

Free essay about employee training

[Technology](#), [Development](#)



Introduction

Training involves transfer of knowledge and skills from experts to learners to improve their performance in their jobs. Training gives the employees an opportunity to prepare for the jobs which require handling of modern technology and to get familiar with the tools and strategies of the company. Training is necessary for the development of skills while education is related to knowledge. An overall development is possible when both education and training is present.

Difference between Education and Training

Training develops the skills which improve efficiency in the organization while education helps to gain knowledge, Skills, which contributes to improve an individual's wellbeing. Education is measured for a period of time while training is the skills that can be done by the learners after completion. Training is given to accomplish an objective and the learning is done by doing. Education does not give a practical development of skills. Training is a process and when done efficiently the performance of the organization will progress. Education helps to understand facts and concepts. (Kurtus, R. 1999)

Advantages of E-Learning and Online Training Programs

A number of benefits are recognized from e-learning and online training programs. It is said to be economical as there is no overhead costs or maintenance cost for renting a place. There is a wider market and it is easy to access as per participant's convenience. It is said to be affordable and saves the inconvenience of travelling. Creation of online presentations has a

good return for investments as personal representation is not required.

Knowledge and expertise reach more people. The content delivery does not fluctuate and can be standardized.

Innovation leadership and the organization

Innovative leadership means understanding and handling situations in a new and unique manner. (Prestwood and Schumann2002) . The market as well as the technological advances need to be handled in the most innovative way for a long term success and sustainability of the organization. Innovation involves the focus of leadership towards innovation and not for development of existing skills.

Citations

Kurtus, http://www.school-for-champions.com/training/education_versus_training.htm.

School for champions,
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Prestwood. D and Schumann. P (2002), Innovative Leader, Principles of Innovative Leadership, Volume 11, no 55199