Training and Development
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Module - 09
Lecture - 41
Employees Development

Welcome to the lecture sessions on Training and Development. Today we are going to start with module 9, which is on Employees Development. So, in the course that you can see, we are like telling the two terms training and development simultaneously. When we are talking of training, we are more focused towards the skill which are required on the job that you are doing at present and that needs to be nurtured you need to know that thing.

And when we are talking of development, it is more a focus on the employee's development either in the short-term or in the long-term from a growth perspective. Where we are talking more of the development of the behavioral trade skills sets, competencies knowledge which are not only present focused, but also preparing the individual for some roles that the person is going to take up in future like and also may be higher up in the leadership roles.

So, in this session we are going to discuss on employee development and you can understand like; obviously, the term employee development will get connected with the career progression of the employee and how you can go look for a career development also along with employee development. So, let us begin the first lecture session on this module of employee development is on understanding the concept of employee's development. Let us begin.

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So, this part of the lecture session will be held on the employee's development and its various other issues.

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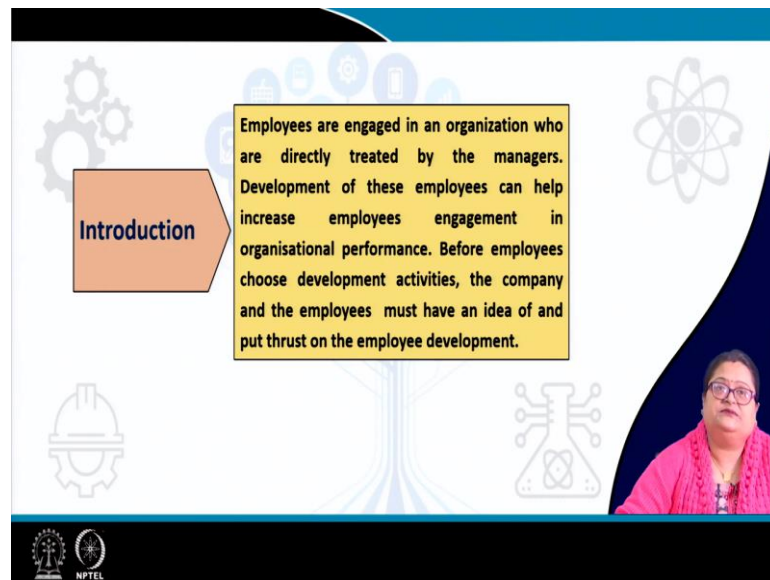
Now, what is employee's development? Employees are engaged in an organization like those employees who have like direct relationship or get the direct focus from the managers. Those who have an in a good relationship with the managers, a bond is there between the supervisor and the employee. So, that person gets more engaged with the organization or like as we can tell who are directly treated by the managers.

So, development of these employees can help in the increase the employee's engagement in the organizational performance. So, before employees, so as we have started you can understand like it is a bond, it is a discussion between the employer and employee regarding like their competency skill sets, future plans for like career plans. So, it is very important like the before the employees choose the development activities, then the company and the employees must have an idea of and really put thrust on employee development.

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So, to continue with the concept of employee development as we have already emphasized. Employee development is a joint initiative of the employee as well as the employer to upgrade the existing skills and knowledge of an individual and also develop newer ones to support organizational goals. So, employee development goes a long way in training because it like, training and sharpening the skills of an employee and like of upgrading his or her existing knowledge and abilities.

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Now, what can an employee development do? Like how does it add value? A proper employee development program can help to do the following: that is create a pool of capable workers, create workers who are ready for promotions, help the people identify the strength and weaknesses in their employees. The organization can understand the strength and weaknesses of the employees.

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Now, what is the importance of employee development? Way the first of course, importance is that it attracts top talent as its workforce by the company. Because when

the employees feel, when the employees know like the organization is thinking about the employee's growth and development their career prospects, the top talented employees will be like will be willing to join your organization.

