

Example of research proposal on human resource management practice employee train...

[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

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