



EMPLOYEE TRAINING AND CAREER DEVELOPMENT

***Mallick Ramesh**

***Student, IITM ALD.**

Introduction

Employment development is very important the success of an organization, and the career development of the employee. Employees look to learn and develop new skills. Organizations look to improve efficiency and operations. Together the two can increase organizational development, employee development, and employee retention. A good employee development program consists of planning and the use of methods. This paper will discuss the role of employee development, methods of development, the relationship between organizational development with employee development, the impact of human resources management in development, and my personal career path.

EMPLOYEE DEVELOPMENT

The role of employee development can be crucial to the success of a business. Employee development programs can contribute to performance of an organization. A highly functional and developed employee can accomplish more by providing more experience and knowledge (University of Minnesota, 2010). Employee development has a direct impact on employee retention. Companies that train their employees and develop their skills show more faith in their process, and the people working for them.

Another advantage to employee development is succession. Training employees and developing their skills can increase their effectiveness and promotable ability. Succession planning can prove easier with qualified employees to plug into the position. Employee development is an important part of succession planning within an organization.

DEVELOPMENT METHODS

Employee development can take place through different methods. On the job training and off the job training can be used to increase an employee's job knowledge and career development (DeCenzo, Robbins, 2007). Three methods that will be covered are job rotation, simulations, and outdoor training. The method used usually depends

of the needs and direction of the company developing the training program. Many companies adjust their methods depending on the position or individual being developed.

JOB ROTATION

Job rotation is considered on-the-job-training. Job rotation is designed to expand the working knowledge of employee across several positions. Essentially the idea of job rotation is to move an employee from one position to another to increase their overall knowledge of company business, job skills, and provide them with working knowledge of other departments. Exposing employees to different departments and jobs can increase their knowledge of company operations. Job rotation prevents employees from becoming stagnant and unmotivated (DeCenzo, Robbins, 2007).

Job rotations can include department to department transfers. This can include travel, job redesign, and relocation. Another option is lateral promotion. In some cases the exposure can allow employee to become a better suited candidate for a lateral job rotation.

SIMULATIONS

Simulations considered on-the-job type training. Simulations are used to train employees through different types of scenarios. A major advantage to simulation training is to reproduce certain scenarios or control the environment. The company can create an environment that directly teaches the employee the correct action that the company desires (DeCenzo, Robbins, 2007). Simulations can provide valuable development opportunities.

The drawback of the simulation method is creating unreal working environments. Simulations can create ideal situations. The stress and excitement of real work experience cannot exactly be duplicated through simulation. Although simulating similar stressful scenarios can increase the level at which an employee approaches the experience and provide them with increased decision making confidence.

OUTDOOR TRAINING

Outdoor training is considered an off-the-job training method. Outdoor training methods tend to focus on team building. Working together can create a sense of accomplishment and develop a trust amongst team members. Most outdoor training uses survival type tactics to develop scenarios. Outdoor training can reveal strengths and weaknesses of team members and show their abilities while under pressure (DeCenzo, Robbins, 2007). The major benefit to outdoor training is to build relationships with other employees and departments.

In today's business teamwork has become increasingly important. Exercises to increase the level of teamwork can only help the development of employees. Employees can develop stronger bonds with others in the company; employees can relate with others outside of the work setting; employees can develop better personal and professional skills.

RELATIONSHIP

The relationship of organizational development and employee development are intertwined. Organization development is “Theory and practice of planned, systematic change in the attitudes, beliefs, and values of the employees through creation and reinforcement of long-term training programs” (Business Dictionary, 2011). Employee development is defined as “Encouraging employees to acquire new or advanced skills, knowledge, and viewpoints, by providing learning and training facilities, and avenues where such new ideas can be applied” (Business Dictionary, 2011).

Organizational development and employee development can be view as the company and employee changing together. The company is changing to adapt to their environment, and the employee is changing to adapt to their changing job. If the company changes so do the jobs, who better to train how they would like the changing jobs done, than the company.

HRM IMPACT

Human Resources Management has a direct impact on employee development and retention. The human resource department develops the employee training program for most companies with the help of top and line managers. The department has the responsibility to train to the needs of the individual and company needs. Developing, coaching, and planning are all part of career development. The human resource department works with employees and the company to achieve career development and goals.

Employee retention can reduce company costs and increase company efficiency. The human resources department can increase employee retention by developing complete total compensation, training, and support for employees and the company. A good career development and training program can provide the tool necessary for employees to perform their jobs more efficiently and advance through their career.

PERSONAL CAREER DEVELOPMENT STEPS

Every goal has steps. To obtain a career position with a corporation or government agency and education is needed. The first step is to complete my bachelor program with a degree in Business Administration with a focus in Human Resources Management. The next step is to enroll in a graduate program to receive a Master’s in Human Resource Management. After my education is complete, I will perform an extensive job search and interview process allowing me to acquire a desired career position.

CONCLUSION

Employee development and organizational development are intertwined. Employee satisfaction and retention can increase with the use of a career development program. Employee development programs have several methods, and the method a company uses is determined by the needs of the company, and employee. Human Resources Management plays a key role for the company and the individual during development. My personal career development goals are set to help me obtain a career job through leaning and education.