

Training employers on organizational approaches



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Training aims at ensuring that employees within a given organization are well engaged with current issues, which must be effectively developed in creating a clear understanding on what needs to be focused on within organizational environment. Training has to be well planned in order to allow the trainees to have a better understanding on important issues, which are being addressed among the employees. The program guiding the training is supposed to be developed fully putting into consideration important elements that need to be engaged. In Southern credit Union, they have not put into focus the need for training where the last training happened 4 years ago. This is a very long time and there is need to ensure that there is a better understanding on important issues within organizational environment.

The transfer of learning is not well supported in this organization.

Supervisors were supposed to be positively engaged where there is a better focus on the need to develop a significant understanding on the main issues which are being developed within a given case. The supervisors are attending the training while they are not aware of the purpose of the training considering the fact that it was abruptly planned and did not provide a better environment where it would be easy for stakeholders to understand the need for training considering the fact that they have gone 4 years without any training. Even though the move to conduct the training was well informed, it did not put into consideration important aspects, which would help in creating a better understanding on key aspects that were being investigated within the training. There is no understanding on whether the training process was a success since there is no evaluation processes that are put in place(Wang, 2011).

The main effect of training

The training that was conducted aimed at creating a better understanding on sexual harassment policy among supervisors who would in turn communicate key concepts learned to other employees. The need to stay up to date informed the decision made by the organization regarding the need to conduct the training even though important measures were not put into consideration creating a very critical environment where it is not easy to determine if the supervisors understood the purpose of the training and whether it was successful. Ensuring that employees are able to understand key concepts which were being communicated during training is an important consideration which creates a significant focus on the need to develop a better understanding on the concepts that were being integrated into the training process.

Principles of adult learning

The training program did consider principles of adult learning in the manner in which the training session was coordinated. Adults have special focus on what they want to achieve and thus they do not integrate different elements in creating a significant understanding on what needs to be considered to have a better understanding on the important considerations that were being considered in the training process. Adults are able to develop an understanding on what to consider and what they should not consider in a training. In the training session, the training department incorporated handouts, which were issued to all the supervisors who were being engaged in this training. This is a crucial aspect in adult learning whereby they are able to go and have an understanding on what needs to be considered (Hawk, 2011).

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Adults are always free and direct in their learning and thus focus on what they think will have a positive influence on their own working environment. Adults are more concerned within improving their knowledge rather than the facts. A well-interpreted information would provide a better understanding on what needs to be done within a given environment in determining important elements, which are defined within organizational environment. Blackburn take time to go through the notes she had prepared and engages the supervisors in addition to the handouts given out. This is an important process, which seeks to provide a clear understanding on the need to integrate important elements, which have a positive impact on the overall ability of adult learners within a given environment. Thus, it is clear that the training department incorporated some of the adult learning principles during the training session(Northwest Center for Public Health Practice, 2014).

As HRD changes I would include to improve transfer learning

Transfer of learning need to be developed based on crucial understanding on important elements that need to be developed within a given environment. There is need to ensure that there is positive engagement where the learners are able to relate to the purpose of the training session. Therefore as a human resource development specialist. I will ensure that all the learners in the training program have an understanding on the contents of the training so that they are able to attend the training with relaxed mind. In this case, the supervisors were not well informed about the purpose of the training but rather the topic of training, which was sexual harassment. This

created a very complex environment since they thought one of them had filed a sexual harassment complaint(Ashton, 2010).

It is through training that employees are able to learn new things thus I would ensure that the training is interactive and based on significant understanding on what needs to be considered. Ensuring that employees have an understanding on the concepts learned is important and not to have a training just as a process within the organization. There is need to understand the underlying basis of a given training program and ensure that the trainees are assessed to have an understanding on their level of understanding.

Motivational theories

Expectancy theory would be the most appropriate theory that would help provide a significant understanding on the underlying issues in workplace. This theory asserts that people tend to behave depending on the outcomes they expect because of their behavior. Expectancy theory is developed based on their important elements, which help define the overall operational environment. They include expectancy, instrumentality and valence. Objectives that are set within an organizational environment need to be achievable and provide rewards that people do actually want(Sandlin, Wright, & Clark, 2013).

Climate setting

Climate setting in any given learning environment is crucial in ensuring that there is a better understanding on what needs to be considered within a learning environment. I would advertise the training in order to ensure that the target group is aware of the training process. Agenda setting for the <https://assignbuster.com/training-employers-on-organizational-approaches/>

session would be done prior the training period to allow the participants to plan effectively while ensuring that there is no issues, which are not addressed. The agenda would be much flexible to incorporate important learning issues that are developed by an individual within a given environment. The overall focus within organizational environment needs to be done based on key elements, which help in improving the overall focus under which the training process would be successful.

The recommendations

A training process need to put into consideration important elements, which can be able to help improve employee performance or knowledge, based on the key issues that are being developed. A training even though forms part of organizational responsibilities, it should not be done not only to achieve the targets but ensure that the participants in a given training process are able to internalize the concepts that were being executed in the training session.

Before

This will be to ensure that there is an understanding on the objectives of the training and the methodology, which will be used to improve the overall organizational environment. The ability to effectively develop key strategies within an organizational environment will ensure that there is better preparation.

During

The recommendation that I will integrate in this case is to ensure that the training sessions are well handled based on the underlying adult learning concepts which are important in developing better environment where

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employees can be engaged and have an understanding on important concepts that are being developed within organizational environment. The need to modify training session environment is concerned with having a successful training process.

After

Conducting evaluation assessment among the participants should be critical in evaluating the level of success among those who participated. This is an important factor since it is more concerned with ensuring that there is a better focus and understanding on how the training process was conducted. It is concerned with feedback regarding the training session. The rating would help improve the future training sessions or know if the implemented strategies were effective.