So, that is it attracts top talents as its workforce by the company it improves the skills and knowledge of the employees and also improves the performance and career growth. Also, if you can see as you started with the employee engagement whenever the organization takes certain measures for employee development, it increases employee involvement and it promotes job satisfaction and creates future leaders for the company.

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The way we have understood the concept and the different, why it is important why the employee development is important for the organization. So, now, we are going to understand about the different types of employee development. As we started off in the initial lecture today you we have already told that it could be short-term development or the long-term development. So, let us see what they are and how they are well related and how they differ also.
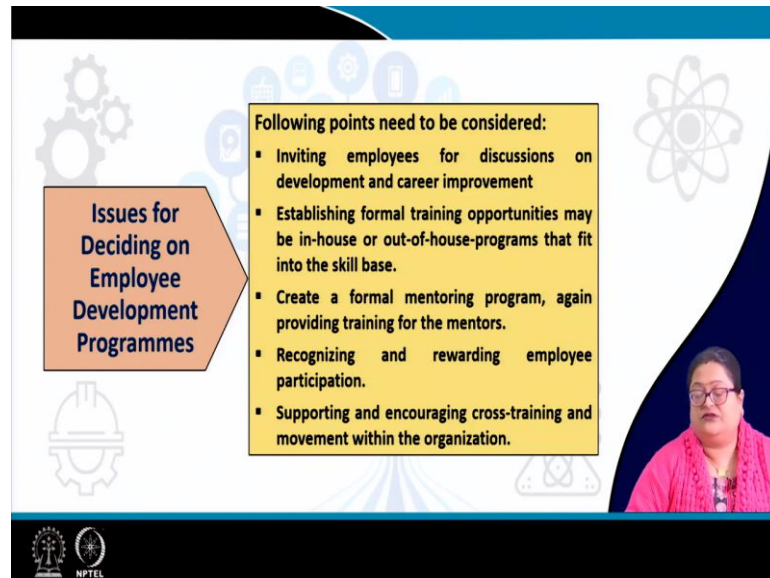
So, whenever we talk of long-term development, it refers to the changes or upgradation of a conventional or an existing system that is the norm for a long time. The introduction of computers and its application by employees in an organization can be identified as long-term development. Short-term development: this enables employees to gain knowledge and enhance both their technical and soft skills required to perform routine

work. The introduction of concepts like working from home is a new working concept can be categorized under short-term development.

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Now, there could be certain issues for deciding on employee development program. When we are facing certain issues. So, it must be like we must remember, like there are certain points which needs to be considered. Like inviting employees for discussion on development and career improvement. Establishing formal training opportunities may be in house or out of house programs that fit into the skill base.

Create a formal mentoring program again providing training for the mentors recognizing and rewarding employee participation supporting and encouraging cross training and movement within the organization.

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Now, again when we talking of different types of employee development program like it could be long-term or short-term, but how to deliver the employee development program. So, these there could be certain types like mentorship and coaching programs, lunch and learns, 360-degree feedback and performance appraisal, workshops and working groups and conferences. Let us elaborate on each of them.

