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About the course Training and Development Concepts

Assignment Point - Solution for Best Assignment Paper Assignment Annual Report Article Biography Case Study Essay Internship Lecture Letter Paragraph Presentation Report Research Resume Term Paper Thesis Concept of Training and Development Concept of Training and Development Subject: Human Resource Management Topic: Article In simple terms, training and development refers to the imparting of specific skills, abilities and knowledge to an employee. A formal definition of training & development is it is any attempt to improve current or future employee performance by increasing an employeeâ€™s ability to perform through learning, usually by changing the employeeâ€™s attitude or increasing his or her skills and knowledge. The need for training & development is determined by the employeeâ€™s performance deficiency, computed as follows: Training & Development need = Standard performance â€“ Actual performance. Training and development: We can make a distinction among training, education and development. Such distinction enables us to acquire a better perspective about the meaning of the terms. Training, as was stated earlier, refers to the process of imparting specific skills. Education, on the other hand, is confined to theoretical learning in classrooms. *Training refers to the process of imparting specific skills. *Development refers to the learning opportunities & designed to help employees grow. *Education is theoretical learning in classroom. Though training and education differ in nature and orientation, they are complementary. An employee, for example, who undergoes training is presumed to have had some formal education. Furthermore, no training programme is complete without an element of education. In fact, the distinction between training and education is getting increasingly blurred nowadays. As more and more employees are called upon to exercise judgments and to choose alternative solutions to the job problems, training programmes seek to broaden and develop the individual through education. For instance, employees in well-paid jobs and/or employees in the service industry may be required to make independent decision regarding there work and their relationship with clients. Hence, organization must consider elements of both education and training while planning there training programmed. Development refers to those learning opportunities designed to help employees grow. Development is not primarily skill-oriented. Instead, it provides general knowledge and attitudes which will be helpful to employees in higher positions. Efforts towards development often depend on personal drive and ambition. Development activities, such as those supplied by management developmental programmers, are generally voluntary. Human intellect and an overall personality of the employees. Productivity â€“ Training and Development helps in increasing the productivity of the employees that helps the organization further to achieve its long-term goal.

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Lesson 6 : **Training Program Evaluation**

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