

Human resources management

Business, Management



The need for training and its assessment How to assess the need for training is a very important consideration in human resources management. Based on the class reading materials, the first thing to take into account when there is a requirement to consider the need for training is the organization (p. 181), where the context in which the training will occur could be found. Concerning this, sufficient background about the training will be properly evaluated and then formulated because there would be remarkable basis of what situation of the environment involved one should think about and integrate with the program.

Then by knowing who needs the training, there is a significant assessment of the need of the participants of the training (p. 181). By finding their prevailing potential or capacity, the actual design for training would be remarkably considered based on each of their actual and individual needs. In addition, by finding what subjects should the training cover is another important way on how to assess the need for training (p. 181). In order for the entire training to be effective, it is appropriate to only include subjects that are essentials or highly needed.

Widely used training methods

There are three categories of training methods that are widely used in human resource management which include presentation methods, hands-on methods, and group-building methods (p. 189). Presentation methods are designed to be more educational for the purpose of acquiring substantial facts, ideas or information which could be obtained from lectures, DVDs and other relevant presentations. The good thing about these training methods is that individuals could personally learn from various forms of presentations

different from hands-on and group building methods. For hands-on methods, the goal is to expose the participants or individuals to actual training programs such as role playing, simulations and on-the-job trainings. The difference found in these methods compared with the presentation methods is the occurrence of actual immersion in which there is a need to facilitate learning through concrete training activities so as to help enhance skills for instance. There are also actual activities involved in group-building methods, but these are most likely about enhancing group or team's participation, to establish performance of the entire group or team.

Evaluation of the success of a training program

How to evaluate the success of a training program is another important consideration in the human resource management. Before anything else, it is important to include the idea that the associated goals of the training program should be successfully addressed. This is to have a remarkable basis if the training program together with its goals has been successfully obtained. Thus, by assessing the trainee's satisfaction and manager's knowledge or performance after the program, one would be able to find out if the entire goal has been achieved. It is therefore important to integrate with the actual assessment of the training program's success the participants' satisfaction, knowledge and performance after series of trainings (p. 201). For this reason, by rating the participant's satisfaction of the training and measuring their actual level of knowledge and performance after trainings, there could be substantial empirical evidence to support the success of a training program.