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Mentorship and coaching programs: mentorship consists of pairing the employees with mentor to identify the opportunities. Mentoring often is a long-term process and a more
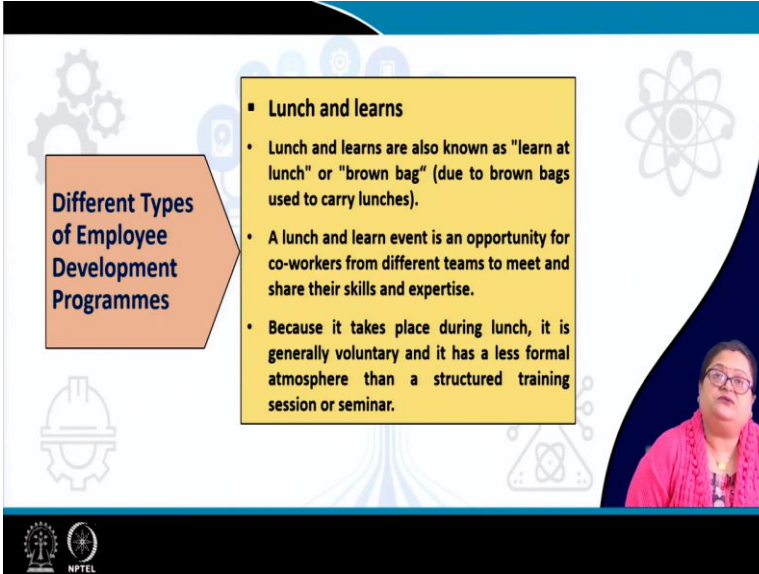
personal relationship is formed. Coaching and mentoring are two ways in which people with vast experience held those in the same job or field of endeavor who have less experience. Coaching usually deals with specific skills and tactics.

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Lunch and learns: lunch and learns are also known as "learn at lunch" or "brown bag" like due to brown bags used to carry lunches. A lunch learn event is an opportunity for a co-worker from different teams to meet and share their skills and expertise. Because it takes place during lunch it is generally voluntary and it has less formal atmosphere than a more structured training session or seminar.

Because whether to participate in the lunch and learn sessions or not, depends to some extent on the willingness of the participant also. So, voluntary participation is essential for these kind of development programs.

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Now, 360-degree feedback and performance appraisal: 360-degree feedback is a system or process in which employees receive confidential, anonymous feedback from the people who work around them which includes the employee's managers, peers, direct reports. This system automatically tabulates the results and presents them in a format that helps the feedback recipient create a development plan.

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Workshops and working groups: workshops are of great importance for brainstorming, interactive learning, building relationships and problem solving among employees. This

gives the employee an opportunity to interact with colleagues, peers and management with broad range of input and knowledge gain. The working group is a group of experts working together and focus on discussion or activity to achieve specific goals.

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The conferences: conference is a meeting of two or more employees for discussion regarding matters of common concern. Attending a conference are different for everyone. By attending a conference, individuals are expanding their professional and personal development and are provided with insightful information that could not be taught internally from within the organization or online.

So, in conference when you are having face to face interaction with the like person who is presenting the paper or who is doing certain workshop. So, any doubt which is there in your mind you can get it clarified one to one and many things which could not become clear through the reading or like reading about it. So, these are sometimes get clear when you get to discuss it with other people.

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Now, what is the role of HR manager for employee development? The HR manager can play effective role which includes finding out what the employee wants. Through employee service and time to use performance review, HR managers can find out how employees envision advancing their work performance.

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Setting fuse to e-learning with mentors: regular meetings with a peer mentor or a coach complement the e-learning, giving employees a well-rounded approach to their informal work education, in case electronic learning consider to be time-efficient. So, like what

are the complimentary things then what could be sometimes what happens everything may not be possible to explain through the e-learning process.

So, it is very much required also like you be in constant touch with your mentor, where like the and you like fix up an appointment or you get to share like you will be talking at this point of hour. And that will make certain things clearer when you start discussing with the mentor or mentor gives his or her guiding support to you searching for the answer.

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HR manager can play effective role which includes nurturing a growth-oriented culture, seamless on integration of learning opportunities into the weekly schedule encourages the employee to enjoy the enrichment process. Brief spurts of e-learning, gamification, applicable podcasts or instructor-led workshops can keep the topics engaging.

So, it is very important to grow a growth-oriented culture and people who get identified with this growth-oriented culture. So, they will try to find out how to like mix up the base part of e-learning, gamification, then application all this together so that the, it can substantiate, it can really help to understand in a far better way. The industry instructor led workshops and or the instructor led workshops and make the topic more engaging.

Like if the lecture is complemented by again e-learning, gamification and other like videos and other things then it becomes more interesting not only to learn, but to retain and remember it.

