



# KERALA STATE PRODUCTIVITY COUNCIL

Productivity House, HMT Road, Kalamassery-683 104  
Phone: 0484-2555526 / 8547897526

**SPECIAL  
PROGRAMME ON**



# TRAINING NEED ANALYSIS (TNA)

**Date: 26 NOVEMBER 2025**

**Venue: Productivity House**

**Time: 9.30 am-4.30 pm**

## INTRODUCTION

Training needs analysis (TNA) is a process to identify the gap between the actual and the desired knowledge, skills, and abilities (KSAs) in a job. It is a systematic process used to identify the training requirements of employees to improve their job performance and support organizational goals.

## OBJECTIVE

To equip participants with the knowledge and skills to effectively conduct Training Needs Analysis and design targeted training programmes.

## KEY ASPECTS OF TNA

1. Identifying performance gaps
2. Setting priorities
3. Efficient resource allocation
4. Boosting employee engagement

## BENEFICIARIES OF TRAINING

HR Professionals, Training Managers, Business Leaders and anyone involved in employee development.

Medium of Instruction will be mix of English and Malayalam.

## FEE PER PARTICIPANT

- Members of KSPC - Rs.2,000/-
- Non-members - Rs.2,200/-
- GST @ 18% Extra
- Special discount of 10% will be offered, if 2 or more nominations from the same organization.

**LAST DATE FOR  
REGISTRATION : 24-11-2025**

## GET IN TOUCH

Phone - 0484-2555526 / 8547897526  
E-mail: mail@kspconline.com

## RESOURCE PERSON



**MR. MANOJ  
KUMAR T S**

A transformational Human Resource leader with 25+ years of expertise, having diverse domain experience ranging Manufacturing, Production, Service, Financial Services, Express Cargo and Logistics, Aviation etc., Being a Champion Lean Management expert and Six Sigma Black Belt, hands on with Lean transformation tools, had catapulted modern lean initiatives to the prized clients while transforming the Human Resources from Sleeping cows to Galloping Horses. A Certified Master trainer in all gamut of HR facets who possess vast experience in Organisation Development and Learning and Development area and is armed with Masters in Human Resource Development from the prestigious XLRI Jamshedpur. Mr. Manoj Kumar TS has a long career with Toyota Financials, Bangalore, and he is presently serving as its Chief Human Resource Officer and Head - Business Process Engineering.

## SESSION SCHEDULE

- Welcome address and context setting
- Ice-breaking session
- Introduction to Training Needs Analysis
- Identifying Training Needs
- Data driven TNA
- Practical session : Conducting TNA by each individual
- Latest trends in TNA and importance of Artificial Intelligence in TNA

## GENERAL

- Course material and stationery will be provided.
- Lunch & refreshments will be served.



## LINK FOR REGISTRATION

<https://www.kspconline.com/programmes/details/675>

**M. JAMAL KUNJU**  
Chairman

**SAJI V. MATHEW**  
Hony. Secretary

**P. BINILAL**  
Director