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Business 3345

Section: 03

BUS 3345 Case Study 1

“Evaluating your training”

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**Summary:** Training in business is vital for both growth and survival. In order to implement effective training, it is important to evaluate your training to ensure it is a success. There are several key points as to why as company would evaluate their training program, including: tracking development of knowledge and skills, find out if learning is being applied in the workplace, identify training gaps and future needs, establish if the investment in training is worthwhile, inform future training plans and strategy, and to ensure training continuously improves. While these may seem obvious, it is important to note that the business environment is constantly changing, this enhancing the need for knowledge and skills. On top of all this, staff of a well trained business tends to be more favorable to the work process. It is important to identify goals of both the company and its employees when training. After all the training has been completed, then you evaluate on a more detailed basis to make sure it was effective.

**Relates to class:** The article emphasizes a **learning environment** where people are continually trained effectively to grasp more knowledge and skills. It emphasizes the importance of evaluating training to ensure that it is effective so they are able to learn efficiently. It talks about different strategies including **concentration strategy, internal growth, and external growth.** It tells how important it is to understand the environment (external factors) so you can keep up with competitors through your effective training. It states that in an effective training strategy it is important that people are happy so new product ideas are **brainstormed** and people constantly give it their best. Most importantly, it takes us through the five phases of the **training cycle.** It talks about **analyzing needs** which would be to implement effective training. It mentions **developing training** in the form of objectives. It talks about **implementing training** and that you should takes measurements (tests) before, during, and after training. Lastly the article covers in depth numerous ways in which we can **evaluate** **training** to make sure it is the best it can be.

**Relate to major:** As an accounting major, training is constantly emphasized in a classroom setting as well as on the job. Accountants constantly have the need to learn as laws are changing, and the world itself changes. When I enter the workforce I will be required to go to training periodically to make sure I retain the necessary skills for an accountant. It is important for me to evaluate the training I receive to make sure I comprehend what is being taught. Accountants can face legal trouble, including jail time, for failure to comply with laws and regulations.

Another reason is that my manager’s evaluations will be related to how effective I am, and training will play a large role in this. In order to climb up the corporate ladder, I will need to constantly be learning. While most firms today implement the necessary training, it is important for them to evaluate themselves to ensure their employees are up to date on accounting rules. I do feel that it is more of the accountants responsibility to ensure that they evaluate training themselves as the firms are continually offering training to prevent legal consequences.