

## **EFFECTIVENESS OF NEED BASED TRAINING IN IT COMPANIES HIRING FRESHERS FROM ERODE ZONE**

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### **ABSTRACT**

Information Technology as sector is an evolving one, with technologies being customized, based on the need. A workforce that involves in software development and end users has to be engaged, in order to ensure development product software and productive usage. Productivity in a short span of time can become a reality, only if the workforce can use the tools. Need based training is becoming a norm in IT industry, because of such extraordinary and compulsive factors. Culture fits are an important factor for success, in the relationship between an employee and a company. Training the existing employees and keeping them, the queue will avoid problems arising out of cultural fits, while at the same time reinforce productivity and learning orientation, among the employees. Competency Mapping has become a significant activity, in this context and it maps the relevant but yet to be collaborated areas. Competency mapping with cross sectional and longitudinal views envisions leadership.

**KEYWORDS:** Need Based Training, Queuing Theory, Competency Mapping and Competent Resource Pool