

Employee training in domtar

Business



Domtar case study

In the implementation of Kaizen, all the employees should undergo some training. The employees in the operational level should be enhanced with knowledge that would allow them to enhance their basic knowledge that would help Domtar Company to increase on efficiency. Increased efficiency usually results to cost reduction. The middle level employees who include the supervisors should also undergo training. The training of middle level employees would help them to execute their supervisory roles with ease and convenience. The top level employees who include the managers should also be trained. Their training would enhance them with skills on the way that they can make efficient strategic goals and how to implement the goals. The employees should be organized according to their levels or ranks in the company. The different groups should be trained differently (Bari, 2000). The learning objectives in Domtar Company would be to cut on costs. The costs will be cut if the processes of the company are efficient. The other objective would be to maintain a positive customer relationship. The customers should be considered before the company makes any decision and their satisfaction should be the source of any decision made. The other objective of the training should be to make feasible decisions that will ensure the prosperity of the business.

The organizational constraints that may be incurred in the learning process may include; finances. The learning process is an expensive process, hence the cost factor must be considered. The company may not be willing to invest a lot on employee training and that should be avoided. The other constraint may be time constraint. In the course of the training, the operations of the company must also continue, that means that time

available will be minimal. The learning should be organized in a way that the sessions will be accommodated in the normal working schedule of the company. The other constraint that may exist will be resistance from employees. The constraints can be addressed by the employees been told the importance of the training. The other way the constraints can be addressed would be by the company providing resources that are useful in the training.

References

Bari, J. (2000). Decision making in the business world. New York. Free press.