

# Training department organizational structure

[Business](#)



TRAINING DEPARTMENT ORGANIZATIONAL STRUCTURE BUS4047 Section,  
Term, Year u02a1 Training Department Organizational Structure Training  
Model and Rationale

### Training Model

In order to better improve the performance of DNA in its commitment to provide a responsive, supportive, and cooperative service to all of its clients and stakeholders, instead of using a Traditionally-structured Training model, DNA will instead have a Business-Embedded Training model.

### Rationale

The rationale for selecting a Business-Embedded Training Department over a Traditional Training Department is because the former has more flexibility and applicability in the kind of business that DNA has, which is very dynamic (Noe, 2013). Customers may not have many similarities with each other at all, plus due to the medical innovations such as new drugs and other pharmaceutical products DNA must be knowledgeable enough of these changes so that they could quickly introduce these to practitioners and allow them to use these new technologies in their line of work. DNA must be able to adapt to the needs of their customers to be able to provide them services worth paying for, otherwise not only would these customers lose to their competition but also cause them to lag behind in the latest medical trends. Due to these reasons, static training models may not be able to sustain the needs of the organization in the long run, however business-embedded training allows for a degree of flexibility by aligning organizational needs with employee training needs, thus its dynamic training measures becomes its key to effective learning and application (Hasan, Jameel, & Subhani, 2011).

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## Model Strengths, Weaknesses, and Rationale

### Strengths and Weaknesses

The Business-Embedded Training model is considered to be flexible since it is made to fit a company's mission, vision, and objectives (Hasan, et al., 2011). It is strong in terms of recognizing that the customer base is varied thus it offers a wider range of learning modules and options compared to traditional training models. There is also no need for a special venue since attendees can stay at their work site, it has greater structure versatility and participant inclusion, it involves internal consultants who understand how the organization works and knows how to properly disseminate this information, and it empowers employees by allowing them to take charge of their own career growth (Noe, 2013). However, because of the need to disseminate information to a greater number of people, work departments, venues, and even dates, there is a considerably greater effort needed for this training model to be carried out successfully, thus the model's weakness (Hasan, et al., 2011).

### Rationale

Although the Business-Embedded Training model needs a lot of effort to be done, the fact that it allows to be fitted according to what an organization needs means that it can be used by a wide variety of companies. This is an advantage for companies that rely on strategies such as businesses, and this training model allows for creativity and innovation in response to client needs, fitting DNA's mission and vision.

### Alignment and Rationale

#### Alignment

Since the training department will be providing training to all members of the <https://assignbuster.com/training-department-organizational-structure/>

organization and in accordance to their role in DNA's line of work, the training department will be directly under Human Resources, and will be made up of managers who strongly-support employee training and a few of their own people within DNA who are recognized to be high-performers in their line of work. In doing so the training department can serve both the top and the lower rung of the organizational chart, wherein managers can serve as trainers for upper-level management and the high-performers to serve regular or rank-and-file employees in their own or other departments (Noe, 2013).

#### Rationale

The alignment of training department members stems from DNA's mission to educate practitioners, and as such in order for the company to better understand how its success was reached, strong contributors and experts can be tapped to share their knowledge to others, whether it involves advice on work ethics and collaboration such as staff who work directly or indirectly with clients, or advice on how to improve information dissemination strategies through cost-effective measures such as the managers.

#### Targeted Questions and Rationale

Can training improve DNA's delivery of a responsive, supportive and collaborative service?

Will training improve company performance after periodic assessments?

Who will benefit the most in the training department's modules?

Will employee work motivation increase after the training?

Will client relationship with DNA improve after employees receive training?

Will there be more innovations from both leaders and followers in the company?

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## Rationale

These questions are intended to imply possible changes that DNA can face once the training department has been created and to assess its feasibility in keeping the company's growth and development in its niche market.

## References

- Hasan, S. A., Jameel, O. R., & Subhani, M. I. (2011). Effects of business embedded & traditional training models on motivation. *Journal of Economics and Behavioral Studies*, 2(5), 236-244.
- Noe, R. A. (2013). *Employee training and development* (6th ed.). New York: McGraw-Hill/Irwin.