

Free critical thinking about human resource management

[Literature](#), [Russian Literature](#)



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Research Critic Paper

Introduction and thesis statement

This article wholly enlightens the concerned on the criticality of training in an organization. It elaborates further on the significance of imparting pertinent knowhow to the human resource managers who are the chief drivers of business. Education is perceived as the base gear to success of an institution and thus it should fully be embraced. Human resource personnel are allocated very crucial mandates such as recruitment of new employees, distribution of the institution's resources and are also expected to foresee the development of the organization. Training equips them with information needed to manipulate their attitudes positively, develop their abilities and meet the current and future requirements of the organization. Exerting knowledge particularly to the human resource brings forth the success of the

organization since they acquire virtues such as open-mindedness, creativity and innovativeness. Training enables them to perceive things and development in a broader perception which results to pleasant outcomes. Sharing of information is critical as well since the cohorts are exposed to diversified and enriching ideas that lead to growth and expansion of the organization. Training also plays a major role in curbing the menace of competition that is a white elephant in the world of business.

Overview of the content of the article

Editors comment on training as a crucial weapon for competence.

Effectiveness and efficiency are virtues acquired through training and continued exercise improving the expertise of the involved parties. Adoption of human resource management system in every institution is important because it enhances strategic human resources training. This is very effective since information is easily accessible. According to Mondy 2005, SWOT analysis is a critical aspect to consider. This is because it makes it possible to pinpoint the strengths, opportunities, weaknesses and threats facing the organizations and thus dealing with them prudently. An organized strategy should be adopted so as to decrease the cost of teaching the personnel and also to elevate the training programs value.

Body

It is very clear that an organized strategy surely lands an organization to its goals and thus should be acquitted much importance. Performance guide is crucial for fruitful results of an organization as asserted by (Khalil et al. 2014). Theories are key sources of knowledge that is used to train the HR,

and the rest of the employees towards transforming them to professional gurus. They are very effective since the trainees are offered jotted down and proved information from which they can always refer whenever they wish (Khalil et al. 2014). According to Gilmore and Williams 2009, training on issues that affect the trainees regularly is more productive. E-learning has been observed to be more effective but very expensive, and the cost is expected to continuously elevate.

It is vividly observed that strategic training and impartation of skills on HR and other individual tasks is crucial to realize the goals of the organization. This aids in skills development, diverse abilities, proper customers services as well as broad comprehension of the purpose of the organization.

SWOT analysis

The strengths-weaknesses-opportunities-threats (SWOT) analysis strategy is very effective and efficient in achievement of an organization's objectives. It enlightens the management on the core issues to adopt and the solutions to the weaknesses and the threats for business success. SWOT analysis encourages the full utilization of the domestic opportunities and strengths to outdo the weaknesses and threats by developing a unique strategy that is complex for the competitors to replicate (Dessler, 2000). Proper comprehension of the SWOT analysis results to effective plan of the business and thus elevated outcomes.

Strategy of training

The step by step strategy of training should be embraced since it enables the organization to curtail the training costs by prioritizing the crucial

criteria. They are able to discern between the most effective and cost friendly methods from the rest (Mathis & Jackson, 2003). Comparison between the internal and the external delivery methods is also conducted to pinpoint the exemplary and cost effective method. This method also involves the analyzing of the past training programs in order to derive a conclusion on which worked best, why and how it can be altered to bring forth better results at lower costs. Training that enables to improve the employees' competence and reduce the time spend performing an activity aids meet the desired target. This methodology is very effective in business since it contributes largely to the realization of its goal through organized task performance at cost effective techniques. The skills and prowess acquired are properly put into action.

Researchers have unraveled that theoretical training is more effective for a mammoth crowd than for an individual. This is associated with the cost saved while training a team. Cognition theories impart knowledge to the trainees more appropriately since it deals with issues that affect them on a daily basis (Baechle, 2008). Theories also enlighten the trainees to relate the challenges to the ideal world and come up with most effective solutions. Training by use of the theories requires the trainers to select the training models that best suits the tasks that the trainees will be expected to perform. Transformative theory enlightens the trainees to make sound decisions that result to the success of an organization. The human capital theory outlines that human capital is the most crucial form of capital and can only be attained through training.

Delivery techniques

Appropriate delivery techniques are encouraged to suit the situation and also to make work easier. On the work, delivery techniques are necessary during the working session while the off-works are delivered before or after the work (Garrick, 2002). E-learning delivery method is also being adopted with the increased technology and perceived to be very efficient.

Conclusion

Training is very crucial in an organization in order to achieve its objectives. Literatures and theories elaborate on the importance of human resources and capital in an institution. Training is a key aspect towards the realization of an organizations dream as well since it equips the employees with the desired tactics, knowledge, attitude, skills and attitudes. Strategic training programs should be encouraged and adopted in organizations. Most editors assert that organized training results to fruitful outcomes. SWOT analysis practice of an organization also leads to the achievement of the goals and the employees should be acquitted with that knowledge. Additionally, it is crucial to adopt the best training delivery techniques that are relevant to the tasks in the organization. Embracement of the best training approach is also appraised in an organization.

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