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The HR manager can play an effective role which includes establishing a definite goal. HR leaders and managers can collaborate to carry out employee survey, a strategy for promoting the development programs and trial employee development sessions to ensure the learning initiatives run smoothly.

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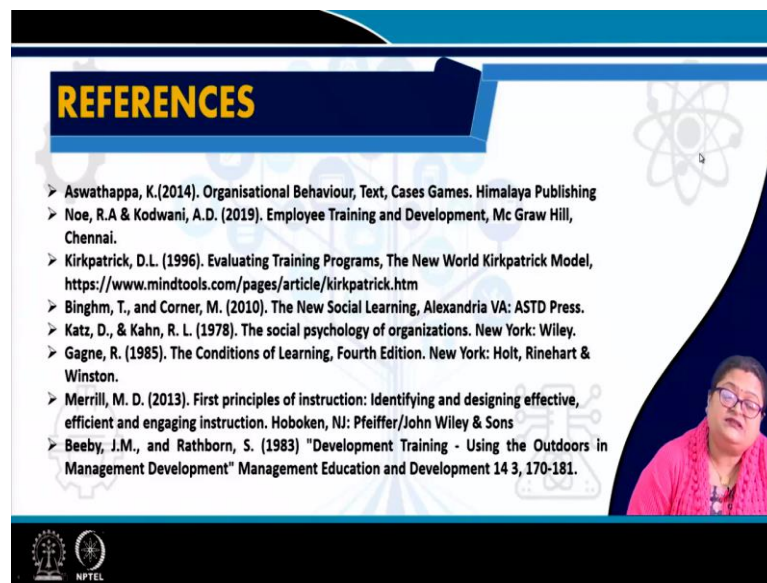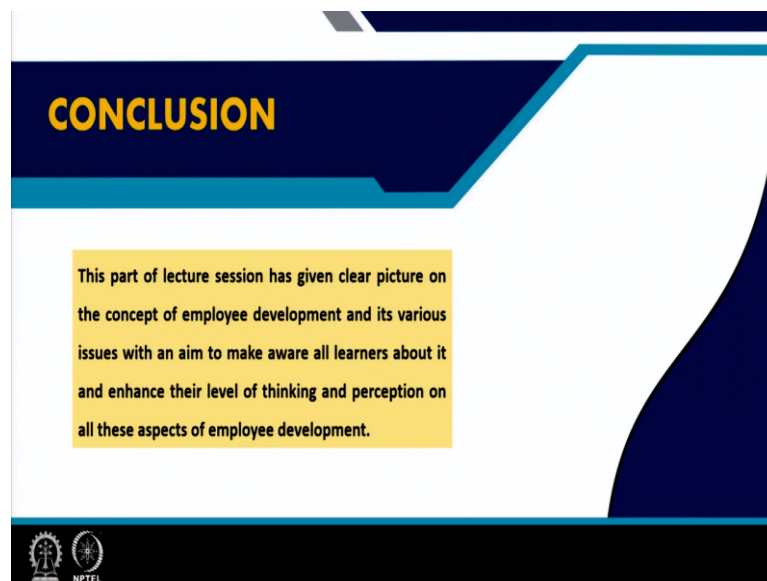
HR managers can play an effective role in providing clear expectations. Clear direction can empower those who are ready to widen their career opportunities. The guide can be creative and friendly, reflecting the company culture and welcoming the employees to take responsibility for their learning journey.

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These are the references that we have used for developing the slides.

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CONCLUSION

This part of lecture session has given clear picture on the concept of employee development and its various issues with an aim to make aware all learners about it and enhance their level of thinking and perception on all these aspects of employee development.

So, what we expect? Like this part of the lecture session has given a clear picture on the concept of employee development and its various issues with an aim to make aware all

learners about it and enhance the level of thinking and perception on all these aspects of employee development.

Thank you for today. Meeting you next with the next lecture in this module.

Thank you.