

TRAINING DEVELOPMENT

All Organizations must manage the following for better investment .

- 1- Information
- 2- Human Capital
- 3- Money Resources
- 4- Equipment
- 5- Production
- 6- Reduce Waste

Information :

- Is power , data about products , prices , charges , as customers are essential to every business.

Human Capital :

- Investments in training and development of employees can make them more effective and productive in their jobs , for contribution to bottom line , not forgetting new recruits.

Money Resources

- Should be able to back business whenever is needed .

Equipment :

- Must be up-to-date , well maintained, as to help employees to fulfill organization mission and vision on time , anytime.

Production :

- Must be well monitored controlled in order not to deviate from norms , and up to customers needs & wants.

Waste Reduction :

- Applies to all of organizations requirements for smooth function & profitability

Purpose of Training and Management Development :

- Is to improve employee capabilities as well as organization's capabilities.

When Organization invests in improving the knowledge and skills of employees , this investment is returned in the form of productive and effective employees' efforts.

Training and development programs to be focused on both individual and team performance.

Training and management development programs are to improve capabilities , as mentioned above , that would improve employees knowledge and skills , in order to meet and satisfy customers wants , in addition to cut down on market competitive factors

Hence , creation and implementation of training and development programs should be based on needs identified through departmental analysis , so that the time and money invested in training and management development is linked to the mission or core business of the organization , not forgetting that employees are adult learner's , because the theory of adult learning or “ Andragogy “ is based on five ideas:

- 1- Adults need to know why they are being trained
- 2- Adults need to be self-directed
- 3- Adults bring more work experiences into this learning situation
- 4- Adults enter this learning experience carrying the knowledge of problem-centered approach , and,
- 5- They know that they are motivated by both extrinsic and intrinsic motivators.

Hence , having a problem-centered approach means that workers will

learn better when they can see how learning will help them perform tasks or deal with problems that they confront in their work .

However ,. At different career stages , employees need different kinds of training , as well as , different kinds of development experiences.

Although , a business degree might prepare students for their first job , they will need to gain knowledge and skills through education and experience.

The four management education stages with different outcomes are :

1. **Functional Competence:**

It is an understanding of (a) finance (b) accounting (e) marketing strategy (c) information technology (d) economics , (e) operations , and (f) human resources management

2. **Understanding:**

(i)- Context and strategy

(ii)- How organizational processes interrelate to make

(a) sense of societal changes

(b) politics

(c) social values

(d) global issues , and

(e) technological change

3. **Ability to influence people:**

This is based on a broad understanding of people and motivations , and.

4. **Reflective Skills**

This is to set priorities for work efforts and life goals.

Without experience that would rectify theory , no one can understand how functional businesses can be dealt with , to achieve results that would supply organizations with the fuel that would keep their engines running which highly depends on proper maintenance that would lead the way to a profitable goal with a great satisfaction .