

Chart of difference between Training and Development

Points of differences	Training	Development
Meaning	It refers to teaching and learning activities.	Development means the overall development of the employees of the organisation.
Objectives	Its main aim is to increase work efficiency in the organization.	Personal growth and success of the personnel is the main objective of development.
Nature	Training mainly concentrates on improving the skills.	It mainly concentrates on the hidden qualities of the personnel.
Methods	On the job and Off job training methods are used.	Only Off the job method is used.
Time	Training is short term and its duration is fixed.	Development is long term process.
Centred	Training is work centred.	Development is person-centred.
Example	In the organization, the trainer is appointed to train the newly appointed employees to do the particular type of job.	A salesman sent to learn the new methods to increase the sale, this is called training. Whereas if he is sent for an orientation/personality development programme to enhance the conceptual skills then it is called development.
Involvement	Operational employees are involved in training.	It is useful for managerial level(middle and top-level management)