# Importance of Employee Training and Development Program

Employees are the biggest asset of a business company. Investing in employees is important to get sustainable business progress and success. Business companies go through a lengthy process to hire a qualified and skillful employee. Most of the business companies spent lots of time to hire the best employees. But most of the case they couldn’t find a suitable person for them. It doesn’t mean that they hire unqualified employees. Most of the employees actually couldn’t co-up with the ongoing activities of a company. Maximum times employees become unqualified due to the daily changing technology or the development of new methods. Gradually it seems that they are not qualified. But if a company invest properly on them by arranging some effective employee development program, then the performance of employees become better and in the and its increase the company’s financial performance.

But Maximum companies don’t want to arrange any employee training or development program for various reasons. It's true that for arranging such as program any company needs to use its biggest resources like money and time. And often companies excuse that “We are too busy to arrange employee training or development program now”, “We don’t have enough money for training”, “We are planning it next year” and so on.

If you want to know the importance of employee training program or the disadvantages of no training program, sit tight because this article is for you.

First of all, we have to know that, what is employee training and development?

Employee training and development program is a stretch often used interchangeably, transversely areas, and includes various employee learning observes. More specifically, the training program involves permit employees to learn accurate skills or knowledge to improve performance. Development programs contain a more spread-out employee progress plan, for future performance rather than instant career role enhancement.

If you don’t offer your employees any training or development program, then what will happen?

1. Untrained employees have low production value.

2. Untrained employees are less efficient.

3. Untrained employees will lose your money, time and also materials.

4. If you don’t train your staff properly, you may lose your customers in the long run.

5. They can increase miscellaneous expenses.

After all, if you don’t train your staff, in the long run, your company will face serious issues. Your company will fail to compete with your other business competitors. So it’s necessary for a company to train and develop not only new employees but also experienced employees too.

Benefits of employee training and development program.

# #1 – Improve employee performances

The employee who obtains the required training is more able to complete their job. The training or development program will give the employee a better understanding of their everyday jobs within their role, and in shot build their confidence level. This confidence will improve their total performance and this can only profit the company.

# #2 – Find out weakness

 Maximum employees will indeed have some weaknesses in their work skills. A training or development program allows you to reinforce those skills that each employee desires to improve. A training or development program conveys all employees to an advanced level so they all have comparable skills and acquaintances. This benefit diminishes any weak links within the company who depend on seriously on others to complete elementary work tasks. Only if the necessary training or development program generates an inclusive conversant staff with employees who can take over for one another as required, work on teams or work self-reliably without persistent help and direction from others.

# #3- Increase Productivity

Business productivity frequently increases when a company implements training or development courses of their employees. Increased productivity in procedures will guarantee project victory which in turn will progress the company revenue and possible market share.

# #4 – Decrease Employees Turnover

 Employees are more probably to feel appreciated if they are invested in and therefore, less likely to change their current job. Training and development programs are perceived as a supplementary company advantage. Recruitment expenses consequently go down due to employee retention.

#5 – Company Reputation

Consuming a solid and successful training or development strategy benefits to progress your company brand and make your company the main contemplation for fresh graduates and experienced employees. Training and development programs also make a company more gorgeous to possible new employees who hunt to improve their skills and the chances allied with those new skills.

Though training your employees will cost money, time and materials but still, you can’t deny this to accomplishing your business goals. Remember this training or development isn’t just a program to any company its necessary.