

Hrm training and development

[Sport & Tourism](#)



**ASSIGN
BUSTER**

Education: education refers to the assimilation of knowledge and understanding that can be broader than the work context within which an individual operates. When education is spoken of it generally refers to formal programmes of study, many of which are accredited, and tend to occur outside the workplace. A core purpose of an education system is to provide and improve general skills. Training: There is no standard definition of training. However, it is generally expressed in behavioral terms, and refers to the planned acquisition of knowledge, skills and attitudes required to perform a role or job effectively.

The purpose of training is to improve skills or abilities that will hopefully result in better work performance. Learning: Learning is seen as a process through which individuals assimilate new knowledge and skills that result in relatively permanent changes in behavior. Learning can be conscious or unconscious, formal or informal. Effective learning requires the ability to question habits and challenge assumptions. Development: By its very nature, development is a broad concept that is future-oriented, and concerned with the growth and enhancement of the individual.

In organizational terms it refers to the acquisition of skills and abilities that are required for future roles in the organization. In this way, development can be seen as a facilitator of career enhancement (career development), for succession planning (within the internal labor market), for managerial potential or for personal development (lifelong learning). To ensure commitment to development, individuals must understand how their development fits in to the organization's aim to achieve success.

Human Resource Development: This usually refers to the development of a strategic organizational approach to managing learning, training and development. The purpose is to link training and development activities to corporate business objectives. It also advocates a central role for line managers in employee development. HER development refers to learning at the individual, group and organizational levels to enhance the effectiveness of human resource utilization. Competencies: There is some confusion surrounding the definition of competence or competencies. Two streams of work however can be identified.

The first is occasionally based and examines the competencies demanded by the job. The second focuses on the skills and abilities that the individual brings to the job. Knowledge Management: An organization's knowledge consists of three elements: skills, cognitions and systems. Skills include the technical, professional and social expertise of the people within the organization. Cognitions refer to the information, attitudes, ideas, norms and values shared by the members of the organization. Systems include the structures, procedures and policies related to performing tasks, coordinating resources and managing external relationships.