

Human resource career development activities



Career Development Activities Human resources acquires its employees from the two sources of external and internal pool of availability. We can control the quality of the employees that we hire, but we often overlook the opportunity to enhance the value of our existing employees. I propose that we undertake a project to offer our current employees career development activities to enhance their careers and add value to our existing workforce. In researching this topic, I feel that the three most important areas that we can improve are international mentoring, diversity training, and lifelong learning for everyone.

Free trade agreements have increased activities around the world. We have encountered the need to interface, travel, and live in many parts of the world. Yet, often our employees do not have a cultural familiarity with the people that they contact in meetings, e-mail, or by telephone. Baugh (2005) has pointed out the importance of mentoring in career development (p. 523). It is time to extend our mentoring program outside our borders and view the world as our office, learn about the host country we are dealing with, their work role, office culture, and prepare people for international assignments. We also have a need for our internal employees to understand diversity in the workplace. Currently, we place a high value on our recruiting efforts in this area. However, the positive effects of creating a diverse workforce will be entirely dependent on how they are perceived by the men and women in our organization. (Burke 2005 p. 191). If the existing employees are not open to such policies, it will create new problems rather than solve existing ones (Burke 2005 p. 191). Improper and inadequate diversity training hold everyone back, even the beneficiaries of affirmative programs.

We also have a need to offer our employees a program of lifelong learning.

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Education for everyone is an activity whose value has been proven.

Education should include job related technical training as well as personal growth. Where this program has been implemented it has been a success.

McGoldrick (2001) reports that the "investment in lifelong learning for employees has paid off in positive career experiences and positive psychological contracts". Workers feel like they are a valuable part of the organization and are worth investing in. Employees benefit from the training and also form a better psychological relationship with the company.

The three activities of international mentoring, diversity training, and lifelong learning can add tangible and intangible value to our workforce. By developing our employees professionally and personally, we also develop the value and create a positive profile of our company. These programs should be ongoing and presented with all the different facets that they encompass. After researching the literature, I found that diversity training and international understanding was of greater value than originally perceived. It not only develops individuals, but also creates greater trust in the company by our clients and our employees. I have also discovered that lifelong learning should not be limited to job specific training. The concept should be used to allow employees to grow and develop skills that are useful beyond their current position.

References

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