

On Training: Volume 1

Training and development initiatives are educational activities within an organization that are designed to improve the job performance of an individual or group. These programs typically involve advancing a worker's knowledge and skill sets and instilling greater motivation to enhance job performance.

Training programs can be created independently or with a learning administration system, with the goal of employee long-term development. Common training practices include orientations, classroom lectures, case studies, role playing, simulations and computer-based training, including e-learning.

Sometimes referred to as Human Resource Development (HRD), most employee training and development efforts are driven by an organization's HRD function. These efforts are roughly divided into two types of programs:

Employee Training and Development

A strategic tool for improving business outcomes by implementing internal educational programs that advance employee growth and retention.

Management Training and Development

The practice of growing employees into managers and managers into effective leaders by the ongoing enhancement of certain knowledge, skills and abilities.

Reference

[Conducting Health Research: Principles, Process, and Methods](#)

[Career Development and Counseling: Putting Theory and Research to Work](#)