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Training and Development

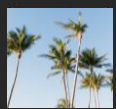
Training provides learners with the knowledge and skills needed for their present jobs.

Development involves learning that goes beyond today's job and has a more long-term focus.

Friend Activity

-  Yoane Deanita 46m
-  Marcella Rebecca 50m
-  Caroline Tanazal 1 h

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Determine Specific Training and Development Needs

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Organizational Analysis

focuses on the firm's strategic mission, goals and corporate plans are studied, along with the results of strategic human resource planning.

Task Analysis

focuses on the tasks required to achieve the firm's purposes.

Person Analysis

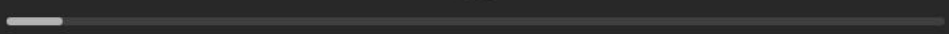
focuses on obtaining answers to the questions: Who needs to be trained? What do they need to do differently from what they're doing today? and What kind of KSAs do employees need?



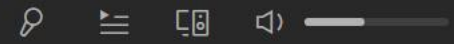
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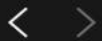


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Training Methods

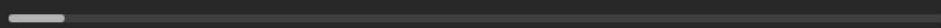
- Classroom Methods
- E-Learning
- Case Study
- Behavior Modeling and Tweeting
- Role-Playing
- Training Games
- In-Basket Training
- On-the-Job Training
- Apprenticeship Training
- Team Training



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Training and Development Delivery Systems

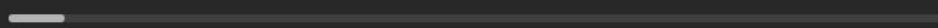
- Corporate Universities
- Colleges and Universities
- Community Colleges
- Online Higher Education
- Vestibule System
- Video Media
- Simulators
- Social Networking



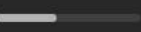
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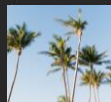
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Implementing Training and Development Program

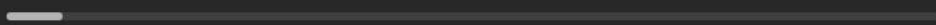
A perfectly conceived training program will fail if management cannot convince the participants of its merits. Participants must believe that the program has value and will help them achieve their personal and professional goals.



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Metrics for Evaluating T&D



Reaction



Learning



Behavior



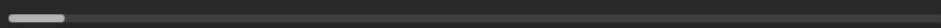
Organizational Result



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Factors Influencing Training and Development

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♡ Top Management Support

♡ Shortage of Skilled Workers

♡ Technological Advances

♡ Global Complexity

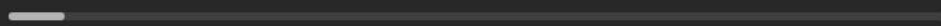
♡ Learning Styles



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Human Resource Management Training Initiatives

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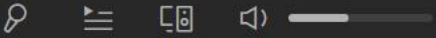
- The Employment Situation
- Company Policies and Rules
- Compensation
- Corporate Culture
- Team Membership
- Employee Development
- Socialization



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Careers and Career Paths

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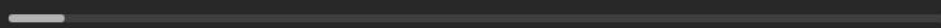
- ♥ Traditional Career Path
- ♥ Network Career Path
- ♥ Lateral Skill Path
- ♥ Adding Value to Your Career
- ♥ Demotions
- ♥ Free Agents (Being Your Own Boss)



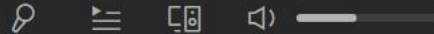
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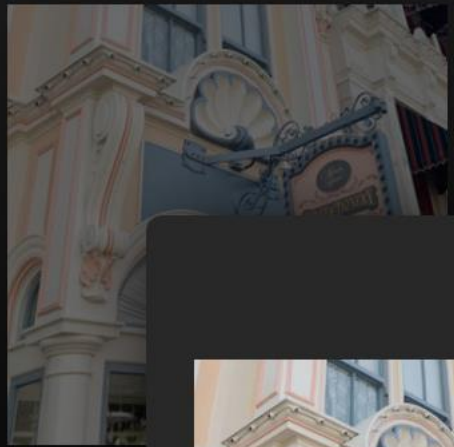
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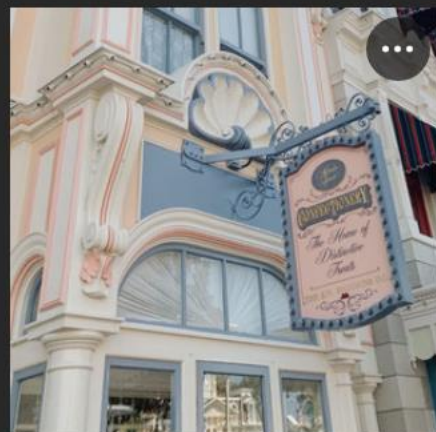
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Career Planning

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Description

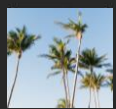
- Self-Assessment
- Formal Assessment

SAVE

Friend Activity

-  Yoane Deanita 46m
-  Marcella Rebecca 50m
-  Caroline Tanazal 1 h

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Career Development and Career Development Methods

Manager/
Employee
Self-Service

Discussions with
Knowledgeable
Individuals

Company
Material

Performance
Appraisal
System

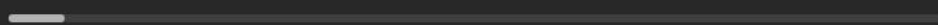
Workshops



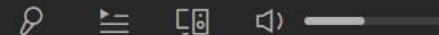
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Management Development

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- Mentoring and Coaching
- Reverse Mentoring

Organizational Management

SEE ALL

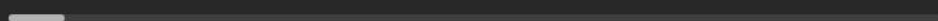
- Survey Feedback
- Quality Circle
- Team Building



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Thank You

Friend Activity



Yoane Deanita

46m



Marcella Rebecca

50m



Caroline Tanazal

1 h

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