



Human resource development: The limitations of the systematic training cycle

By Marco Köster

Grin Verlag Okt 2007, 2007. Taschenbuch. Book Condition: Neu. 210x148x2 mm. This item is printed on demand - Print on Demand Titel. - Essay from the year 2002 in the subject Sociology - Work, Profession, Education, Organisation, grade: Grade A, University of Manchester (Institute for Development Policy and Management), language: English, abstract: The definition of training provided by Armstrong resembles most definitions of training found in reference works. Training is, accordingly, the planned and systematic modification of behaviour through learning events, programmes and instruction which enable individuals to achieve the levels of knowledge, skill and competence needed to carry out their work effectively. Two aspects of this definition could be highlighted as the most characteristic and distinctive elements of training as opposed to other methods in the wider field of learning. First, training is planned and systematic; and secondly, it aims at the improvement of defined abilities related to work. The systematic training cycle is a model reflecting these characteristics. It emphasises that training is a continuous process, a circle in which the end leads back to the beginning, rather than a single linear and isolated event with a defined start and finish. In its classical form the systematic training...

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