

Benefits of pdp to academic performance

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Personal development planning is beneficial to ones academics in the sense that one is able to gain a clearer focus to learning. A person is able to stay motivated throughout theacademiclife. There is a better understanding of the learning process and the improvement of ones performance. Personal development planning leads to more enjoyment and reducedstressfrom ones learning since one becomes more consciously skilled. In addition, one is enriched with more awareness of how to apply the learning to new problems and contexts. One is able to gain a reflective thinking skill that strengthens academic performance (Covey, 2004).

Benefits of PDP to professional life In the professional view, personal development planning helps professional to have mores clear ideas about the kind of life and work one wants. Professional are able to have greater confidence when making their choices in their life. This confidence is also extended to the skills, qualities and attributes that are brought to thecareerof their choice (Littleford et al, 2004). Through the use of personal development planning, professionals are in a better position to complete their jobs. One is able to participate in the discussion of ones skills, personal qualities and competences with the employers.

Professional are able to solve problem better and gaining planning skills through personal development planning. There is also the development of positive attitudes and approaches that are associated with successful professional life. In an organization employees are expected to understand their own performance and being able to adjust themselves at the time of increased work load, stressful situations and in time of change. Training of employees may be used to increase their ability to respond to change.

Employees are expected to understand their own performance influences to provide professional outcomes in the organization.

Personal development planning helps employees to continually show their professional development in their work. Employees are able to actively seek out information through training and events that keep their skills and knowledge up-dated. Benefits of PDP to personal life According to Hodgson (2005), personal development planning is beneficial to the personal life since it provides a better understanding of oneself and how one expresses him or herself. A person is able to enhance the ways of making better choices that will help in achieving ones aspirations.

There is a greater awareness of ones needs and the ways of meeting these needs. One becomes more aware of the exclusive contribution one can make in the community as well as developing a positive, forward-looking approach. The theory of Personal Development Planning As advocated by the (Department ofHealth, 1998: p. 42), the definition of personal development planning is a process of lifetime learning for all individuals and teams that can be used to meet the needs of patients and delivers the health outcomes and enables professionals to expand and fulfill their potential.

Through personal development planning doctors are able to be kept on learning through out their profession. Katona & Jackson (2000) advocates that personal development plans are designed to make CPD a practical process that contrasts with the reactive manner in which training is undertaken by many students in the past. It is related to the process of setting educational objectives for the learners to ensure that they get the

most out of training attachments, provision of advanced skills, knowledge or attitudes and building on existing strengths.

Personal development plans will help psychiatrists to cure deficits, ensure maintenance of existing attributes as well as developing new ones as they wish or when there is the need of the service. Factors for success Personal development planning gives the possibility of various factors to be considered in order to succeed. Firstly airtime is a measure that contributes to success. It refers simply to the need to ensure that all members of the group have sufficient space to consider their requirements and generate an agreed and effective plan.

Protected time for meetings is a necessary factor for success. People should determine if holding meeting in the same venue will lead to success for the organization. Organisational action arising from analysis of personal development plans should also be considered as factor of success (Cottrell, 2003). Methodology Rationale for the methodology The research methodology used in this paper is a case study in the sense that the researcher is taking diverse material given by different people in Egos company from different dimension to explain the benefits of personal development planning.

The reason as to why the researcher has used case studies is that a case study portrays information as a whole of the experiences of people in the organization (McNamara, 2008). The researcher has used both primary and secondary data to get the information required to get the answers for the paper. The researcher interviewed some of the staff, and provided questionnaires to the employees and customers to fill. Sampling strategy

The researcher provided fifty questionnaires to be filled in the organization by employees and customers.

The researcher also took the step to interview ten staffs. Out of the fifty employees and customers, only twenty managed to return the questionnaires. The twenty questionnaires gave evidence that personal development planning is beneficial to individuals, professional and academics. The staff also supported the argument that to be successful as a professional one has to use personal development planning as a tool to organize his or her plans. Conclusions Personal development planning is an important instrument in one personal life.

It is also essential to professional for the purpose of enhancing their career. Academics use personal development plans for recording their studies and subjects. This enables them to be organized hence achieving their educational goals. Personal development planning is essential in the essence that appraisal is undertaken that reveals the areas of weakness of a person. A person is able to enhance the ways of making better choices that will help in achieving ones aspirations. There is a greater awareness of ones needs and the ways of meeting these needs.

The things that need to be considered in personal development planning mostly include thinking deeply in a structured way of the life and ambitions that are expected to be achieved. Appendix Appendix 1: Examples of questionnaire questions a) There are several factors that are used to predict the success of personal development plans. According to your view which factor is highly rated to contribute to the prediction of success of Personal development planning in people? Choose one from the following answers.

1. Airtime for all participants 2. Protected time for meetings 3. The same venue for each meeting 4. Organisational action arising from analysis of personal development plans b) In academics, the use of personal development planning helps in the achievement of Educational objectives. According to you, which of the following characteristic provide the possibility of achieving educational objectives in academics? Choose one from the following given characteristics. 1. Measurable 2. Specific