

# Training and development



Training and Development Training and development within an organization demand a great deal of concentration because it brings in positive results. It is the basis of achieving the end objectives which are drawn up on a premise of empowering the employees to learn new aspects, which are in line with the changing requirements of the time. This is because the training and development regimes look to bolster the basis of the employee domains more than anything else. It is the essential self that shall dictate the difference among the good, the bad and the ordinary. Training and development is good for the resources that exist within an organization as it makes them feel worthy of who they are and how they are handled within its realms. However, to achieve supremacy within the related domains, training and development should be allotted the best possible resources and time. The systems approach (model) towards training and development is significantly drawn up because it pinpoints how its four different phases of needs assessment, program design, implementation and evaluation are shaped up within the reins of an organization. These are for the eventual basis of the employees themselves, because there is a great deal of importance on how the employees would be able to give in their best time and again. Within the needs assessment, the analysis of the organization is done so as to find out where the employees are lacking and what the organization can provide to them as a result of the same. Then on, the task analysis is looked upon at with a greater concentration because this deems significance for finding out what kind of need the employees have within their fore. When the task analysis gets completed, the organization moves on to the next phase of needs assessment which is the personnel analysis where each and every employee who requires training and development is

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determined with regards to his professional strengths and weaknesses. This is a very individual level analysis that takes into perspectives many varied pointers, and is the basis of ascertaining the exact needs that are existent within the employee domains. The second phase is of the program design which can only come about if there is a proper needs assessment in place. What this means is the fact that the program design is dependent on the needs assessment for its proper execution. The design process comprises of the instructional objectives, which undertake efforts to find out what kind of training and development will be imparted to the individuals under consideration, and how these employees can learn to good effect within the stipulated time. It is therefore a fact that the readiness of the employees who would essentially be the trainees under such a context is determined in entirety (Sims, 1998). This shall shape up the basis of discerning what kind of attention they are paying to the entire exercise of training and development and what response could be expected out of their domains. Then after, the learning principles under the aegis of training and development are given out to the employees through the perspective of the training and development. This is important because the learning principles set the eventual basis of achieving the objectives and the needs assessment that have already been coined in the past. When the designing of the program has been done adequately well, all-out efforts are paid to the fact that there is a proper implementation of the said training and development regimes in place. This will ultimately set the ball rolling as far as the organizational undertaking of training and development for the sake of its employees is concerned. The implementation phase discusses the on-the-job methods, the off-the-job mechanisms and the development of the

management with regards to the very same. These points are deemed as significant because these highlight the basis of properly bringing together the discussed pieces within the program designing phase. The evaluation phase highlights how employees have reacted to the entire training and development realms which have been designed for them in essence. It means that their reactions are judged in the light of correcting any problems that have come about within the realms of training that has been imparted to them. Also the learning that has been done by the employees is properly scrutinized so that any problems that exist within the realms of the employees are seriously highlighted and later on aligned for the betterment of the employees themselves. It makes their tasks easier and they then find out where they were going wrong in the past and what they have learned from the training and development module to move ahead further. In the end, the results are envisaged as these should be the same as were thought out before the trainers started to design the program in the light of the needs assessment of the employees. It must be understood that within training and development, the types of training objectives comprise of the knowledge, skill and the attitude of the learners, who are doing their utmost to find out where they are lacking and what they need to do to pull up their socks in the coming times. The gap analysis is also something that remains an important manifestation within such matters because there is a definite distance between the employee capabilities and the organization, and this is the reason why there is a need to have training and development in the first place. It must always be emphasized upon that the performance based objectives are the end results for the entire training and development regimes that have come up with the advent of time. By now, the corporate

world has come to the reckoning that much needs to be acquired, learned and grabbed from the training and development ranks and no stone should be left unturned as far as understanding new dimensions of personnel and the link with the organizational objectives is concerned. All said and done, the training and development modules are here to stay and the above-mentioned models and pointers are just a starting tonic for the entire debate at hand. Bibliography Sims, R., 1998. Reinventing Training and Development. Quorum Books