

# [Example of research proposal on human resource management practice employee train...](https://assignbuster.com/example-of-research-proposal-on-human-resource-management-practice-employee-training-and-development/)

[Business](https://assignbuster.com/essay-subjects/business/), [Management](https://assignbuster.com/essay-subjects/business/management/)

## Identification and outline of Chosen Practice: Employee Training and Development

All organisations need to manage their resources effectively. This includes resources of all types, financial, mechanical, information and people. Managing the people involves not just administrating them in terms of operations but also ensuring that you take care of their aspirations for learning and growth. Ensuring that employees are trained not only in the skills needed to perform their operational tasks, but also in elements that will enhance their leadership skills will in turn increase their productivity and make them more effective in their roles; thus contributing directly to the bottom line. .

Rationale: By understanding the different elements that make up a robust Employee training and Development strategy I will be able to design a recommended training and development strategy that will ensure a high impact, integrated approach for deployment. Through my research and using a variety of different approaches I will examine the importance of training and development for the success of organisations, the most effective strategies in use for training and development, different learning management systems in use today and the integration of training and development with other operational activities.

## Overall Aim:

The overall aim of the project will be to:
Examine the importance of Training and Development in building successful organisations
Evaluate the most effective strategies in use for training and development
Study the processes used to integrate training and development with BAU (Business As Usual) activities
Examine employee and stakeholder perceptions of different deployment strategy through an employee perception survey
Compare different deployment strategies and their ROI (return on investments)
Identification of Relevant academic literature

The book “ Building Leaders: How Successful Companies Develop The Next Generation By Jay A. Conger and Beth Benjamin describes how different companies have used a variety of training, coaching and mentoring approaches to build their leadership pipelines and thus ensure their continuing competitiveness in the global markets.

In his white paper “ the Direct Path to Training ROI” the author describes several recommendations to ensure that you can effectively measure the return of investment on training. He also describes a variety of different deployment strategies used in training deployment
In their article on the relationship between training method, perceived training effectiveness and organisation commitment, the authors highlight that some delivery methods were perceived as being more effective than others and actually contributed to the commitment levels displayed by employees. In this paper we will examine these findings in the light of our own research.

Timeline for the Research Project

## Works Cited

Buelow, J. W., 2008. The Direct Path to Training ROI. [Online]
Available at: http://www. shapironegotiations. com/pdf/Direct-Path-to-Training-ROI. pdf
[Accessed 17 August 2012].

Conger, J. A. & Benjamin, B., 1999. Building Leaders: How successful companies develop the next generation. 1st ed. San Francisco, California: Jossey - Bass.

Robbertze, R., 2008. One More Reason Not to Cut your Training Budget: The Relationship between Training and Organizational Outcomes. [Online]
Available at: http://upetd. up. ac. za/thesis/available/etd-03162010 144643/unrestricted/dissertation. pdf
[Accessed 19 August 2012].

York, K., 2010. Applied Human Resource Management: Strategic Issues and Experiential Exercises. California: Sage Publications Ltd..