

Benhams manufacturing

Business



Significance of Employee Training Significance of Employee Training Benham Manufacturing is a family business founded in 1978. The company specializes in engineering and it is a major supply of different communication products around the world. One of the challenges facing the company is precision in regard to production, as it want to specialize in specific products. Benhams manufacturing has to design a strategy of managing its four key resources: information, people, finances, and equipment. Empowering information will boost communication, terms between customers and employees, thus impacting the companys success. Investing in integrated equipment reduces the cost of production, thus increasing the output in a set time frame. This will impact on increasing the revenue of the company. The same will happen if Benhams manufacturing invests additional finances in their projects. This means that improvement of the status of key resource will work enhance the competitiveness of the company. In reference with the argument from different organizational philosophers, it is evident that the level of expected output from employees is extremely valuable in driving all other resources (Lloyd-Jones & Lewis 2008). This is the reason behind the growing significance of creating a competition advantage through employee training and development. The practice is quite expensive, but the resultant product focuses on long term benefits (Sadler 2011).

Benhams manufacturing can highly benefit from training in reference with the above argument. Among the outstanding training, sectors in finance is cost. The training will also over the challenge related to precision in production. If employees learn on the benefit of minimizing cost, both direct and indirect, the company will reduce overheads among other costs. This will have a significant impact on the company following the reduction of <https://assignbuster.com/benhams-manufacturing/>

expenses (Sadler 2011). Denying employees the chance to access new information that relates to their line of specialization is a dangerous strategy. This will make the company lag behind as their skills do not meet those of the current market, thus not competitive. However, the training process is expensive, and this negatively affects the company's growth and development. Money that could have been used for the company's upgrading is directed to the training program.

It is a time-consuming procedure, and this results in a downfall in the amount of output produced by the company. Working hours are scheduled for the training program, and this automatically reflects in the returns. Scheduling time for all employees to get the training is cumbersome as they have to do it in shifts. This disrupts the normalcy of the working environment to a point where the employees lose their concentration. The management spends quality time looking for the best trainer, poor training leads to low performance from the employees. This is because the trainer rushes and skips some crucial information as time is set aside for training is limited. After receiving their training, some employees leave for other jobs in the same field. This is a considerable challenge to the company as it risks losing most of its competent workers. Such a scenario is dangerous as the company is forced to employ other untrained employees (Lloyd-Jones & Lewis 2008). Technological advancements pose a challenge to training as they keep changing. This means that the training offered is not long term as new skills are often needed. The company may focus on a certain technology, but within no time new models are invented. Eventually the training becomes irrelevant to the employees. Attitude from the employees is a leading factor to efficient training; if they are not interested then the whole program is a

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total waste. There is little cooperation, which makes training difficult and poses a threat to the company. In order to solve the skill gap among the employees, the company should employ qualified employees. The manufacturing industry should ensure that all the applicants have the required skills for industrial production (Mcnabb 2009). In addition, they should offer training to workers of a similar job group; this ensures that all employees have similar skills. Benhams manufacturing should increase the working hours of new employees; this enables them to adapt to the skills and catch up with other employees. Eventually, all the employees work with the same skills and thus an increase in the output and service delivery (Lloyd-Jones & Lewis 2008).

Reference list

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