

Employee training and career development training essay example

[Literature](#), [Russian Literature](#)



In any organization employees remain an extremely critical asset. They are extremely useful in ensuring that organizational activities take place as intended by the management. This means that the potential of every employee's needs to be nurtured accordingly through development of proper skills improving strategies. Among the most critical steps that may be undertaken to improve the productivity of employees are training, enhancement of proper employees' relationship as well as employees' and organizational development.

Employees' training is the main action that organization undertake in bid to enhance organization's development. Training has several benefits that it extends to the development of an organization. The first benefit is addressing employee weaknesses. At the work place, different employees have different weaknesses, which must be addressed in order to pave way for concrete development of the organization. An outstanding organization always aims at ensuring that all employees acquire similar knowledge as well as skills (Noe, 2008). This prepares employees extremely well for organizational activities that they are required to undertake.

Training is also aimed at improving performance by employees. A well trained employee easily captures certain procedures required of them to handle various tasks. This also boosts the confidence of an employee in handling any form of task that may be entrusted to them. Through this customers find it extremely easy to conduct certain activities as well as find new ideas necessary for organizational development (Pettinger, 2002).

Proper training and development programs offer workers extensive experience and knowledge on handling specific duties that may be entrusted

to them in an organization.

Training affirms worker's development. This usually results from the extensive ability that employees gain in execution of their duties. After training, workers become more efficient in handling their tasks. This would ensure high productivity for the company. This also, aids in production of standardized services and products (Pettinger, 2002). This means that the company will count on extensive merits in terms of increased sales as well as profit.

Training leads in the list of employees' development methods. However, the list contains other methods, which have been extremely vital in enhancement of employees' capacity in organizations.

Coaching and mentoring is one of the employees' development methods. There are some benefits that come along with this method. The first benefit of this method is improved quantity and quality of work. It is also an efficient way of transferring knowledge from the experienced individuals to employees. This method also plays critical role improvement of communication as well as problem solving processes. Reliability of coaching and mentoring as an employee development method depends on the personality as well as skills of the coach (Pettinger, 2002).

The other method is self-directed learning. This method allocates employees the control of their learning process. This allows personal differences in learning which is extremely vital in the ownership of the learning process. While using this technique, employers work with employees with an aim of developing a learning contract (Kim, 2005).

The fourth employee development method is the employee promotion. This

is the process of promoting an individual to a higher position than the one they occupied previously. This is mainly used by organization as a rewarding technique for excellent performance in previous positions (Pettinger, 2002). This encourages hard work in an organization since all employees would want to be recognized.

The fifth method of enhancing employee development is job enrichment. This is a technique through which employees responsibility as well as authority is enhanced in their current positions (Noe, 2008). This method encourages employees in acquiring new skills as well as builds new relationships among themselves.

Job rotation and cross training is the other main employee development technique. This is a process through which employees are exposed to various skills from different positions that they occupy. The rotation enhances proper understanding of the activities of the organization, which are significant in enhancing productivity for the organization (Kim, 2005).

Employee development and organization development are extremely significant in the development of both the organization and the employee. This means there exist exclusive relationship between the two forms of development.

The first significance that may be witnessed from this form of relationship is based on the inter-benefits between employees and organization. In most cases, the government initiates the program of developing an employee. This may be through various methods that have been recognized as suitable for employee development. Through this the skills of the employee are improved and he or she has a chance to handle complex challenges than it

was the case before development program. On the other hand, organizations benefit a lot when they extend development among employees. At this point, employees act as assets to the organization (Kim, 2005). An organization will train employees according to its principles with the aim of nurturing talents that will enhance productivity of the employee.

Also, an organization helps in improving the living standards of an employee. This is achieved through promotions as well as increased salaries for employees. When an employee starts to earn more than he or she used to earn before, definitely the livelihood of the individual will improve. The satisfaction of the employee will be reflected to the development of the organization. The organization will raise its standards as employees will be entrusted more complex duties. This is a sign that even the organization will witness extensive growth. After bringing in more benefits for employees, there will be a lot of expectations to the organization from employees. This is an assurance that at the end the organization will experience massive benefits (Pettinger, 2002). Therefore, employee and organization development have concrete relationship that is of significance to each of the organizations.

Career development is an extremely fundamental element in an organization. The main source of support for career development is the human resource management department. This department is mainly concerned with the activities that touch employees in the organization. It is the department that is concerned with the activities that go around employees (Noe, 2008). Being the main department for recruiting employees, it stands proper chance of developing careers for the

organization.

During the recruitment process, the department is usually cautious to bring in individuals who will cope with the requirements of the organization for a given job vacancy. Therefore, the department must hire individual who are in the required line of work as well as trainable individuals. The organization must undertake the role of training its employees to the required levels (Kim, 2005). Also, the organization has the ability to understand talents and nurture them accordingly.

It remains that employees are extremely fundamental in an organization. They are extremely useful in determining the level to which a business rises in their tenure. They are developed through various methods such as training, promotions among other development methods. There is exclusive relationship between employee and organization development. Each of them benefits from the other. Organizations usually have human resource management departments which are extremely fundamental in career development for employees.

References

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