

**A STUDY ON TRAINING NEEDS ANALYSIS AND ITS IMPORTANCE IN ABROAD
STUDIES CONSULTANCY**

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Abstract

Training Needs Analysis (TNA) is an important process used by organizations to identify the gap between employees' current skills and the skills required to perform their job effectively. In the overseas education consultancy sector, employees must possess strong knowledge about university admissions, visa documentation, communication skills, and international education policies. Due to frequent changes in immigration rules and university requirements, continuous training is essential for maintaining service quality. documentation errors, increases visa success rates, and enhances student satisfaction..

Keywords

Training Needs Analysis ¹, Employee Training ², Abroad Studies Consultancy ³, Skill Gap Analysis ⁴, Employee Performance.⁵