

Training and development

[Business](#), [Human Resources](#)



Best practices in collecting 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(Saks& Haccoun, 2013).

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).

Experimental collection design is an important factor for this case because it estimates the degree to which a training program has been successful. In addition to this, the design provides stronger evidence of causality that change in training as well as a powerful connection between the training outcome and the learning process. (ADAPP) program sought out to compare the trained group to another non-trained group, which makes it a very suitable design for hypothesis testing. Furthermore, learning as well as

behavior is due to the training and only training program. (Saks & Haccoun, 2013).

Conclusion

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).

The three models that measure the effectiveness of training evaluation include; Kirkpatrick's hierarchical model, the Recommended Model of Training Evaluation and Decision-Based Evaluation model. The first model which is Kirkpatrick's hierarchical model which usually establishes the efficiency of a given training program is the most appropriate model for this case. Consequently, there are some other evaluation designs which are recommended for this case such as experimental collection designs meant to improve company growth.

There are also four recommended appropriate data designs for different variables, the first reaction being evaluation of the ADAPP. The second recommendation " Motivate" variable, motivation is an important factor which basically is the ability of an employee to transfer knowledge to the

workplace. The third use is known as “ self-efficacy” and is meant to improve the ADAPP. The fourth and last recommendation use is usually meant for “ organizational results”.