

**A STUDY ON NEED OF TRAINING IN INDIAN BANKING SYSTEM:
SPECIAL REFERENCE OF BOB AND ICICI BANKS IN PUNJAB**

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ABSTRACT

Training and advancement empower representatives to foster abilities and capabilities important to upgrade main concern results for their association. It is a critical fix in the financial area for hierarchical execution improvement. It guarantees that irregularity is diminished and learning or conduct change happens in organized design. Training and Development help in expanding the work information and abilities of representatives at each level and assist with growing the skylines of the human mind and the general character of the workers. This paper breaks down the situation with different needs examination-based preparation and advancement rehearses in Punjab National Bank and ICICI bank and investigates the proposed connection between the preparation and workers' efficiency by taking on an improvement-based hypothesis. The review utilizes factual procedures, for example, rate, mean, standard deviation, standard mistake, and coefficient of variety in dissecting the information for tracking down the outcome. The outcome shows that the Training in BOB and ICICI is normal and there is an extension for development in preparation. The view of representatives with respect to the Training and Development to some degree contrasts essentially based on orientation and assignment. Thus the proposals support the essential needs evaluation of preparation which will get a helpful worth financial area.

KEYWORDS: *Training And Development, Training Need Analysis, BOB, ICICI, Employees Performance.*

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