan Page.
- [7] Mathur Atul & agrawal P.K. "A study on impact of employee retention in private sector sugar mill" International journal of emerging research in management and technology ISSN 2278-9359 January 2013.
- [8] Mengjun chen "The effect of training on employee retention" International conference on global economy, commerce and service (GECSS 2014).
- [9] Rehman m. Safdar "Employee turnover and retention strategies: An empirical study of public sector organizations of Pakistan" global journal of management and business research, Volume 12 Issue 1 Version 1.0 Journal.
- [10] Teylor Stephen, "Employee Retention" 2005, Jaico publishing house.
- [11] Wanous J. P. (1992) Organizational Entry: Recruitment, selection, orientation and socialization of newcomers. second edition. reading, MA. Addison-Wesley.