

Developments and training

[Technology](#), [Development](#)



In the world we are living in organizations are faced with risks and threats due to introduction of technology and thus for organizations to succeed in their operations they need to train their employees so that they can overcome these risks and threats. Training involves using an experienced person to inform, teach and to convey information to the audience so that they can acquire the necessary skills and knowledge that would enable them to perform their effectively in their organizations. If people in the organizations are trained they become satisfied with the work that they are doing and this improves their morale.

With the effective training employees can not leave their organizations because training it enables them to have the relevant skills and knowledge needed to perform their activities effectively. The image of the company can improved when the training is conducted because the employees in the organization become motivated and they enable them to talk about the positive side of the company. When an organization conducts training it enables it to develop strategies that can help the organization to achieve its objectives since training enables one to acquire new ideas of running and managing the operations of a company.

It also helps a company to manage its finance effectively since training ensures that the management determine the issues that are cost effective thus it reduces the expenses of the company. In case of a public company which is a business organization, it is owned by the shareholders who contribute money known as capital. This capital is used to finance the operations of the business and in case the organizations may lack some funds to run their businesses they can borrow funds from the commercial banks

and International bodies such as International Monetary Funds and the World Bank.

The company is usually run by people known as the directors they ensure that the operations of the company are run effectively, in case the companies receive profits at the end of their financial periods they can distribute the profits in form of dividends to the shareholders and in other cases they can retain some of their money in reserves so that they can be able to do other business affairs such as expanding the company to meet the needs of the customers of the company. <http://www.businessballs.com/training-program-evaluation.html>

In companies there are many people who are employed, some of whom may be recruited directly from college and thus may lack the necessary experience to run the affairs of the company, others may have the experience to run the company but may lack relevant experience to run the affairs of the company thus there is a need to train all its employees so that they can gain the relevant experience that is required to run the company's affairs effectively.

The company can develop an in-house training program. This program is usually designed to suit the needs of the company's. It allows the employees to train and develop their skills without moving from their working environment thus it saves on time and money since the employees don't need to travel from one place to the place in order for them to acquire the knowledge and skills of running the company successfully.

This training program is designed to train employees of a manufacturing company that produces horticultural products. The Company has more than one hundred employees who are trained on how to handle the product carefully because they are manufactured for export purposes and thus safety precautions must be taken because the products are manufactured using poisonous chemicals since act as preservatives and enable the product to last for a longer period of time without getting spoilt.

The Coastal Recursor Humanos is a communications computer company that sells the leading safety training videos, cd-roms, interactive safety training programs, safety handbooks, training toolkits and safety posters thus the horticultural company can access this facilities so that it can effectively train its customers on how to handle this products.

The company can identify its training needs by obtaining information from the employees of the company about problems that they experience in the company such as poor working environment that can affect the performance of the employees for example if there is inadequate working area for the employees to work on or if the employees may be under paid or over worked this can affect their performance thus the in-house training program can enable the management to address the problems of the employees of the company and they can thus take the necessary measures to rectify the problems of the company. A training need of the can be identified through looking at the position of the economy, if the economy of the country is performing well then the management need to train their employees frequently so that they can be able to cater for the demands of the customers.

When the economy is performing properly the circulation of money is usually high and this leads to high demand for goods and services thus the need for the management train to it employees on how to handle the employees , but if the economy of the company is not performing properly the training program activities of the company can be reduced due to lack of the necessary resources to develop the program since for the program to run effectively it needs money to purchase the training videos , training tool kits and the training safety posters from the Coastal Recursors Humanos communications company and money to hire the trainers is required to cater for their wages and salaries <http://www.businessballs.com/freeonlineresources.htm> .

The management of the company can develop its program by establishing the training mediums that can ensure that it achieves its objectives this include internal mediums the company can access the information about improving the operations of the business by consulting the employees themselves, they can give the management the reasons why they are not performing and thus identify the problems in the organization thus a good program can be developed and structured to meet the needs of the employees in their workplaces . The management can acquire information from other parties who are not employees of the company to gather information about the policies that need to be implemented so that the company can run it activities effectively thus this can sharpen the companies effectiveness and can help improve its performance.

The training materials that can be used by the management of the company are templates, samples, resources such as articles, tools and diagrams they

<https://assignbuster.com/developments-and-training/>

can provide information to help the company employees understand its operations they contain detailed information about the structure roles and responsibilities of the employees this act as a guide of how the company has been designed and thus it makes it ease for them understand the activities of the company. <http://wwbusinessballs.com/workshops.htm> The training materials can be created by the experts of the programs they can do this by determining the needs of the company that need to be addressed . They need to outline the skills that they intend to teach .

The skills need to be divided into groups and then into steps so that the necessary time can be allocated to the tasks that need to be urgently addressed. Once the steps have been prepared and all the necessary information that needs to be tackled by the experts of the programs they should design the presentation perfectly so that all the relevant information that needs to be conveyed to the employees is done effectively. <http://wwbusinessballs.com/workshops.htm> The management of the company can deliver its training through workshops that entail team building, communications, motivation, and planning these can empower the employees of the company to work more effectively since it enables them to acquire the necessary information that is needed to run the affairs of the company effectively.

Training can be delivered through conducting in-house training, by creating a tailored course and by recognizing informal training this helps the company to reduce its expenses, helps the management to deliver its information to the employees effectively and reduces wastage of time and money since the information that needs to be conveyed is always within the reach of the

employees of the company. The effectiveness of a in house training program can be evaluated by the top management who ensure that training program is carried out effectively. They also ensure that training plans are properly documented so that they can give the management the direction of conducting their business.

There are evaluation materials that a company can use so that it can determine how it performs its activities these are end -of- program validation method, feedback process and follow-up instruments they determine what the employees have learnt in their in house training programs , they give the employees time to reflect on the all that they have learnt and also enables them to apply all that they have learnt during the training section . The evaluation questionnaires can be used to evaluate whether the objectives of the company have been applied. The employees of the company need to prepare action plans so that they evaluate whether they have understood all that they have been taught in the in- house training program, incase they have not applied the necessary techniques of carrying out their activities then they can take the necessary measures to implement them.

The in-house training program for the company can be sustained through establishing long-termgoalsand then implementing the goals of the company so that there can be consistency in carrying out the activities of the company. The management should be involved in the development of the program since they can ensure that all the necessary information that needs to addressed is followed and finally implemented The goals of the company can be sustained if the companies results show some improvement, if the results of the company don't improve then the management can either

rectify the program or they can develop another programs that can suit the needs of the company.

An in-house training program can be enforced by the managements company through ensuring that all employees who don't comply with the rules and regulations of the company are dealt with accordingly such as they may be punished so that they can comply with the rules and the regulations of the company. The in house training programs can bring high performance to the company because if the management of the company addresses the problems that have been identified by the management and the employees of the organization then the company can operate successfully. If in the in-house training program the trainer is able to identify the unique potentials of the employees and then be able to illustrate how the employees would be assigned with tasks they are familiar so that they can perform effectively then this can be a good sign that the in-house program is effective.