

Training and employee development

[Business](#), [Human Resources](#)



The reflection regarding training is that it is an activity leading to skilled behavior. The primary rationale of training in an organization is to give the trainees some knowledge so that they are confident and skilled enough to complete certain tasks in a more efficient way. Training and worker development are basically functions of the training department that is under the human resource. In the corporate world and work environment, there is a lot of emphasis on the matters of bringing more or newly skilled and experienced individuals than developing the incumbent. Undeniably, training is a very important component of any profession and as such every organization has to provision for the training needs. The provision comes in varying forms, for instance, large enterprises can have dedicated training departments while small organizations can outsource the services from individuals or dedicated training institutions(Carliner 2003, p. 45).

There are is need to have a form of training, whether it is outsourcing or having an established and dedicated department. First, training is beneficial to the company staff in many ways and to the company since they are the company's critical asset. It improves organizational efficacy through the use of refined skill imparted in the trainees. It also transforms the organization by improving the capabilities of the human resource department (HRD). The HRD is able to perform effectively and deliver its mandate to supply the company with a motivated and equipped workforce.

The fundamental aim of training is to develop the capacity to realize and accomplish a company's aims. Developing this capacity requires learning new skills, communication patterns, attitudes and knowledge. In some instances, the aforementioned already are in the trainees and the training

comes in handy to refresh or hone those requirements.

The initial form of training was developing organizational skills of workers. In the early ages, industrialization, and development, workers were required to work together and in groups. To enhance coordination, groups were required to have a common understanding of the tasks and role playing. In this century, training progress is relentless. The training activity assumes that you can prepare individuals for the future by taking them through what worked in the past. Training department has had challenges from the changing times. The complexity of learning trends moving from past (best practice, efficiency) to the future (innovation, creative response) is making the training departments morph the learning and working together. Change has become continuous and so has learning followed.

Training department must make a shift to the following areas to justify existence. First, the training department must embrace complexity and adaptation to the uncertainty of a situation. This is by being cognisant of the fact that nothing is sure any more. Understanding the operation environment is key and it helps us frame our actions. The environment could be complicated, simple, chaotic or complex. When the environment is complex, the cause and relationship effect can only be viewed in retrospect and not in advance. Best practices can only fit well into simple environments and good practices are not enough to respond to the continued change. Since most of the environments are complex, the training department can use the probe, sense, respond approach to problem solution.

A new model for training has been adopted by most training departments to support working in the complex environments. It involves collaborative work

and learning, tools and processes and emergent practices(Gordon, 2008).

The main aim of the model is to facilitate knowledge flow in an organization. It focuses on the primary function of learning where professionals follow the three aforementioned features of the new model. It aims to improve the connection and communication among the trainees and overall achieve the larger goal of the company.

The evaluation of training department survival to address the employee issues is an important consideration in restructuring the training facility. Training must be continued and is in a manner of speaking a perennial sacrifice. Training departments have to take the shift to focusing on innovation, creativity and assisting people perform faster, better and cheaper.

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