

# Example of article review on employee development

[Business](#), [Management](#)



## **INTRODUCTION**

Employees' requirements from organization are extended much more than monetary compensations only. Among other important compensations is the need of trainings and developments. Trained employees are regarded as the most important capital asset to the firm as on job trainings nourish employees' competencies. Despite the importance this aspect, for both parties, carries the dilemma with gap that exists in effectiveness of training. Views on aspects depict that effectiveness issues remain with all three components of training including participants, trainer as well as training process. Hence, considerate planning for all three components to make training sessions effective is an important.

## **TRAINER**

Trainer can be confidently regarded as the most critical aspect of the process and seasoned corporate trainer shall holds all capability to turn dull and hectic training session into the most effective ones. Hence, this position rests with the most responsibility with respect to effectiveness of trainings in time as well as in the long run (Dreibelbis, 2002). To mention few aspects such as identify the critical aspect of training requirement; clearly defining training objective with measurable outcomes; selecting well balanced methodology suiting to training objective as well as capacity of participants; conducting more input oriented, interactive and participative sessions than focusing only on "tell" side of story; revisiting critical points every often to remind participants aims and required outcomes of training session; practicing what is preached etc are among the most important aspects that

trainer must address. Moreover, trainer's personality traits also make considerable input in conducting an effective training session (Dreibelbis, 2002).

For instance, trainer landing late on the session; rushing to the begin the process; beginning process without informally sharing the vision for training; with the most extensive literature presented on slides as well as written content provided; asking valid questions to participants and immediately self responding without providing participants an opportunity; low voiced and shattered pitched trainer would result in diverting the focus of the participants from session content to their watches. Important to mention is the fact that trainers usually make any of these mistakes, though not all, in their training sessions which result in deriving less effective result (Dreibelbis, 2002).

In addition, if the training sessions are conducted by the senior managers then the responsibility on trainer multiplies. Manager (supervisor) as trainer is followed by participants only to extend the session objectives are actually practiced by manager himself. Further, manager also requires to reinforce training outcome at frequent intervals ensuring effectiveness is integrated in process than just few days adoption. Managers as trainer also enjoy benefit of being well aware of the capacity as well as deficiency on behavioral as well as skill aspect and therefore, must adopt methodology depending upon the need of employees (Morton, 2005).

Hence, trainer being the most important aspect of training sessions rests with increased responsibility in case the role is played by manager or supervisor of participants.

## **METHODOLOGY AND CONTENT**

This aspect of the training shares in hand considerable importance mainly with trainer component. Methodology and the content of training sessions are tools to connect the aim of training with its results' effectiveness.

Effective training methodology usually carries mental set in the beginning of the session in order to aware participants with vision of training.

Methodology selected for training plays a dominant role as transmitting the objective. Methodologies such as counseling, coaching, mentoring, and leadership models and approaches applications shall be greatly in alignment with the need of the participants. For instance, High Performance Individuals are more responsive with coaching methodologies, mentoring strategies are capable to generate more effective results with average performers while counseling techniques driven training sessions are effective for marginal or problem employees (Minter & Thomas, 2000). Moreover, leadership training session also require employees to be on the same frequency that can be considered as the pre-requisite of the training program (Scott, & Webber, 2008). To mention, selection of methodology is important to generate desired results but it does not mean any methodology has deficiency but the fact of the matter remains that methodology is a tool to fix square in square hole.

Another important aspect of methodology to be considered is that it must provide practical exposure rather than story and theory telling procedures. Such methodologies provide participants opportunity to explore their hidden capacity in respective area.

Along with methodology, comes the content delivered and presented to

participants. Importance of content presented to participants can be understood from simple fact that timing with which the content is presented also has its impact on the overall effectiveness of training (Scott & Webber, 2008). Relate-ability of content and capable of providing participants solution to their problems is among important factors to be considered.

Hence, methodology is a tactic employed for the achievement of training objective and hence shall be given due consideration in planning and designing session to derive due results.

## **PARTICIPANT**

Amount invested in training of employees turn into an expense once the employees attend training sessions considering it mandatory requirement than session to nourish their expertise. This component of training process can be safely regarded as the ones that respond to session equally as they being treated. Attempt to develop participants response require, but not limited to, providing awareness with clarity (for instance, measurable outcome of the session); interactive sessions where participants can actually trace solution for their problems; methodology suiting to need of participants (for instance, counseling, coaching, mentoring or mixed training required by the participants); bridging the gap of communication mainly in case when trainer and manager are the same etc (Minter & Thomas, 2000).

Consequently, fair and effective response can be generated from participants upon designing the training respective to the needs of the participants. Thereby, the session resulting with more long term effectiveness upon developing refreshing memories for participants.

## CONCLUSION

Training being among the most importance aspects of employee compensation requirement from organization is still often held with dilemma of ineffectiveness. Basic trio elements of training can also be viewed as pyramid with strong base of methodology and trainer results in effective peak of participants. However, the connectivity and dependency of all three is also an important fact. Hence, well thought and devised training sessions can only result it as in investment generating result; otherwise ending up as in expense only.

## References

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