

The Impact of Training and Development on Geosciences Employees

By Christian Azuka Olele

Project Implementation Manager
EdgeGold Concept Services Limited, Lagos, Nigeria

ABSTRACT

This paper is aimed at exploring requirements for the achievement of training and development and good return on Investment for Employees. Training and development is an enhancing performance and it is an important factor in the viable market environment. Institutions spending on valuable training and development for her staff shall achieve short and long term contract. Up to date, there has been much deliberation about what represents Geosciences and how it expands.

Key Words: Training, Development, Geosciences, Organization, Human Resources

Introduction

Achievement of objectives and good returns on investment could only be attained if human resources aspects of the human enterprise are properly developed through training and manpower development.

Halidu (2015) is of the opinion that an organization may have employees of ability and determination with appropriate equipment and managerial support yet productivity fails below expected standard. By and large, the missing factors in many cases are lack of adequate skills and knowledge which are acquired through manpower training and development.

In the light of the above mentioned, any organization, no matter how sophisticated in technology cannot be characterized by its Infrastructure; rather it is the achievement and development of human resource capital that is responsible for its increase in productivity.

Literature Review

According to Halidu (2015), training and development is seen to be the procedure of behavioral alteration to amalgamate organizational needs with their characteristics. Akpan (1982) as cited in Halidu (2015) further explained that training and development aims at budding competencies such as human, theoretical technical, and managerial for the furtherance of individual and organization growth. In interpreting the hypothesis exceeding, Black and Lynch (1996)

maintains that at the moment in time of technological change and innovation, the newly employed and existing work force need to be trained to acquaint them with the current skills and techniques obtainable currently to get their job going in order to achieve individual and organizational objectives.

French (1974) agreed with the fact that training is the practice of assisting employees in their near or potential significance through the development of suitable routine which involves ideas, actions, skills, knowledge and attitudes. Stone (1982) went on to support that training is the process of acquiring knowledge, skills and attitude for the sole purpose of executing a specific job competently.

The Need for Employee Training

According to Ngu (2006) the purpose of training can be derived from an organizations present manpower position. He restated that the obtainable manpower situation verify the training objectives of the organization. However, Ngu (1994) confirm that to be able to identify training needs, there has to be a comprehensive manpower survey which is usually an aspect of manpower planning. This will picture the types of skills and employees that need to be developed or trained. Kulkami (2013) reiterates that for an organization to take pleasure in global recognition and reputation, its employees must be extremely educated, honest and valued rather than being ignorant, inefficient and corrupt.

The need for employee training is summarized as thus:

- **Employee training Improves morale of employees:**
Training helps the employee to get job security and job satisfaction.
- **Less supervision:**
A well trained employee will be well acquainted with the job and will need less of supervision
- **Chances of promotion:**
Employees acquire skills and efficiency during training. They become more eligible for promotion and asset for the organization.
- **Increased productivity:**
Training improves efficiency and productivity of employees. Well trained employees show both quantity and quality performance. There is less wastage of time, money and resources if employees are properly trained.

Reasons for Training & Development

The significance of training is to aid the employee get hold of and sustain the necessary skills, capabilities and personal capacities to contribute more adequately to the attainment of

organizational and rational objectives (Glueck 1986). However, to summarize, one may assume to say that the consequence of training is to boost efficiency of employees, organize them for technological advancement, and preserve them for resourcefulness. Organizations are investing heavily on training and development courses to prepare their employees for prospects. Raja et al (2011) speculates that the most important purpose of training is to offer, acquire and advance the essential skills in order to assist organizations accomplish their goals and produce viable benefit by accumulating value to their key resources.

Training can be initiated for a variety of reasons for an employee or group of employees:

1. When a performance appraisal indicates performance improvement is needed
2. To "benchmark" the status of improvement in a performance enhancement effort
3. To "pilot", or test, the operation of a new performance management system
4. To train about a specific topic and Software (Onah 2003).

Types of Training & Development

Ngu (2006) listed the following as types of Trainings:

- Team Training
- Cross – Functional Training
- Customer Service
- Literacy Training
- Creativity Training
- Skills Training
- Retraining
- Diversity Training

On the Job and Off the Job Training:

On the Job Training implies to a method of training through which an employee get hold of pertinent skills, knowledge and attitude at his definite work (Ngu, 2006). According to Atiomo (2000); on the job training is a situation whereby an employee is exposed to a particular job performance under proper supervision. Stones (1982) put right that for the duration of the on the job training the procedures are reiterated where a blunder is made pending when the employee learns the proper method.

Halidu (2015) added that on the job training may be seen as thus:

- Job Instruction

- Apprenticeship and Coaching
- Job Rotation
- Committee Assignment
- Internship Training
- Training through Step by Step.

On the Job Training	
Pros	Cons
Provides Realism	Disruptions to Operations
Allows Active Practice	May Damage Equipments
Provides Immediate Feedback	Inconsistency Across Departments
High Motivation	Inadequate Focus on Underlying Principles
High Transfer to Job	Lack of Systematic Feedback
Lowers Training Cost	Trainee Stress

