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PROFESSIONAL TRAINING OF SPECIALISTS: PROSPECTS AND PROBLEMS

It is commonly acknowledged, that in this big, modern, technology-based world, it is essential to have skills and knowledge to be promoted at the workplace. However, not all companies have the same requirements, and in most cases, companies are interested in hiring unskilled people to pay them less at first, and only after a probation period they might pay an average salary. Actually companies increase the value of their workers specifically for their own needs, and within their organization.

Many researches point out the importance of training and development, though they claim that "training and development, however, is most effective when implemented strategically, which involves content development, method of delivery, and integration of technology [1].

Regarding the term "employee training", it is used to describe a method of learning to improve the work output of the individual, in solo tasks, group tasks, and organization. It consists of such methods as synchronous and asynchronous learning models, where synchronous is done with some kind of mentor, and asynchronous where the employee learns at his own pace and cognitive abilities. At the end of training the company receives a perfect match for their positions, ready to solve and work in the company's pace, it also boosts up the productivity, improves proficiency and in the long run makes more money.

It should be mentioned that people involved in the training process – mentors, teachers, lecturers, – experience a number of problems. One of them is a restrained budget. Another issue is need of engaging and motivating employees, as some workers might be lazy and display absenteeism. Besides, it might take much time and effort to convince executives of an organization to launch the training course. Finally, the content of the course might appear dated due to the fact that industries develop quickly nowadays.

In our opinion, in swiftly changing current conditions a young specialist should also be able for self-development and self-growth and consider necessity of obtaining new skills.

To sum up, after reading this small work, you now know what the term Employee training means, why companies need it and pay money for it, as well as the main problems that professionals in this field face every day.

Reference:

1. Research.com. URL: https://research.com/careers/training-industry-statistics

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