

THE PROS AND CONS OF TRAINING

by:

Jemee Joan M. de Jesus

Administrative Officer II, Bilolo Elementary School

“Tell me and I forget, teach me and I may remember, involve me and I learn.” – Benjamin Franklin

Who would not want to go under training if it is for your job? A person learns a particular skill during training. It is very important for beginners. Everyone starts with nothing until they learn how to do things.

What could possibly be the Pros and Cons of training? Here are some few advantages of training employees. First, it affects the quality of work. The employee train to gain. How? Trainings improve the level and quality of work. Trainees learn how to do their job at most efficient and effective ways. Work smart, not hard. If the quality is good, there will be better outputs.

Second, motivation. How important are the employees? They are the most important entity in an organization. They compose the organization itself. These employees can be motivated through trainings. They feel their importance when they are sent on trainings. They do not have to be replaced, they just have to learn the skills needed. This serves as an opportunity to learn and grow. Corporate training venue is a plus.

Third, it helps build relationships. All employees with the same interests will be gathered in one event. Camaraderie, cooperation, and unity in one goal, to learn. People in different organizations meet and do workshops during training. Everyone will have a chance to showcase the talent and skills they are good at.

If there are advantages, there are disadvantages. It may be fun during sessions but all of it will not be possible if there is no money spent. It costs a lot to host a training. Trainers are being paid for their professional skills and knowledge. There are also other expenses such as venue, meals, learning materials and other necessities during the event. There are instances that trainees shoulder these expenses. Some offices use their own facilities to lessen the cost and it makes it easier for the participants to adapt in its environment.

Also, it consumes time. Instead of working, employees gather in the event. If all employees participated, then it may be a day off without business or transactions. Files of work is expected on return.

These are just few of advantages and disadvantages of trainings. Above all, it is worth it. Improvements are expected to employees who undergone trainings. There will be better results and everyone learned. If not, another session will be required.

References:

<https://asset-wisdom.com/news/employee-development-the-pros-cons-of-training-staff/>

<https://www.easy-lms.com/knowledge-center/employee-training-center/our-top-advantages-and-disadvantages-of-employee-training/item12790>