TRAINING AND DEVELOPMENT

Training

Training refers to an education process in which employees get a chance to develop skills, competency and learning as per the post-duty requirements. So simply we can say it is a process of increasing the knowledge and skills of an employee. Training is performed to improve the knowledge and skills that are needed to perform their existing jobs. That's why it is short-time/term focused and for a fixed duration. Mainly it is the result of initiatives, taken by management and it is a result of outside motivation.

- It is a job-oriented process.
- It is performed to improve the knowledge and skills that are needed to perform their existing jobs.
- It helps an individual to learn how to perform his/her present job satisfactorily.
- It is a reactive process.
- It mainly refers to learning new things and refreshing old ones.
- It focuses on technical skills and it has a narrow scope.
- It focuses on the role.
- It revolves around present needs.

Development

Development refers to an informative process that mainly helps in understanding the overall growth and improvement of the skills of the employee. So simply we can say it is a process of learning and growth. Developments are performed to improve knowledge and skills to face future challenges. That's why it is long-term/term-focused, which takes place throughout the life of a person. Mainly it is the result of initiatives, taken by self and it is a result of self-motivation.

- It is a career-oriented process.
- It is performed to improve knowledge and skills to face future challenges.
- It prepares individuals for future jobs and growth in all aspects.
- It is the result of initiatives, taken by self and it is a result of self-motivation.
- It refers to implementing learned sessions and finding new ones.
- It focuses on conceptual and human ideas and it has a wider scope.
- It revolves around the future needs of the individual.

Importance of Training and Development

- Training improves employees' skills, helping them perform their jobs better.
- Development opportunities make employees feel valued and more satisfied with their jobs.
- Skilled employees help the company achieve its goals.
- Ongoing learning helps employees keep up with changes in technology and the market.

Current Trends in Training and Development

- Courses and training programs are available online, making learning flexible and accessible.
- Training programs desgined to individual needs and learning styles.
- Microlearning involves brief training sessions that focus on specific topics.
- Gamification uses game elements to make training more engaging and fun.

Training and Development Challenges

- Not all companies have enough money to invest in extensive training programs.
- Employees often struggle to balance training with their regular work.
- It's hard to evaluate how effective training programs are.
- Employees might be reluctant to try new training methods or strategies.