**HRD Plan: Training Process Model**

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The main purpose of the training operation within organizations is to enhance employees’ knowledge and skills to boost their competency and performance (Erath et al., 2020). Additionally, training equips employees the fundamental skills set they need to perform tasks as assigned – this way, Toosi et al (2020) argue that the main aim of training is to ensure that employees acquire the ability to solve problems, intellectual; knowledge and manual skills. An essential component of human relations function is the Human Resource Development (HRD). The HRD is necessary and important to the success of a company’s strategic business goals. Primary strategies encompassing HRD require including a comprehensive plan to offer the finest support to workers in order to empower them to accomplish the objectives of the company. This HRD plan provides an overview of the business strategies, culture core values, as well as ethical principles that a training department will require supporting and a definition of organizational development and how it alights with strategic planning. It also provides a summary of how the organization can best support workers through training along with change management, and how this will profit the entire organizational performance. Thus this paper explores a plan that sums up the training process model components and its relation to organization business strategies, values, culture and ethics in ascertaining the less trained a worker is, the less they contribute to the company business development process.

**Overview of Training Department Business Strategies, Core Values, Culture, and Ethical Principles**

A company’s A HRD plan should clearly outline the business strategies, culture, core values, as well as ethical principles that its training department will require supporting. Ethical principles are how the organization and the employees should conduct themselves. The following ethical principles guide the organization: honesty, integrity, loyalty, fairness, trustworthiness, respect for others, law-abiding, reputation, and commitment to excellence. These principles are key to avoiding conflicts or unwanted outcomes that disrupt the functioning of the company, and ensuring a positive work environment.

**Business Strategies**

A business training strategy is developed to accomplish a learning goal in the company. For instance, building workers new skills or upgrading them in accordance with new procedures and protocols inside the organization. Developing business training strategies entails preparing employees with advanced skill sets and offering trained personnel for the company. Thus, it is advantageous for workers and employers equally. Employee training can assist improve a company’s working standard. Also, it will improve the respect between workers and will establish a welcoming setting in the place or work. In addition, training can be utilized for providing employees with a practical experience of new skills and expertise (Osborne & Hammoud, 2017). That being said, the business strategies that the training department will require supporting include: conducting evaluation of training evaluation, conducting SWOT review to determine skill flaws, organizing a learning objective, designing a training objective, implanting the training and assessing the training.

**Core Values**

The core values that the training program should support include: human service leadership, Integrity, cultural diversity, individual uniqueness, competence and self-determination.

**Culture**

The training program must support a learning culture. A learning culture encompasses a set of organizational values, conventions, processes, and practices. Such conventions motivate workers and the organization to develop competence and knowledge. The training program of the organization will include a learning culture that promotes continuous learning along with believes systems impact one another.

**Ethical Principles**

The ethical principles the training program will support include: preparing accurate organizational data records, respecting confidentiality and coworkers’’ privacy space, treating everyone with courtesy and respect, controlling access to sensitive and confidential data and adhering to the organization codes of conduct and policies.

**Organizational Development and How Its Alignment with Strategic Planning**

Organizational development refers to a systematic and planned approach to enhancing a company’s or department’s effectiveness-one which aligns the strategy, processes, and individuals. It comprises the practice of systematic, planned change in attitudes, values, as well as believes of an organization’s workforce through creating and reinforcing medium and long term training programs. Today, organizational development comprises aligning an organization with its complex and quickly changing environment through organizational learning, knowledge management, as well as adapting company norms and values. Organizational development has numerous advantages spanning from continuous improvement, improved communication, workforce development, service and product development, and improved profit (Pender & Scherr, 2019). Organizational development aligns with strategic planning through helping a company to build its capacity and potential to change as well as accomplish effectiveness through developing, improving, and supporting processes, structures, and strategies. Specifically, Human Resource Development is the structure in an organization that helps employees improve their skills, knowledge, and capabilities, thus enhancing their effectiveness (Erath et al., 2020). Strategic planning involves the organization and employee's needs. Besides, it will make sure that progressive activities replicate the organization's strategic direction and enhance employees' training results. Therefore, human resource development is highly correlated to strategic planning in that it focuses on the needs of the company and those who work for it. The human resources department is intended to implement and integrate strategy and planning into establishing an effective and thriving work environment.

