

Name - Aryan Raj

Roll no - 2005506

Ans → Difference Between Training and Development

- Training - Employees are given the opportunity to acquire skills, competencies, and learning in accordance with post-duty obligations through training.

- Training is provided to employees to improve their work performances.

- It is short-term.

- Only technical and mechanical operations are covered through training.

- It changes the skill level.

Generally, training entails acquiring new skills and updating existing ones.

- Development - is a term used to describe a procedure that aids in the understanding of an employee's overall growth and improvement of abilities.

- It is done to prepare employees for future challenges.

- It is long term.

- Philosophical, theoretical and educational notions are all included in the term "development".

- It changes behavioural skills.

- Development mostly relate to the implementation of previously taught sessions as well as the discovery of new ones.

- The steps and methods of training evaluation are Evaluation of training: A desirable characteristic of all training program is the built-in provision for its evaluation to determine whether the objectives of the training activity or programs are achieved or not.

- Notable dimensions of training evaluation include:

- a. Evaluation of contextual factors: Training effectiveness

depends not only on what happens during the training but also on what happens before the actual training and what occurs after the training has formally ended. Therefore, there's a need for both pre-training and post-training evaluation of contextual factors.

- b. Evaluation of Training Inputs: This involves evaluating the training curriculum, its sequencing, trainers abilities, facilities, aids, and resources used.
- c. Behavior: Evaluation of the change in the behaviour of the trainee due to training.
- d. Results: Evaluation of the results achieved due to training in various areas such as production, human resource utilization, performance tests, general job and organization environment, and cost-value relationship.

Principle of Training Evaluation:

1. Evaluation should be continuous.
2. It should be done at different stages of training.
3. The outcomes of training programs should be monitored.

Importance of Evaluation:

Evaluating training helps in understanding the effectiveness of the training program. It provides insights into whether the training has led to the desired change in knowledge, skills, attitude, and/or behaviour. By evaluating training, organizations can identify areas of improvement, optimize training methods, and ensure a return on investment in training initiatives. Moreover, it ensures that the training aligns with the business goals and contributes to the overall growth and success of the organization.

In conclusion, just as with any other HR function, training needs to be evaluated to ensure that it meets its objectives and contributes positively to the organization's goals.