

EMPLOYEE DEVELOPMENT



WHAT IS EMPLOYEE DEVELOPMENT

- Employee training and development is an organizational activity in human resource management aimed at impacting the employees with skills at bettering the performance of both the individual and the organization.

(<http://www.sixsigmaonline.org/six-sigma-training-certification-information/the-benefits-of-employee-training-and-development.htm>)

- An employee development plan is a written document for all employees stating and documenting their goals as well as their immediate and long range development needs. Key document that helps management with employee training and development (Noe, 2013)



BENEFITS OF EMPLOYEE DEVELOPMENT TO ORGANIZATION

- Provides a pool of available employees to replace anyone who leaves or moves up in the organization
- Ensures the organizations ability to adopt and use new process and technology due to a highly developed staff.
- Through training employee morale is improved as well as teamwork is encouraged
- Ensures adequate human resources for expansion into new programs (Ekot, 2010)



ANNUAL WORK CENTER VISITS

BENEFITS OF EMPLOYEE DEVELOPMENT TO ORGANIZATION

- Shows the employee the organization cares about their success which leads to higher retention.
- Retaining employees will save the organization money and time
- Highly trained and skilled workers leads a company havint a competitive advantage
- Creates a good relationship between employees and management which leads to an overall positive work environment

(Noe, 2013)



INTERNAL WORK CENTER VISITS

EMPLOYEE DEVELOPMENT INITIATIVES ORGANIZATION SHOULD ADAPT

- MENTORSHIP PROGRAM

- New or less skilled employees benefit by getting trained on the job by a veteran experienced employee
- Mentors can assist new employees adapt to the organizational culture more quicker
- New or less skilled employees have someone they can approach to discuss work issues

- JOB ROTATION

- Allows employees to see bigger picture by working in different areas of a job can lead to more efficient worker
- Will allow the organization to have a employees trained in various positions in case of a shortage in one area
- Helps with retention since employees are not doing repetitive task and also challenged in new areas



EMPLOYEE DEVELOPMENT INITIATIVES ORGANIZATION SHOULD ADAPT

- ASSESSMENT

- Provides valuable feedback to employees on what they are doing good and what they need to improve on
- Assists in planning employees goals and development plan
- Can help identify workers that are ready for increased responsibilities or promotion to other positions.



REFERENCES

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