Benefits of Training and Development Programs Essay

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The benefits of training and development for this organization are many and go beyond the tangible goal of any organization which is to generate revenue. Employee development is recognized as a strategic tool for an organization's constant growth, productivity and ability to keep valuable employees. Employers must develop their employees. Reasons for employee development include: **Remaining competitive.** Organizations are not just competing for market share but also for employees. Employees want to work for an employer that will enhance their skills to keep them competitive with peers from other organizations. **Skills shortages.** there is a shortage of skills in candidates for job openings. In the short term, organizations should revive entry-level job training programs. In the long term, businesses should participate in community partnerships to rebuild the talent creation system. **Adapting to changing business structures.**Smaller staffed, flatter, continuously evolving companies need employee development to ensure employee engagement and commitment. By offering creative development, executives show that they value employees. **Increasing worker productivity**. Workers who receive training are more productive. **Reducing turnover.** The more money a business spends on employee training and development, the greater the concern of the highly skilled staff leaving and taking their knowledge somewhere else. Employee training reduces turnover and absenteeism. **Aligning employee development with the organization's needs.**Employers should let strategic needs drive development. By doing so an organization might broaden their workers' skills so they can add variety to their jobs and take on new responsibilities (Shrm, *Developing Employees* 2019).

In earlier generations of employee training and development, an unspoken "sink-or-swim" approach to on-the-job training was utilized to bring new employees up to speed. That approach is less effective with Millennials, a group with different expectations and work styles. Millennials, more than any other generation, need clear direction, guidance and goals from managers. Most Millennials are used to precise assignments, clear benchmarks, and constant feedback. The lack of success many employers have experienced in working with Millennials is the result of a collision between this generation's worldview and how most organizations function. Employers are redesigning supervisor and leadership training and development to accommodate the more interactive and collaborative work styles of Millennials. Organizations that rethink their approaches to developing younger workers are likely to gain a substantial and much needed advantage over their competitors. The development needs of older workers are quite different. To recruit and keep employees over 50, employers need ongoing training and development because mature employees view development as a top attraction in a model workplace (Shrm, *Developing Employees* 2019).

Outline of training and development needs assessment:

Step 1: Identify the Business Need-. Conducting this analysis helps an organization to focus on areas of training that are necessary for employees and the organization as a whole to successfully carry out the organization's goals and motivate employees by contributing to their career and personal development. The person conducting the training needs assessment must clearly understand the overall organization and department goals and priorities, so he and or she can properly assess the training options and identify which training opportunities will contribute most to the overall success of employees, the business units and the organization as a whole

Step 2: Perform a Gap Analysis-gap analysis involves assessing the current state of a department's or employee's performance or skills and comparing this to the desired level. The difference between the existing state and the desired state is the gap.

Step 3: Assess Training Options -The gap analysis generates a list of training options and needs. This list can be assessed based on the goals and priorities of the organization, both currently and in the future.

Step 4: Report Training Needs and Recommend Training Plans-report the findings from the training needs assessment and make recommendations for short- and long-term training plans and budgets, starting with the most critical from the training option (Shrm, *Developing Employees* 2019).

An example of how to measure the effectiveness of training and development programs by evaluating how the training has influenced the learner's performance and delivery at work by using a combination of these methods: Self-assessment questionnaires, Informal feedback from peers and managers, focus groups, on-the-job observation, actual job performance, key performance indicators (Shrm, *Developing Employees* 2019). These are just a few suggestions on how to measure the effectiveness of training and development that the organization can utilize.

The risks of not training and developing employees are many. When employees aren’t properly trained, they perform poorly, whereas if they had received training, they would gain the knowledge and understanding that would in turn help them perform better. Employees who aren’t trained and developed also don’t get the opportunity to strengthen their workplace weaknesses or fine tune their strengths. The lack of training and development in any workplace shows employees that they are undervalued and this effect both employee job satisfaction, both of which will be extremely poor. without training and development employees will lack innovation in formulating strategy and with products. As with everything else productivity is also affected by not conducting training and employee development. Under trained and developed employees lack consistency in experience, knowledge and skills needed to give themselves and their organization the competitive advantage needed to be successful and standout from competitors in the field.

References

Shrm. (2019, October 10). Developing Employees. Retrieved July 29, 2020, from https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/developingemployees.aspx