

Employee's role in employee development

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



School: Topic: EMPLOYEE'S ROLE IN EMPLOYEE DEVELOPMENT Lecturer:

Because employees are the people who normally have direct interaction and encounter with customers, they can play the role of informing management of the most common customer needs that could be incorporated into the short-term and long-term objectives. What is more, employees have a responsibility of defining the required working conditions needed by them to adequately fulfill the objectives set for them (Aguinis, 2013). Again, the employee is expected to be responsible for providing any work related information needed to set objectives and targets that rightly match the current needs of the organization.

Because the subject of employee development is a shared responsibility, it cannot be expected that there will be a single person within the organization who will take the whole responsibility for ensuring that the objectives that are set are met (Ellis, K. (2004). This means that the responsibility of ensuring the achievement of the objectives must be shared between employees and the management. While employees are expected to act as direct respondents to the objectives set, the management has a responsibility of acting as facilitators of the objectives. This situation is actually expected to apply for both short term and long term objectives. As facilitators, the management is expected to provide employees with every needed resource to fulfill the objectives.

In terms of the measurability of the objectives also, shared responsibility is expected to be shared between employees and management. Based on previous experience, it has always been the case that whereas employees want easier objectives, managers look for more challenging objectives. To

strike a balance, it is always important that there will be an effective liaising system between employees and managers so that each side will understand the other in terms of accounting for measurable objectives.

References

Aguinis, H. (2013). *Performance management* (3rd ed.). Upper Saddle River, NJ: Prentice Hall.

Ellis, K. (2004). Individual Development Plans: The building blocks of development. *Training*, 41(12), 2025.