

FACULTY OF JURIDICAL SCIENCES

Lecture-24



Purpose of training and development in HRM

Employee training and development isn't just for earnings growth, though. Below are the purposes of training and development in HRM:

1. Increase company productivity

You might want to consider upskilling your employees. Training them to use advanced tools and technology might improve their efficiency. Moreover, being more confident in their abilities will make them more motivated to work.

Also, they'll be able to face challenges and adapt to changes quickly. Aside from that, you'll also be promoting a culture of learning in your workplace. The act of learning together can help your employees bond with each other better.

All of these factors might contribute greatly to your company's productivity.

2. Improve product or service quality

Training and development programs are an opportunity for experts within your organization to share their techniques. Within a short span of time, employees will get to learn tips and best practices for their work.

This will allow them to create better products or provide more satisfying services. Additionally, adequate training of employees involves giving them the same set of instructions. This leads to uniformity in their methods and output.

3. Lessen employee turnover

Research has shown that training and development has a positive impact on employee turnover. Workers will surely appreciate your company's investment in their development. This will strengthen their sense of job satisfaction, belongingness, and commitment.

Training and development programs might also lead them to have a better relationship with the organization. As a result, it'll decrease their intentions to leave and increase your company's workforce retention. It's a win-win situation for everyone.

4. Decrease costs and errors

If your company has highly trained employees, there are few to no mistakes being made every day. As a result, less time and resources are spent on redoing incorrect work.

Also, product malfunctions and improper delivery of services are generally frowned upon. They might involve additional expenses, too. Properly trained employees know how to use materials efficiently. Thus, your company will spend less because waste and spoilage are minimal.

This applies to machinery as well. A trained employee will know how to take care of equipment. This will lead to lesser breakdowns and a longer lifespan for your machinery.