**Phases of the Training Model Process**

The five phases of the training model process include: analyzing, designing, developing, implementing, and evaluating (Toosi et al., 2020). In the analyzing phase, trainers consider all the features of the training problem and figures out a solution. In this phase, the timelines and objectives are developed. The designing phase involves determining the objectives and the results of the training (Spreen et al., 2020). Further, the organization proposes the preliminary prototypes of the activity and the training solution categories. The training solution starts in this phase. In the developing phase, the training program is developed and written down. The resources are also created and produced in the newborn stage regardless of whether it is based in the classroom or done online. This phase begins with the outline and the training combined in production (Erath et al., 2020). The training resources are produced, and the trainers undergo the training regimen on specified dates. In the implementing phase, the employees are given training programs and resources. The training begins in this phase, and the employees are trained on how to utilize their new skills. The evaluating phase takes place after the training program is completed. Evaluation determines if the preliminary design adjustments are required, and outcomes are appraised with the organization (Toosi et al., 2020). The trained employees, trainers, developers, and designers of the program come together to review the lessons they have studied.

**Types of Training and Categories of Learning**

Several types of training have been proven to be highly effective. They consist of orientations, lectures, and computer-based training. Orientation is significant for the success of new employees (Erath et al., 2020). When orienting the new employees, the organization provides them with the organization's background, strategies, vision, organization mission, and objectives. Orientation helps the new employees to familiarize themselves with the organization's rules and policies. Lectures aim at providing training to a large number of employees at a particular given time. Lecturers enable the organization to save costs as employees are trained as a group. According to Toosi et al. (2020), computer-based training is designed in a way that will give instructional resources while enabling the learning process. Computer-based training is advantageous because every employee is given the freedom to be trained at their own time and pace.

**Summary of Organizational Support on Employees through Training and Change Management: Significance to Overall Organizational Performance**

There are a number of ways the organization can support its employees in training and change management. First, the company can engage employees during the planning stage. This involves including employees early on during the change process and establishing clear points for employee discussion and inputs. Second, the organization can involve employees in changes that impact them. Here, the company should solicit input and ideas in decisions wherein it can and consider their views. Third, the company should identify attitude obstacles early on. Finally, an organization can support employees through training and change management by defining tasks well, building a culture of continuous improvement, and selecting a diverse project team (Queensland Government, 2020). Supporting or engaging employees through training and change management can have massive advantages for the company. The more the employee understand as well as acknowledge the needs for organizational change, the more constructively they will respond towards the change process. Reinforcing as well as fostering their knowledge along with involvement will assist them work positively and well as purposefully on the change tasks. Eventually, this results in improved performance and increased profitability (Queensland Government, 2020). There are several ways to support the employees through training and change management (Erath et al., 2020). For instance, setting goals, defining change, listening to the employees, finding the key influencers, and developing new performance aims are all critical in supporting employees through these methods. Training is essential to an employee's ability to gain new skills so they can accomplish the tasks assigned to them, thus increasing the organization's productivity, leading to an increase in profit margin and high-quality results.

**Conclusion**

Ethical principles, core values and culture are all aspects of a business that must be established and considered for success in training protocols. Further, it is necessary for employees to be qualified in all aspects of their role within the company. There are five phases of the training model process that enable proper implementation and comprehension including analyzing, designing, developing, implementing, and evaluating. Types of training as well as categories of learning allow for various methods of integrating strategies within the company and presenting the information effectively and fully. Support from the company is vital in aiding the employees to reach their goals and ensure they can receive proper training to ensure all aspects of the company produce the desired outcomes for success. Therefore, the training process model is an effective way of addressing all aspects of the company including business strategy, core values, culture and ethics and ensuring top performance levels are met.

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