

Human resources training and development



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Abbott Laboratories with its century old presence in the market is well known for its range of products and the trust it has won from millions of customers all over the world. Its pursuit for excellence has kept it on the top position for many years. Its passion for research and development has produced many life saving drugs.

Abbott with its comprehensive line of products does not leave anyone untouched at least once in his life. Ensure Plus, one of its products, has been my delicious and nutritious meal replacement whenever I skip my lunch in my busy schedule. It has impressed me much and since then I have developed a keen interest in Abbott and its products. My experience in lab industry has doubled my curiosity. The global presence of Abbott and its dedication for continuous research and development and the passion of Abbott people in 'turning Science into Caring, have made Abbott my choice. The company web site is the primary source to know about its training programs. In addition to it, the universities associated with Abbott training like Western Illinois University and other organizations are also useful. The online newspapers and magazine articles have proved very valuable.

Basically, I study about the objectives of a particular training program and how it fills the skill gap meeting the requirements of the organization.

Obviously the quality of the program depends on a number of factors like the structure, content, context and the experience of the trainer. I also collect the previous participants of a program.

According to Stephen Fussell, senior vice president, Human Resources at Abbott, " It is not only a great place to launch a career, but also a place to build a lifelong career. From an on-line mentoring program, leadership training programs and a full tuition reimbursement program, Abbott has

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something for everyone."

According to the recent trends, there are two major factors that influencing the workforce and work place in many of the US companies. They are: Technological Advancement and Globalization. With the rapid changes in science and technology, every one needs to update his skills on a continuous basis. Abbott's training programs address this problem effectively. As globalization has made the world small, there is an increasing mix of different cultures. Understanding the people and working with in teams is one of the problems. The training programs that aim at behavioral training can help reducing the frictions in the work force.

Just based on fundamentals, the company stock looks fairly attractive. Long-term earnings growth is projected at 10 percent annually, slightly above that for the drug industry as a whole.(Michael Sivy) It is the third largest drug company in the US after Pfizer and Johnson & Johnson. It enjoys a very good position, and it is poised to launch new products like Humira which is expected to have one billion dollar business in the near future.

According to the analysis and current business ratings by the popular business magazines, Abbott shows a very bright and promising future. It has been named America's most respected companies since 1984 by Fortune magazine. It stands at 23rd position among the 100 most respected companies in the world, according to Barron's survey.

Naturally, Abbott being one the best companies has put every effort in making their training programs very effective.

References

Michael Sivy, MONEY Magazine editor-at-large

<http://money.cnn.com/2006/03/28/commentary/mkcommentary/sivy/index>.

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Stephen Fussell, Vice President, Human Resources, Abbott: [www. abbott. com](http://www.abbott.com)