

FACULTY OF JURIDICAL SCIENCES

Lecture-27



3) Employee empowerment

Leaders who feel empowered within the workplace will be more effective at influencing employees and gaining their trust. Consequently, those employees will feel a greater sense of autonomy, value, and confidence within their work. Forbes measured empowerment along with employee engagement in data from over 7,000 employees and found that employees who felt a low level of empowerment were rated with engagement in the low rankings of the 24 percentile, compared to those who felt a high level of empowerment and were in the 79th percentile.

4) Increase workplace engagement

Boredom in the workplace can create feelings of dissatisfaction and negative working habits. Regular development initiatives can prevent workplace idleness. Having frequent training programs will also establish regular re-evaluation – of employees, skills, and processes. The importance of training and development also influences company culture by instilling an emphasis on planning.

Skill development can prompt company analysis and planning; it requires employers to review existing talent and evaluate growth and development opportunities internally, rather than via recruitment. Assessing the current skills and abilities within the team will enable managers to strategically plan targeted development programs that consider any potential skills gap.

Organizations also need to consider the rise of digital and online learning in talent development. From the LinkedIn Learning survey, 58% of employees prefer opportunities that allow learning at their own pace. The same report revealed that 49% prefer to learn when the point of need occurs – making accessible, independent online learning the most suitable for an increasingly diverse, multi-generational workforce.

5) Improving company culture

It is critical to celebrate differences and encourage learning based on individual interests and backgrounds. However, encouraging an understanding of other employees' or companies' work cultures improves teamwork, resulting in a more inclusive and cohesive team for greater results. Your corporate culture is defined by your workers. You must connect their ambitions with your corporate goals for greater results. If the trends are examined, training and self-development will be at the top of the list. According to the report, employees who participate in training and development programmes are more likely to be satisfied with their employers. They will be encouraged to do their jobs to the best of their abilities.

Advantages and disadvantages of training and development

Advantages:

1. Helps employees develop new skills and increases their knowledge.
2. Improves efficiency and productivity of individuals and teams.
3. Creates new and improved job positions.
4. Keeps employees motivated and enhance contribution levels.

Disadvantages:

1. It is a relatively expensive process.
2. There is a risk that after the training and development session, the employee can quit the job.