

Assignment (training and development)

Business, Human Resources



Training and development. Training and development are crucial functions of the human resource management to ensure the staff yields quality performance. Since the employees are one of the most important assets that help in achievement of organization's objective, the nature of training and development should be one that focuses on achievement of objectives. After a successful training session, the management of an organization must then carry out an evaluation process to determine the impact of the training process on the improvement of performance. It is thus important that the human resource management must have an appropriate evaluation design that will give an elaborate indication on the training outcome (Aguinis & Kraiger, 2009).

An elaborate data collection design can determine the conclusions made from a training and development program. A collection design compares a trained person to an untrained person or the same individual prior and after the training process. Equally, a trained person can be compared to a set standard of training. When the collection design does not compare a trained person to an untrained person, it forms a non-experimental design. When a trained person is compared to an untrained person in a randomized manner, it is an experimental design. Moreover, when the comparison is made with an untrained person in a non-random manner, it forms the quasi-experiment design (Lou, Duever, & Budman, 2004).

Experimental collection design for training evaluation offers the best design to use in the determination of the training outcome. The design offers a stronger link between the training outcome and the learning process.

Experimental training design can evaluate that the training process led to a

change in behavior. As much as the design may be difficult to implement, it avails accurate information needed for organizational growth (Arthur et al., 2003).

References.

Aguinis, H., & Kraiger, K. (2009). Benefits of training and development for individuals and teams, organizations, and society. *Annual Review of Psychology*, 60, 451–474.

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Lou, S. J., Duever, T. A., & Budman, H. M. (2004). Optimal experimental design for training of a fault diagnosis algorithm. *Computers and Chemical Engineering*, 28, 1823–1836.