

Training and Development

This article explains the learning and its importance in improving status of organization; we will also explore scope of Training and its relationship to organizational change. Next, the Training process is described along with how Training needs are determined and objectives established. Then, we look at the numerous Training methods. Effectiveness of training program depends upon the learning of trainees so first of all we should see what is meant by learning.

A. Learning

Learning is a relatively permanent change in behavior that results from direct or indirect experience.

• Learning organization

Learning organizations are firms that recognize the critical importance of continuous performance-related. Training takes appropriate action. They are one whose employees continuously attempt to learn new things & to use what they learn to improve product or service quality. The most important thing in learning is that all managers should understand the basic purposes and processes of both Training also recognize the role of learning theory in Training.

B. Training Defined:

The heart of a continuous effort designed to improve employee competency and organizational performance. Training typically focuses on providing employees with specific skills or helping them correct deficiencies in their performance.

I. Challenges in Training

Upgrading employees' performance and improving their skills through training is a necessity in today's competitive environment. The training process brings with it many questions that managers must answer. Included in these questions are: Is training the solution to the problems? Are the goals of training clear and realistic? Is training a good investment? Will the training work?

- Is Training the Solution?
- Are the Goals Clear and Realistic?
- Is Training a Good Investment?

- Will Training Work?

II. The Training Process

Adjustments in external and internal environments necessitate change. Once the need for change is recognized and the factors that influence intervention are considered, the process of determining Training needs begins. Essentially, two questions must be asked: "What are our Training needs?" and "What do we want to accomplish through our TRAINING efforts?" After stating the TRAINING objectives, management can determine the appropriate methods for accomplishing them. Various methods and media are available; the selection depends on the nature of TRAINING goals. Naturally, TRAINING must be continuously evaluated in order to facilitate change and accomplish organizational objectives.