

Imp case analysis essay



**ASSIGN
BUSTER**

Why or why not? If yes, who would you want to talk to? When it comes to (TAN) training needs analysis being needed for the IMP situation, believe that it is necessary. For example, being that there is a division difference in the company that requires an individual's prerequisite to uphold an essential ability to execute the projected labor, which adheres to the correspondent unit.

The key importance role of T AN is that it detects any raining crack that is in presence and connected to its training need fundamentals. Therefore, with noting all these factors, we must remember that this type of training will also be obtainable to workers that are in different units with in their correspondent company even after the fact that fairness is not highlighted in that particular method of training. Nevertheless, it is important to talk to the North America's international Airports, H. R manager in regards to the training needs analysis.

The reason why we need must communicate with the H. R manager is due to that Mr.. Patties needs to fellow his chain of command, which in all entails adhering to his organizations H. R manager.

2. Based on the case as presented earlier, what Keas need to be trained?

Based on the case analysis of IMP presented earlier, there are a few knowledge, skills, and abilities, which have to be adhere to when training new or existing employees from those correspondent units. Let us further explore, first We come across anger management issue, which involved Mr..

Patties, so we must establish control of Mr.. Patties anger, thus ability to control anger becomes apparent. Another form includes having the right set of technician skills.

Ms. Dillon was missing this knowledge, which was required during the technician-working phase in the metal sheet shop. Therefore training technician skills becomes a part of Ms. Dilemma's everyday job functions.

Lastly, leadership skills need to be covered up because the H. R department fell Ms. Dolman in assisting her with leadership tools that lacked in her developmental organizations leaderships skills plan. .

Why has the commission insisted on training for the whole company when the problem is clearly only Mr.. Patties? Elaborate. The reason why the commission has insisted on training the entire company even after the fact that Mr..

Patties should be held solely responsible is due to a disciplinary measure method. The commissions belief is that because training is considered to be paid on the organizations time, by the commission training the entire company's staff would affect the organizations profitability factor.

Therefore, the commission is making sure their disciplinary measure is being heard throughout the entire organization affected by this disciplinary action. The commission protected itself by informing Mr.

. Patties organization that the reason why they were conducted training to all employees was simple because some employees might be experiencing the same negative behaviors, so for it is within the company's best interest to

train all its employees. 4. For the training to be effective, what other things do you think need attention? In order for the training to be most effective, there are things the organization must keep in mind.

One of the most crucial elements that need to be factored to complement the training involves gender discrimination because this is evident with this organization. The reason why this type of training will be extremely effective is that discriminatory training will be apparent to both sexes, males & females in the organization. In a world where past businesses had only involved most males and less females to this type of discriminatory training will allow all female employees to learn the knowledge, skills and ability just like their opposite gender members. . What would you suggest in the way of evaluation of the training? How would you convince top management that it would be worth it? What I would suggest in the way of evaluation training would be a one-on-one interview session, where individual employees have to conduct an activity, which is an accordance to the work being performed in that correspondent department within the company.

The way that I would convince top management that it would be worth it, would predominantly be because the evaluation will include an individual personality assessment.

For instance, if the assessment would be group based, then the assessment would not have the right individual values which would be based off the individualize components that interconnect within a team group. However, since we implemented the one-one-one interviews, my other suggestion would be based on the use of a questionnaire, to appraise the training that

has been administered. Moving forward, the way would convince top management is by reiterating my two top ideas by committing to these two great evaluations.

Attention Top Management: the reason why this evaluation of training will be a great fit for our organization would be due to its evaluation training efforts on the behalf of the employees, customers and organization. As individual employees are being held accountable and expansible for all their working actions, the evaluation training through questionnaires or one-on-one interviews will serve as a painting to paint a great canvas, which allows the employees to promote a healthy dialogue within the organization.

This kind of training will enable all employees to evaluate their skills for proper training endorsement where they can be giving a certificate for their training accomplishments.