

Hcm hr discussion board week 8

[Business](#)



1. Training and development is very important to the success of business organizations in the 21st century. Training and development can be defined as processes that attempt to provide an employee with information, skills, and an understanding of the organization and its goals (Ivancevich, pg. 379). The human capital of a firm is its most valuable asset and one that can be used to differentiate the company from the competition. A company that utilizes its associates to create a pleasing environment for its customers is Starbucks Café. There are different aspects associated with training and development. The first stage of training and development occurs when an employee joins a company. The initial training should include a segment dedicated to corporate culture. Once an employee joins a staff there is periodically trainings that are given to the employees to improve general and specialized skills. Due to the changes that are occurring in all professions continued education has become more important than ever. The healthcare field requires professionals that keep up with the latest changes in diagnostic and treatment of diseases.

2.

As a future human resource manager in healthcare I will emphasize training and development as a value added function that can help the employees in the short, medium, and long term. The creation of a balance training and development program that includes both internal and external training sessions can benefit both the employees and the company. The inclusion of technology can help the firm provide training using online learning techniques. Smartphones such as Iphones and Androids can serve as databases to store medical information.

Work Cited Page

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Ivancevich, J. Human Resource Management (8th ed.). Boston: McGraw-Hill
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