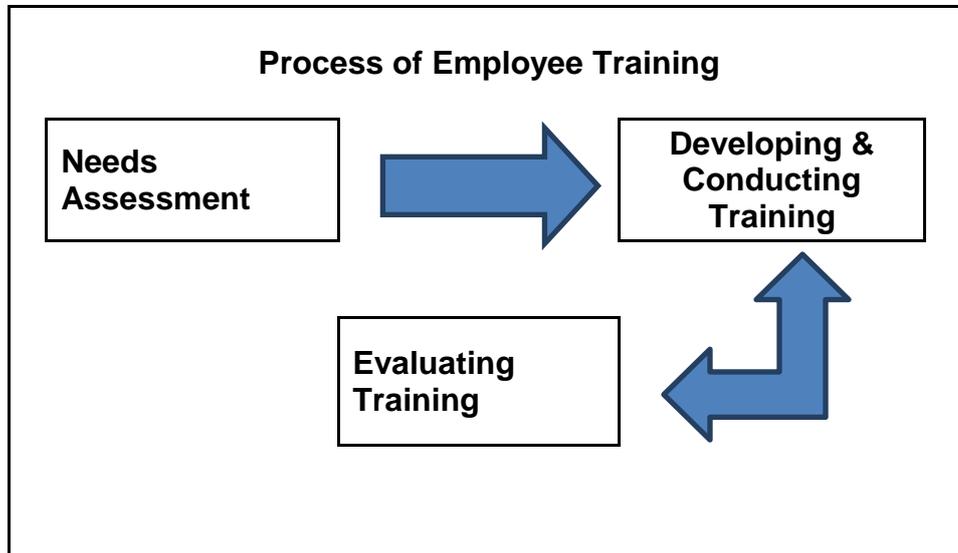
Source: Author 2018

Off the Job Training implies to a method of training that can be conducted for employees outside the work place atmosphere. This is frequently carried out in classrooms, where in cases of such, the trainee employee is given theoretical information on how to use different types of software's.

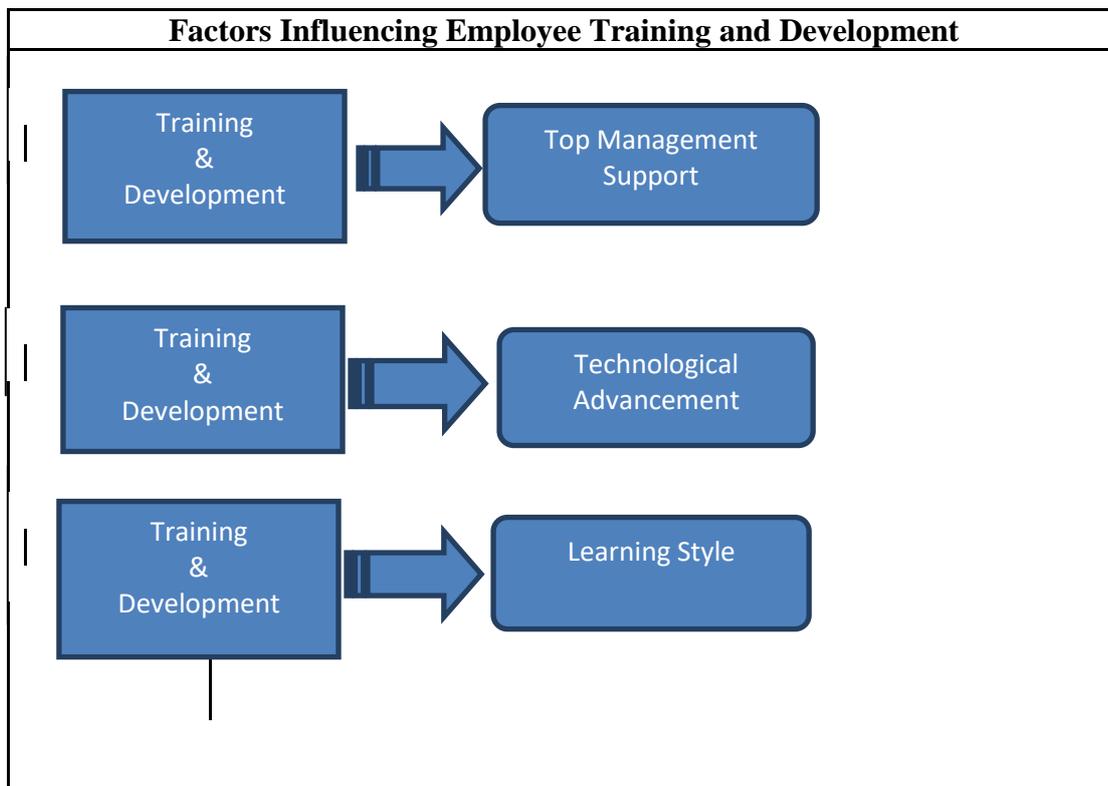
Halidu (2015) classifies off the Job Training as follows:

- Case Study Method.
- Program Instructions
- Class Room Lectures
- Work Shop and Seminars
- Conference Method
- Vestibule Training
- Behavioral Modeling
- Experimental Exercise
- Audio- Visual Method

Process of Training and Development



Source: Author 2018



Source: Author 2018

Conclusion

This study has emphasized the impact of training and development on workers' productivity. Results from this research revealed that training and development is an effective tool for employee's higher productivity in Geosciences' world. For this reason, Geologists can only work effectively if given the right training required for performing the tasks required to work effectively.

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About the Author



Christian Azuka Olele

Lagos, Nigeria



Christian Azuka Olele is a project manager experienced in the Construction Sector in Nigeria, West Africa. He received his B.Sc. and PGdip degrees in Geology from the University of Port Harcourt, Choba, Nigeria; and his M.Sc. degree in Project Management from the University of Liverpool, Liverpool; U.K

Christian Azuka Olele worked on the Lekki Toll Road Infrastructure Project, Victoria Island Lagos; Osborne Jetty Terminal, Ikoyi, and Several Roads Construction Projects in Lagos & Abeokuta, Nigeria. He is currently the Project Implementation Manager for Uyo Women Development and Skill Acquisition Center, Akwa Ibom State. A Corporate Social Responsibility (CSR) Project of TOTAL Upstream Nigeria Limited (TUPNL), Lagos, Nigeria.

He is Interested in Managing Projects in Nigeria and Africa.

He can be reached via email at oleles@gmail.com